

Isle of Wight Gender Equality Scheme Action Plan 2007-2010

Action	Outcome	Performance Measures	Responsibility	Target Date
1. Review part- time working and job share practice.	Identify the barriers to part-time working and job share opportunities with a view to removing such barriers wherever possible.	% Of part- time employees in the council by Gender and % of part time employees at senior levels by Gender.		
2. To increase the number of part-time and job share opportunities.	More part-time and job share opportunities are available across all jobs.	% of jobs advertised as part-time and as job share.		
3. Carry out periodically an Equal Pay audit.	Pay differences between women and men in respect of work of the same or equal value have been identified and where necessary remedial measures are put in place to correct differences.	Production of report with recommendations arising from 1 audit.		
4. Produce guidance to ensure improved recording of information on pay to enable effective comparison between jobs.	Improved levels of information will allow for better comparison between jobs.	Production of Guidance.		

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5. Development of Equal Pay action plan.	Implementation of the outcome of annual Equal Pay review.	Production of action plans.		
6. Promote "non- traditional" jobs through promotion. For example; the councils website, targeted publications, job fairs schools and colleges.	An increase in the numbers of females and males applying for and being appointed to "non traditional jobs"	The % of males and females applying for a range of different occupations.		
7. Review arrangements for providing support and information to carers.	Employees and managers are aware of their responsibilities on Sexual Harassment, how to report and deal with it appropriately to minimise distress for those involved.	Satisfaction with the council as a good employer as measured by staff survey.		
8. Review and implement the harassment and bullying procedure, ensuring that the elements relevant to sexual harassment are fully considered.	Employees and managers are aware of their responsibilities on Sexual Harassment.	Policy in place and training provided		

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9. Extend the Racist Incidents common monitoring project to capture other Hate related incidents, including incidents relating to a persons Gender.	Gender related incidents are recorded and mapped.	Establishment of common monitoring systems to capture data on Hate Crime.		
10. To build confidence among victims of Domestic Violence to report incidents, provide victims with appropriate support and work with perpetrators to reduce repeat offences.	To reduce overall crime particularly Violent Crime, Domestic Violence and Hate Crime.	<ul style="list-style-type: none"> • To increase the number of reported domestic violence incidents. • To reduce the percentage of Domestic Violence offences committed by repeat offenders in a 12 month period. 		
11. Improve Sex and Relationship services for young people.	A reduction of Teenage pregnancy and Sexually Transmitted Diseases.	Reduction in Teenage conception rate. Reduction of Sexually Transmitted Diseases		
12. Encourage more girls and women to participate in physical activity.	Improvement in the health and lifestyle of young people.	Increasing the % of school children spending a min of 2hrs per week on high quality PE and school sports. Increase the numbers of girls and young women accessing Council Leisure facilities.		

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13 Increase the Educational Attainment of boys at Key Stage 4.	Improvement in Educational Attainment results and better life chances for target groups	Average point scores at Key Stage 4.		
14. Increase the take up levels of males accessing library and museum services.	Increase in the number of males benefiting from library and museum based services.	% of males accessing library and museum services.		
15. The Transport Accessibility forum to be representative in terms of its Gender make up and to reflect the issues affecting women.	A representative group is established which considers issues affecting women accessing public transport.	Representation of accessibility forum. Satisfaction of transport services by Gender		
16. Gender Equality is included within all contracts and commissioning agreements where equality is core requirement of delivering the service.	All contracts and commissioning agreements where Equality is core requirement in delivering the service includes specific details of how the service will be delivered to women and men in a way which meets the needs of service users.	Full compliance with the Equality elements of the Procurement Procedures.		
17. Ensure that Gender Equality is integrated into the delivery of the Equality and Diversity Training Strategy	Staff has a good understanding of how Gender Equality impacts upon all relevant aspects of service delivery and employment, and what their responsibilities are.	All relevant training and development activity include Gender Equality component.		

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18. Service areas to carry out Equality Impact Assessments.	Identify any adverse impact for women and man in respect of provision of services and employment.	Numbers of EIAs agreed to be completed within a 12 month period.		
19. All Services Plans to include Gender specific objectives and targets	Meaningful Gender Equality objectives and targets in respect of services delivery and employment have been set and work started to achieve the work started to achieve them	Objectives and targets to be found in all services.		
20. Equality Service areas to review Gender Equality targets and use information from monitoring to assess whether targets have been achieved.	Service areas are able to use monitoring information to assess whether Gender Equality targets are being met and begin the process of setting new targets	Equality Standards		
21. To have met all Gender Equality targets and set new targets	The council can demonstrate that it has made marked improvements in its Gender Equality work and can share best practice with other agencies	Equality Standards		

Performance Indicators

PI Code	PI Description	05/06 Target	05/06 Actual	06/07 Target	07/08	08/09
BV2a	The level of the Equality Standards for Local Government to which the authority conforms.					
BV11a	The percentage of the top 5% of earners employed by the authority (excluding staff in schools) that are women.					
LA*	To increase the number of reported domestic violence incidents by 5%					
LA*	To reduce by a third the percentage of domestic Violence offences committed by repeat offenders in 12 months period.					
LA*	To reduce the under 18 conception rate by 50% by 2010 from the 1998 baseline as defined by Teenage Pregnancy Unit guidance and rebased on 2001 census data.					
LA*	Increase in % of school children spending a min of 2hrs per week on a high quality PE and school sport (04/05 baseline of 69% PESSCL)					

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