

Gender Equality Scheme Annual Report – April 2008

1. Introduction

1.1 The Council's Gender Equality Scheme (GES) was published on 30 April 2007. The scheme sets out the objectives and key actions for the Council over the next three years to meet the Gender Equality Duty and the needs of local residents and staff.

2. Progress

2.1 Below is the Council's Gender Equality Action Plan, noting the progress made in relation to employment between May 2007 and April 2008.

Gender Equality Action Plan

				Progress in 2007/2008	
	Priority	Responsibility	Action	Employment	Service Delivery
1	Equal Pay	Personnel & Training	<p>Develop and publish a policy on developing equal pay arrangements between women and men, including measures to:</p> <ul style="list-style-type: none"> ▪ promote equal pay ▪ ensure fair promotion and development opportunities ▪ tackle occupational segregation 	<p>The Council is working through the outcomes from the Equal Pay Audit undertaken in 2005/06, as set out in the accompanying action plan and significant areas of progress in 2007/08 are:</p> <ul style="list-style-type: none"> ▪ Ongoing programme of non-discriminatory job evaluation processes transferring posts on to the new pay structure for the Council (single status) and reviewing the associated terms and conditions eg. allowances for working outside standard working hours 	N/A

				Progress in 2007/2008	
Priority	Responsibility	Action	Employment	Service Delivery	
			<ul style="list-style-type: none"> ▪ Review of recognition policies undertaken, which give guidance for awarding payments for exceptional performance or undertaking additional responsibilities. The review found that the scheme is generally operating effectively and fairly across the Council. Action in 2008/09 includes a review of the coding and application of these payments to ensure continued ability to fully report and monitor the payments for gender bias. ▪ Recruitment e-learning package launched to ensure equity, fairness and consistency in grading jobs. Additional Workshop sessions for Personnel Officers are planned to ensure a full understanding and appreciation of the most up to date equal pay information and to provide an extra layer of protection against salary and grading inequalities. 		
2	Monitoring of employment statistics	Personnel & Training	Review information collected in relation to gender to ensure equality in this area	Total Council employees: 2005/06 2006/2007 Female 79.4% Female 79.5%	N/A

				Progress in 2007/2008	
Priority	Responsibility	Action	Employment		Service Delivery
			Male 20.6%	Male 20.5%	
			New employees to the Council:		
			2005/06	2006/2007	
			Pre- monitoring	Female 79.5%	
				Male 20.5%	
			Promotions:		
			2005/06	2006/2007	
			Female 2.7%	Female 3%	
			Male 4.2%	Male 3.5%	
			Subjects of disciplinary procedures:		
			2005/06	2006/2007	
			Pre- monitoring	Female 50%	
				Male 50%	
			Involved in grievance procedures:		
			2005/06	2006/2007	
			Pre- monitoring	Female 80%	
				Male 20%	
			Employees leaving the Council:		
			2005/06	2006/2007	
			Pre- monitoring	Female 17.2%	
				Male 17.5%	
			These figures do not highlight any areas of gender equality. Areas showing a significant difference are		

				Progress in 2007/2008	
	Priority	Responsibility	Action	Employment	Service Delivery
				a reflection of the proportions in the workforce and not cause for concern.	
3	Proactive Equality Impact Assessments (EIAs) are undertaken on new Council initiatives	All Departments	The Equality Impact Assessment process will be reviewed to facilitate proactive Equality Impact Assessment and to enable the identification of good practice	In light of a recent review, Personnel and Training are now implementing a rolling programme to refresh EIAs on employment policies and functions, on a priority basis.	
4	Training	Personnel & Training	Provide general awareness training in equality and diversity as part of the Council's core skills programme	<p>E-learning package launched to ensure that managers are aware of the areas of potential discrimination when setting criteria for person specifications.</p> <p>There is gender equality in regard to access to training opportunities in the Council, with attendance of both genders reflecting the proportions of the workforce.</p> <p>However, further investigation is necessary regarding the access to training opportunities for part-time employees, as both genders were significantly underrepresented in this group.</p>	N/A