

**East Sussex County Council Gender Equality Scheme 2007 – 2010**

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## **1. Introduction**

1.1 As a public body we are committed to the principles of good corporate governance. Openness, inclusivity, integrity and accountability are at the very heart of the way Members and officers operate at East Sussex County Council (the Council) and are fundamental to our role in providing vision and leadership for the wider community which we serve.

1.2 Consequently, the Council is working to ensure that every effort is made to eliminate unlawful discrimination and promote equality of opportunity between women and men in everything that it does.

1.3 This scheme sets out how we will realise these aims and meet our obligations under the Sex Discrimination Act 1975 (amendment) Regulations 2003 and the Equality Act 2006.

## **2. The Gender Equality Duty**

### **The reasons for the duty's introduction**

2.1 The gender equality duty aims to make gender equality central to the way that all public authorities work, in order to create:

- Better-informed decision-making and policy development
- A clearer understanding of the needs of service users
- Better-quality services which meet varied needs
- More effective targeting of policy and resources
- Better results and greater confidence in public services
- A more effective use of talent in the workforce

### **The general duty**

2.2 The Equality Act 2006 amends the Sex Discrimination Act 1975 (amendment) Regulations 2003 to place a statutory duty on all public authorities, when carrying out their functions, to have due regard to the need to:

- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity between women and men

2.3 Under the duty unlawful discrimination means:

- Direct and indirect discrimination against women and men in employment and education; in goods, facilities and services and in the exercise of public functions
- Harassment, sexual harassment and discrimination on the grounds of pregnancy and maternity leave
- Discrimination on the grounds of gender reassignment in employment and vocational training

- Direct and indirect discrimination in the employment field on the grounds that a person is married or a civil partner
- Victimisation

### **The specific duties**

2.4 In addition to the general duty there are also specific duties which provide a framework to assist authorities in planning, delivering and evaluating action to meet the general duty and to report on these activities.

2.5 There is a requirement to publish a Gender Equality Scheme and to include with it the following elements:

- A number of high priority gender equality goals for action, arrived at through consultation and involvement of relevant stakeholders, including employees
- An action plan with tasks assigned to named individuals, deadlines and review points to give a clear indication of what action will be taken to meet those goals and how progress will be monitored
- Details of how the public authority will ensure all its relevant policies are assessed for their potential impact on women and men
- Details of the pay policy and action plan

### **3. Equalities Impact Assessment**

3.1 The Council is required to set out in its Scheme its proposed methods of assessing the impact of its policies and practices, or the likely impact of its proposed policies and practices, in order to meet the general gender duty. In this context 'policies and practices' refers to all of the activities that the Council carries out.

3.2 Retrospective equalities impact assessments have been carried out on the Council's existing policies and practices for both employment and service delivery across all departments in the County Council in 2004/2005.

3.3 Proactive impact assessment will be undertaken on all organisational initiatives planned for implementation during the life-span of this Scheme to ensure that due regard is given to the need to promote gender equality.

3.4 The Council will provide training for all staff with responsibility for impact assessment.

### **4. Gathering information**

4.1 The Council is required to set out its arrangements for gathering information on the following, and state how this information will be used:

- Employment practices and the workforce
- Who is using the Council's services and how are they delivered

- The impact of core policies on women and men
- Equal pay for women and men doing equal work

4.2 Additionally, the Council must set out its arrangements for consultation.

### **Employment practices and the workforce**

4.3 All public authorities must collect information about where the women and men are within their organisation (for example, the level of seniority they have reached and what areas of work they undertake) and what they are paid. In meeting the gender equality duty local authorities must also ensure that they assess the take-up and impact of their employment practices on women and men.

4.4 Once collected the information should be used to measure where the Council has been successful and show any areas where action needs to be taken.

4.5 The following key employment issues are the ones that the Council should consider when deciding its priorities for action:

- Recruitment and concentration of women and men into particular areas of work
- Managing flexible working
- Part-time work
- Managing leave for parents and carers
- Managing pregnancy and return from maternity leave
- Sexual and sexist harassment
- Transsexual staff and potential staff
- Grievance and disciplinary procedures
- Redundancy
- Retirement
- Equal pay
- Work based training opportunities

4.6 The table in appendix 1 highlights the Council's responsibilities in some of these areas.

### **Who is using the Council's services and how are they delivered**

4.7 The Council's services are delivered through its five departments:

- Adult Social Care – providing social care services for residents over 16, including residential care and sensory care services
- Chief Executive's - responsible for trading standards, register offices, supporting economic regeneration and libraries
- Children's Services – provide social care for people under 16, state education and other childcare services
- Corporate Resources – responsible for managing the budget and auditing our finances
- Transport and Environment – responsible for maintaining roads, providing public transport and managing the local environment

4.8 Appendix 2 gives further information about the information gathered regarding the services each department provides.

### **The impact of core policies on women and men**

4.9 The Council must ensure that its policies are not discriminating against either women or men, or maintaining or leading to gender inequality. Therefore, evidence must therefore be collected on the impact of core policies on women and men, and where necessary policies must be amended so that they eliminate discrimination and promote gender equality. This is done through Equalities Impact Assessments, which assess the likely consequences of a policy for women and men. This process is outlined in section 3 of this document.

### **Equal pay for women and men doing equal work**

4.10 The requirement to have due regard to the need to eliminate unlawful discrimination means that the Council must take steps to make certain that it is complying with the Equal Pay Act 1970. The act established the right to equal pay between women and men and provides a right of complaint to an Employment Tribunal. An employee may cite a comparator of the opposite sex who is paid more.

4.11 In order to ensure that the Council is complying with equal pay legislation and to identify potential risk areas that may be addressed in the local pay review, an Equal Pay Audit was undertaken during 2005/06.

4.12 The National Joint Council for Local Government Services agreed a 3 year pay deal in 2004 with the trade unions, including the requirement to complete and implement a local pay review by March 2007. An Equal Pay Audit was required as part of this process.

4.13 The Equal Pay Audit includes an action plan with proposals to address any equal pay issues arising from an examination of three aspects of pay and reward:

- Job evaluation and grading processes
- HR policies relating to pay and reward
- Statistical analysis of pay data (Equal Pay Audit) to identify any pay gaps between male and female earnings

### **Consultation**

4.14 The Council takes consultation with its residents and stakeholders seriously and knows that people will only give their views if it offers them opportunities to get involved which are effective, and of a high standard. The Council also knows it's vital to let people know how it uses the information received and it therefore plans its consultations to feedback effectively where the information gathered has been used to inform the planning and delivery of services, and made a difference.

4.15 The Council's corporate aim is to improve the co-ordination of its consultation activity and this is being managed through its Consultation Strategy (2007- 10), and by publishing a three-year Forward Plan with details of all major consultations planned. The Consultation Guidelines and Toolkit support staff step by step through the consultation process, and a dedicated Consultation Officer provides advice and assistance.

4.16 The Council runs the East Sussex residents' panel of 1,600 people who broadly reflect the diversity of the county. The panel provides the Council with a flexible and cost effective way of consulting with residents regularly across a range of service issues. Members are consulted up to three times a year via postal surveys and, together with members of our e-Citizens panel, have the opportunity to share their ideas and views about the issues faced.

4.17 Data is held about the gender of panel members and this has been used to add insight to the surveys that have been conducted:

	Male	Female
2001 Census	46%	54%
Residents Panel	51%	49%
Budget Survey 06/07	51%	47%
Satisfaction Survey	52%	47%

4.18 Collecting information about the gender of respondents or participants is actively encouraged and the guidance in appendix 3 is included in the Council's Consultation toolkit.

## **5. External Partnerships**

5.1 Public authorities may be involved in partnerships to better deliver their services, for example community safety partnerships, or early years development and childcare partnerships. Where those partnerships do not have a separate legal identity, they will not be bound collectively by the gender equality duty. However, partners who are authorities with duties under the Act must ensure that they give due regard to gender equality in relation to the work of the partnership and promote gender equality as they do for all their employment and service areas.

## **6. Procurement**

6.1 Where a contractor is carrying out a public function on behalf of a public authority, the legal liability for the gender duty in relation to that function remains with the public authority which contracts out the function. This means that the Council will need to build relevant gender equality considerations into the procurement process, to ensure that all of its functions meet the requirements of the statutory duty, regardless of who is carrying them out.

6.2 Steps which will assist public authorities to ensure that they meet their obligations in procurement and monitoring contracts include:

- Providing training for all staff involved in procurement work so that they fully understand the provisions of the Sex Discrimination Act and Equal Pay Act, and the relevance of the Gender Equality Duty to their area of work
- Ensuring that gender equality is appropriately reflected and given due weight in the specification, selection and award criteria, and the contract terms and conditions, in a way which is consistent with European Community and United Kingdom procurement rules
- Revising any standard 'Invitations to Tender' to include information about contractors' obligations under the Sex Discrimination Act, the Equal Pay Act and the Gender Equality Duty
- Requesting in the contract notice that tenderers or candidates indicate, when drawing up their tender, that they have taken into account their obligations under the Sex Discrimination Act and Equal Pay Act
- Ensuring that steps to eliminate discrimination and harassment and promote equality between women and men are appropriately reflected and given due weight in the selection and award criteria
- Having a performance condition in every contract stating that the contractor must comply with the anti-discrimination provisions of the Sex Discrimination Act and Equal Pay Act
- Having performance conditions with which the contractor must comply to ensure that the public authority is able to discharge its general gender equality and specific duties
- Where relevant, specify in the contract what evidence the contractor needs to gather for the contracting-out authority to demonstrate the authority's own compliance with the general or specific duties
- Ensuring that the contractors fully understand any gender equality requirements of the contract
- Monitoring contractor performance against those requirements
- Seeking legal advice if there is uncertainty as to how the duty might affect the design and process of a particular procurement

## **7. Current Position**

7.1 The tables in appendix 4 show the current position of gender equality in both employment and service delivery.

## **8. Outcomes**

8.1 The purpose of this Scheme is to enable the Council to make visible and faster progress towards gender equality.

8.2 In order to achieve this we will:

- Have in place an action plan setting out the outcomes we want to achieve and how we will go about achieving them
- Have in place Key Performance Indicators (KPIs) to help us to evaluate the effectiveness of the steps set out in the action plan
- Monitor and evaluate the effectiveness of the steps set out in the action plan
- Review our action plan annually in light of outcomes to date

## **9. Annual Reporting**

We will publish a report each year, which will include a summary of the:

- Steps taken under the action plan
- Results of information gathering
- Use to which the information has been put

## **10. Communication**

10.1 We will publish this Scheme in a range of formats including large print, Braille, and audio.

10.2 We are aware that we may not always get it right and we welcome and are happy to learn from constructive feedback.

10.3 Contact for feedback or queries:

Strategy Team  
Personnel and Training  
County Hall  
Lewes  
BN7 1SG

## 11. Gender Equality Action Plan

	Priority	Responsibility	Action 2007/08	2008/09	2009/10
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"> <li>▪ promote equal pay</li> <li>▪ ensure fair promotion and development opportunities</li> <li>▪ tackle occupational segregation</li> </ul>	To be confirmed	To be confirmed
2	Monitoring of employment statistics	Personnel & Training	Review information collected in relation to gender to ensure equality in this area	To be confirmed	To be confirmed
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	To be confirmed	To be confirmed
4	Training	Personnel & Training	Provide general awareness training in equality and diversity as part of the Council's core skills programme	To be confirmed	To be confirmed

## Appendix 1 – The Council’s Responsibilities

Employment Issue	Council’s Responsibilities
<p>Recruitment and concentration of women and men into particular areas of work</p>	<p>Information on the number of male and female applicants applying, being shortlisted and appointed is collected on the personnel database. This information is used to monitor the percentages of women and men the Council attracts, interviews and employs.</p> <p>Occupational segregation occurs when men or women predominate in a particular job. To tackle segregation, the Council must look at the types of jobs that women and men do in their employment. If skills shortages are identified the Council may then want to consider changing the way it advertises vacancies to attract candidates from the non-traditional sex or offer re-training to existing members of staff who work in other occupations. This information would need to be picked up through monitoring and the Council’s Workforce Recruitment Team would be best placed to take this forward.</p>
<p>Managing flexible working</p>	<p>The Council will need to examine how it has been able to accommodate the requests for flexible working received through the ‘Life Wise Flexible Working Directory’ and whether it responds in the same way to women and men.</p> <p>The Life Wise Flexible Working Directory covers a variety of options open to staff:</p> <ul style="list-style-type: none"> <li>• Annualised hours &amp; part year working</li> <li>• Job share</li> <li>• Flexi time</li> <li>• Home working</li> <li>• Flexible leave options</li> <li>• Career breaks</li> </ul> <p>The Council accepts that not all</p>

<b>Employment Issue</b>	<b>Council's Responsibilities</b>
	employees within the authority will be able to access these policies fully. Due to the nature of the services that we provide to the community, certain posts do not lend themselves to flexible working. However, wherever practically possible, these policies should be available to staff.
Part-time work	To measure the impact of its employment practices on both full and part-time workers. It is important not to limit the potential of part-time workers by not widening access to part-time work across the Council or by restricting part-time opportunities to lower grade jobs.
Managing leave for parents and carers	To promote the right to take parental leave, and apply the relevant policies equally between women and men. The Council should also monitor those employees who have caring responsibilities for an adult friend or family member and raise awareness of its carers' policy. This fits in with the new legislation that comes into force from April 2007, giving carers the right to request flexible working.
Managing pregnancy and return from maternity leave	Tackling discrimination against pregnant workers is a vital element of eliminating unlawful discrimination. It is recommended that the Council has a culture that is positive towards pregnancy and family responsibilities at all levels of management. The Council currently has a 'Maternity Pack' which gives written guidance on managing pregnancy and maternity.
Sexual and sexist harassment	The Council currently has a policy entitled 'Dignity at Work' which includes guidance on preventing and tackling harassment in the workplace. The 'Dignity at Work' policy is linked to

<b>Employment Issue</b>	<b>Council's Responsibilities</b>
	the procedure for investigating sexual harassment complaints and, if upheld, the perpetrator will be disciplined under this policy.
Transsexual staff and potential staff	<p>Discrimination on the grounds of sex includes discrimination on the grounds of gender reassignment in employment and vocational training. Local authorities should review all their employment policies and procedures to ensure that they adequately cover transsexual employees and especially those dealing with confidentiality, harassment, access to development, occupational pensions and insurance.</p> <p>It is important to remember that the law covers those who intend to undergo gender reassignment as well as those who have done so, therefore, local authorities' legal obligations to prevent discrimination in employment and vocational training also cover this group.</p> <p>It is often at the point of transition that transsexual people are subject to the most discrimination and harassment, and as an employer, the Council has a statutory duty to prevent this.</p>
Grievance and disciplinary procedures	The Council must ensure that its grievance and disciplinary procedures are applied equally to both women and men.
Redundancy	The Council must ensure that its redundancy policy is applied equally to women and men and check that the redundancy selection criteria do not impact more adversely on one sex.
Retirement	The Council must ensure that its retirement policy is applied equally to both women and men.
Work based training opportunities	The Council must ensure that its work based training opportunities are offered

Employment Issue	Council's Responsibilities
	equally to both women and men.

## Appendix 2 – Departmental Services Information

### Chief Executive's Department

The Chief Executive's department provides a wide range of valuable public services including Trading Standards, the County Record Office, Emergency Planning, Libraries, and the registration of all births, deaths and marriages in the County. The department is also responsible for personnel, training and legal and democratic services.

#### Libraries

The Library and Information Service collects data on the gender of its users when they register as members. The information gathered indicates that more women than men use the service which corresponds with the national profile of library use.

Staff in libraries use their local knowledge to determine the balance of stock and services offered. In future the information gathered will be analysed systematically to assess the gender equality priorities for the service.

A library service is provided to the inmates of Lewes Prison which is a male only establishment of 558 men.

#### Volunteering

The Council, in partnership with the voluntary and community sector (VCS), and statutory partners are working on a two year project to promote volunteering, and increase the number of people taking up volunteering opportunities across the county. All activities under this project gather information on the gender of people either volunteering or wanting to volunteer.

At present voluntary and community organisations (VCOs) applying to the Community Partnership Finance (CPF) programme are asked to give information on the beneficiaries of their service, however this information covers disabilities, age and ethnicity. CPF will review with VCOs the inclusion of gender information of beneficiaries during the next review process.

#### Trading Standards

Trading Standards must put measures in place to gather information, consult and further assess the impact of its policies and services on gender.

## **Adult Social Care**

The Adult Social Care department provides care for the County's older people, adults with learning disabilities, those with mental health problems, physical impairment and other groups of vulnerable adults.

*Adult Social Care information to be added here.*

## **Children's Services**

The Children's Services department's overriding aim is to help children, young people and their families to improve their lives by providing them with effective, responsive and joined-up services. The department is also committed to increasing the participation of children and young people, and their parents and carers, in developing strategic plans and the day to day operation of services.

Comprehensive data and information on gender is collated in Children's Services. This includes information on attainment across the key stages and the also the breakdown of attainment by groups vulnerable to underachievement by gender. This information is collated and analysed annually and shared across the School Improvement Service and services working with schools.

The information on the young people involved in racist incidents and bullying incidents are broken down by gender. Attendance and exclusion figures are also broken down according to gender.

Children's Services have started this year (and in line with our Equality Strategy and Action-Plan for Children's Services) to collate annually diversity and equality data across our services that reflect the population breakdown of our communities, staff and young people (Diversity and Equality data report for Children's Services March 2007). This will help identify service use and non-use by particular groups in order to highlight patterns and trends and raise questions around disparities in take-up of services for all our users, this will include information by gender. This report also pulls together the attainment data for children and young people.

This data report should help the Children's Services Equality Steering Group in a coordinated and systematic way identify areas for further investigation and qualitative research and

therefore the priorities for actions to improve equality across Children's Services, this will include actions to promote gender equality.

## **Corporate Resources Department**

The Corporate Resources department encompasses the Finance, Audit and Performance, Corporate Procurement, Property and ICT divisions. The department's main objective is to assist with the maintenance of safe and efficient financial arrangements, as well as the effective and efficient use of the County Council's property portfolio and ICT facilities.

As a result of consultation with client departments and external customers, Councillors and the Audit Commission, Corporate Resources has identified the need to further improve the quality and timeliness of our reporting with future audits. As a result they have developed the internal audit strategy to incorporate a broader based assurance in our audit opinions and tighter time standards for delivery of our reports to customers. The department maintains a regular liaison with these groups during the year to make sure that they continue to deliver what their customers need.

Extensive consultation across the Council revealed a need for a more inclusive approach to corporate procurement. Corporate Resources have made this part of the Corporate Procurement Strategy 2007-10.

Corporate Resources hold budget consultation meetings with residents' groups where they discuss the Council's priorities, budget issues and Council Tax and listen to the views of residents. This feeds into the Reconciling Policy and Resources process that is used to match the policy priorities to the resources.

Corporate Resources send out a satisfaction survey after each call to the ICT Service Desk has been closed and over 500 are returned each month to give a very clear picture of how well the Service Desk is performing. Every response to this with a less than satisfactory rating is followed up individually with the staff member concerned. As an example of the changes made as a result of this feedback the number of calls to the ICT Help Desk that are fixed at the first point of call has increased by 30% in the last year.

Citizens have the ability to provide feedback electronically, via the Council's web site, Internet Kiosks and Community Help Points, with on line consultation now becoming the norm on all major issues. Over 60,000 people log on to the web site every month.

## **Transport and Environment**

The Transport and Environment department provides many of the front line services that have a direct impact on local people. The department comprises four main divisions and these are environment, policy, transport and waste, and resources.

As a department we are committed to equality and diversity in both the provision of services and as an employer. We aim to reflect the needs and expectations of all members of our community. We make every effort to ensure that no member of the community receives less favourable treatment when accessing our services so we try to ensure that all corporate guidelines on consultation are followed. This includes:

- gender
- gender identity
- disability
- race
- religion or belief
- age
- sexual orientation

## Appendix 3 - Council's Consultation toolkit

### What information do I need to gather?

Your most important consideration is to gather information that is relevant to your needs and will help you in your decision making process. Any information that you gather should be in a format that is easy to input, understand and analyse, and can be shared with others.

You will also need to gather monitoring information about the ethnicity, age, gender or disability status of your target audience.”

We also have a standard template of “about you” questions that is included in our surveys where appropriate:

#### Section X - About you

The following questions help us to understand more about the make up of our community which in turn helps us make decisions and target our services where they are needed.

We have a statutory duty to collect this information to show that we are eliminating unlawful discrimination, promoting equality of opportunity and good race relations.

You do not have to complete this section of the survey but it helps us if you do. Any responses you give will be treated in the strictest confidence.

<b>Q Are you.....?</b>		Male.....		Female.....	
<b>Q Which of these age groups do you belong to?</b>					
18 to 24....	35 to 44....	55 to 59....	65 to 74....		
25 to 34....	45 to 54....	60 to 64....	75+.....		
<b>Q. To which of these ethnic groups do you feel you belong?</b>					
<b>White</b>					
British	Irish	Gypsy/Romany	Irish Traveller		
Any other White background ( <i>please specify</i> )					
<b>Mixed</b>					
White and Black Caribbean	White and Black African	White and Asian			
Any other mixed background ( <i>please specify</i> )					
<b>Black or Black British</b>					
Caribbean	African				

Any other Black background <i>(please specify)</i>			
<b>Asian or Asian British</b>			
Pakistani		Indian	Bangladeshi
Any other Asian background <i>(please specify)</i>			
<b>Chinese and other</b>			
Chinese		Any other ethnic group <i>(please specify)</i>	

The Disability Discrimination Act considers a person disabled if they have a longstanding physical or mental condition that has lasted or is likely to last at least 12 months; and this condition has a substantial adverse effect on their ability to carry out normal day to day activities.

**Q Do you consider yourself to be disabled as set out in the Disability Discrimination Act?**

Yes.....

No.....

**Q What is your postcode?**

## Appendix 4 - Current Position

### Gender equality in employment

Area	Subject	Current Position	Statistics
Employment	Workforce	The next step is to compare the Council's figures to national data. This will be looked at on an individual departmental basis.	79% Women 21% Men  Of female workforce: 33% are full time 67% are part-time  Of male workforce: 71% are full-time 29% are part-time
	LMG Managers		46% Women 54% Men
	Recruitment		Applicants: 65% Women 35% Men  Of those interviewed: 68% Women 32% Men  Of those appointed: 76% Women 24% Men
	Leavers		12.9% Women 14.6% Men  Absence rates: 8.9 days (on average) Women 7.5 days (on average) Men

## Gender equality in service delivery

Area	Subject	Current Position	Statistics
Corporate Resources Department (CRD)	Contribution to the Travellers Strategy and refurbishment of existing sites	The Strategy aims to provide an integrated local framework to promote community cohesion and to protect the rights and needs of both the settled and travelling communities. Creating and sustaining strong community cohesion will have benefits for both the Traveller and the settled communities.	
	Disability Discrimination Act and Buildings Accessibility	Increased the percentage of public buildings owned by ESCC that are easily accessible to the public.	Best Value Performance Indicator for this is 156  Increase from 7% to over 55%
	Translation and Interpreting Services contract	The County Council, borough and district councils have come together as East Sussex Translation and Interpreting Partnership (ESTIP) to contract for a county-wide service for interpreting and translation to ensure equal	

Area	Subject	Current Position	Statistics
		access to services for people needing language support.	
	Equalities and Procurement project	Adoption of the Commission for Racial Equality's approach to ensuring that where services are provided by another party on our behalf, they have equalities policies and practices in place.	
	Access Strategy	Leading on the Corporate Access Strategy - improving the way that customers access East Sussex County Council's services.	
	SME Concordat	<p>The Corporate Procurement Team have worked with small and medium sized businesses to inform them of the need for their equalities policies to be provided as part of a tendering process.</p> <p>Guidance and advice is now available to companies to help them to work with us to our standards.</p>	
	CRD Customer Care Standards	The new CRD Customer Care Standards are mindful of disabilities legislation and are in accordance with guidance from the RNIB and other organisations to ensure that all our documentation is written in a legible typeface.	

Area	Subject	Current Position	Statistics
Chief Executives Department	Number of registered members in Libraries at 28.02.07	These figures reflect the national picture i.e. fewer men than women use libraries.	<p>Adults Women 95763</p> <p>Men 54137 Not listed 511 Total 150411</p> <p>Adults Women 63% Men 34% Not listed 3%</p> <p>Children Girls 24747 Boys 22524 Not listed 57 Total 47328</p> <p>Children Girls 52% Boys 46% Not listed 2%</p>
	Number of people completing Adult Public Library User Survey in 2006		<p>Adults Women 62% Men 38%</p>
	Number of people completing Children's PLUS survey in Libraries in 2005		<p>Children Girls 54% Boys 46%</p>
	Number of enrolled learners on courses using Learndirect Centre through Libraries		<p>Women 596 Men 333 Total 929</p> <p>Women 64% Men 36%</p>
	Volunteering in East Sussex - Respondents County-wide survey (Dec. 06)	Total respondents to survey: Female – (65%) 245 Male – (35%) 133	These figures reflect the national and regional picture.

Area	Subject	Current Position	Statistics
		<p>Respondents felt that, Women were more than twice as likely to be a volunteer as a man.</p> <p>Of the people who said that they had volunteered in the last twelve months 67.8% (164) were women and 32.2% (78) were men.</p>	
	Archives and Records' Search room visitors	The statistics compare to regional figures of 52.3% women and 47.7% men and national totals of 52% women and 48% men.	<p>Women 54.7%</p> <p>Men 45.3%</p>
Transport and Environment	Cycle and pedestrian training		Our Cycle Training and Pedestrian Training coordinators have confirmed that we don't have information about the genders of our clients. We do have records by name of everyone we train but currently we don't specifically record gender.
Children's Services	Key priorities and actions on diversity and equality	<p>Identified in the following documents:</p> <ul style="list-style-type: none"> <li>• Children's Services equality strategy and action plan 2006-2009</li> <li>• Children's Services three year portfolio plan 2007-2010</li> </ul>	
	Equality Impact Assessments (EIAs)	Will ensure that the department's EIAs identify any gender issues and strategies for improving the outcomes for	

Area	Subject	Current Position	Statistics
	Schools	<p>boys/men and/or girls/women.</p> <p>Information and training has been provided to schools on the duty and how to develop their schemes in line with Children's Services' equality action plan.</p> <p>Attendance and exclusion figures are broken down by gender.</p> <p>Information on young people involved in racist incidents and bullying incidents are broken down by gender.</p>	
	Hailsham Children's Centre	<p>In partnership, with Friends, Families &amp; Travellers, Hailsham CC hosts a weekly drop-in for gypsy and traveller women, giving access to health advice and information regarding childcare and early years education. This recognises the importance of working with women in order that information about health and social care can be accessed by the whole family.</p>	
Adult Social Care	<i>Adult Social Care information to be added here.</i>		