

Isle of Wight Gender Equality Scheme 2007 – 2010

Foreword

As those who provide services to the Island community our aim is to promote the well-being of service users, their carers and families and our staff to ensure that they can participate fully in Island life.

We have a social responsibility to ensure that no one experiences discrimination on the grounds of his or her gender, race, age, sexuality, belief or disability.

We recognise to improve services we must deliver sensitive services, that are inclusive, accessible and appropriate and that are provided without discrimination.

We are proud to be part of the Gender Equality Scheme (GES) and are fully supportive of the actions contained within it.



Joe Duckworth Chief Executive, Isle of Wight Council

Ed Macalister-Smith Chief Executive, Isle of Wight NHS Primary Care Trust


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1. Introduction: The Purpose of the Gender Equality Scheme






1.1 The Equality Act 2006 created the Gender Equality Duty for the public sector. The Gender Equality Duty has two parts:

-  The General Duty
-  The Specific Duty

The General Duty places a legal duty on the Isle of Wight Council and the Isle of Wight NHS PCT to:






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

1.2 To assist both the Isle of Wight Council and Isle of Wight NHS PCT to meet their general Duty, both organisations have a specific duty to:

-  Produce a Gender Equality Scheme identifying their gender equality goals and actions to meet them, in consultation with employers and other stakeholders
-  Monitor and review progress
-  Review the scheme every three years
-  Develop, publish and regularly review an equal pay policy, including measures to address promotion, development and occupational segregation
-  Conduct and publish gender impact assessments of all major policy developments, and publish its criteria for conducting such impact assessments

1.3 This scheme has been produced by using priorities set by the Isle of Wight Council and Isle of NHS PCT strategic plans:

Isle of Wight Council Strategic Objectives:

-  Drive the sustainable regeneration and development of the Island
-  Improve health and well being of Island communities
-  Create safer and stronger communities
-  Improve outcomes for children and young people
-  High performing cost effective Council

Isle of Wight NHS PCT Strategic Objectives:

- To achieve excellence in patient safety, clinical standards and patient experience;
- To make tangible and measurable improvements in the overall health of Island people;
- To develop as an organisation which works productively and effectively in partnership;

- To live within the resources we are given whilst creating some headroom for investment through developing services which are sustainable in the long term.

1.4 The purpose of this scheme is therefore to:

- ✚ Demonstrate how both the Isle of Wight Council and Isle of Wight NHS PCT will mainstream gender equality in all areas of work
- ✚ Meet and go beyond our legal duties to ensure that gender equality is a reality
- ✚ Set out our priorities as to how we will tackle gender inequality, eliminate discrimination and promote equality of opportunity between men and women

2. The Isle of Wight in Context

2.1 Some of the facts about men and women living on the Isle of Wight taken from Census and local data:

- ✚ Of the population of 140,000, there are 72,200 women and 67,900 men giving a population split of 51.6% women and 48.8% men (Mid year estimate 2003)
- ✚ There are more women over the age of 75 13.9% than men 8.5% (Mid year estimate 2003)
- ✚ More women have limiting long-term illness as compared to men
- ✚ The majority of part time workers are women who make up 1% of such employees
- ✚ Of all economically active 16 – 74 year olds high proportions of White British women work part time, compared to all other ethnic groups
- ✚ Women have much lower levels of self-employment (5.8%) than men (14.8%)
- ✚ More men than women occupy professional jobs
- ✚ Women have less professional qualifications as compared to men
- ✚ There are seven times more women than men lone parent households with dependent children, (3,100 as compared to 413)

3. Our Priorities

3.1 Both the Isle of Wight Council and Isle of Wight NHS PCT set priorities within their corporate plans as per 1.3 above. The vision for the Council is:

A progressive Island built on economic success, high standards and aspirations and a better quality of life for all

The vision for the Isle of Wight NHS PCT is:

***To be recognised as a leading health system in the UK
within the next two years***

- 3.2 Within our corporate plans we have made a commitment that in order to deliver our vision we will:

‘Work to promote equality and diversity and reduce disadvantages’

- 3.3 The Isle of Wight Council and Isle of Wight NHS PCT have been working together and with partners on its Local Area Agreement (LAA). This also sets out priorities and targets, these we will have to deliver in partnership.






The priorities for the LAA are:

-  **Children & Young People**
-  **Healthier Communities**
-  **Safer & Stronger Communities**
-  **Economic Development & Enterprise**

- 3.4 In addition, the actions within this scheme also reflect the result of consultation with employees.

4. Access to Services – Achieving gender equality through service delivery

- 4.1 Equality and diversity are seen by both the Isle of Wight Council and Isle of Wight NHS PCT as central to the provision of all services. In order to ensure that services are accessible to both men and women both organisations will:

-  Monitor customers' satisfaction and use of services by gender
-  Assess whether there is an adverse impact by gender in the provision of a service or planned service
-  Take positive action to address any inequality, disadvantage or discrimination
-  Encourage women and/or men to use services where evidence shows that either gender have a low level of take up of a particular services
-  Challenge discrimination, promote equality and respect human rights

4.2 Improving Service to children and young people:

The Isle of Wight Council has set priorities to improve the quality of services for every child and young person

- ✚ The rate of reduction in teenage pregnancies in comparison to the national average and the government's 2004 interim target of a reduction of 15%. The Isle of Wight Council is working towards improving Sex and Relationship Education by paying particular attention to access to these services, to find out whether services are being well used by boys as well as girls. The Council will ensure that issues of sexuality are appropriately recognised and addressed
- ✚ There is a particular emphasis on improving the health of young people through schools. Some of this improvement will be done to increasing physical education provided within schools. There is evidence that girls do less physical activity such as sport than do boys. Girls are being urged to take part in more sport in schools through special initiative which has been set up to try and address the reasons why some girls drop out of PE
- ✚ The issue of boys' under-achievement is central to the council's commitment to inclusion and to meeting the needs of all learners. Boys' under-achievement is most apparent at key stage 4 where, overall girls out perform boys in terms of educational attainment.
- ✚ The council will work with schools to reduce the gap.

4.3 Providing appropriate adult social care services

Access to adult social care services is via an individual Community Care Assessment. This process takes account of individual needs and differences. The following service principles are adopted by all staff in undertaking assessments

- ✚ All staff have a respect for basic values that underpin the quality of life – choice, independence, dignity and respect
- ✚ A commitment to community based living and to preserving independence
- ✚ The targeting of resources to those in greatest need
- ✚ An approach which is non-discriminatory and takes account of needs and differences associated with age, gender, race, religion, disability and sexuality of both the service users and their carers
- ✚ A commitment to providing needs-led community care services

- ✚ A partnership approach, which harnesses the expertise and contributions of all relevant agencies
- ✚ An approach, which enables informal carers to continue their role, supported by the council
- ✚ The provision of information that explains referral routes, assessment and care processes, and eligibility for community care services
- ✚ Full account is therefore taken of a person's needs relating to their gender within community care and carers assessments. Many of the services we provide are of a personal and intimate nature and our staff are expected to respond flexibly to how individuals wish their needs to be met. This includes deploying male or female carers appropriately.
- ✚ Through our commissioning and contracting processes, we aim to ensure that a range of culturally appropriate and gender specific services are provided for the Adult Social Care Service, including where appropriate single sex provision

4.4 Provision of Health Services

4.4.1 Patient focus

The IW NHS PCT will have systems in place to ensure:

- That staff treat patients, their relatives and carers with dignity and respect.
- Those patients, their relatives and carers have suitable and accessible information about, and clear access to, procedures to register formal complaints and feedback on the quality of services.
- Information is available to patients and the public on their services provide patients with suitable and accessible information on the care and treatment they receive and, where appropriate, inform patients on what to expect during treatment, care and after-care.

4.4.2 Accessible and responsive care

The views of patients, their carers and others are sought and taken into account in designing, planning, delivering and improving healthcare services.

The IW NHS PCT will enable all members of the population to access services equally and offer choice in access to services and treatment equitably.

4.4.3 Care Environment and Amenities

Health care services are provided in environments, which promote effective care and optimise health outcomes by being: a safe and secure environment, which protects patients, staff and visitors and is supportive of patient privacy and confidentiality.

4.4.4 Public Health

The IW PCT will have systematic and managed disease prevention and health promotion programmes with particular regard to reducing obesity through action on nutrition and exercise, smoking, substance misuse and sexually transmitted infections.

5. Increasing Community Safety

The council has set a range of targets through the LAA, to promote community safety. These include the development of and monitoring of hate incidents and domestic violence. The multi agency incident reporting process has developed to include all incidents relating to gender (including trans-gender), sexual orientation, age, religion/religious belief and disability as well as race.

These incidents will be monitored through Best Value Performance Indicators 174 and 175

- ✚ 93% of victims are female whilst 89% of perpetrators are male – national picture – male victims are a minority which must not be overlooked

To ensure that the council continues to address hate incidents and domestic violence the council will:

- ✚ Build the confidence of victims to report hate incidents and domestic violence
- ✚ Take appropriate action to support victims and
- ✚ Take appropriate action against perpetrators

6. Employment – Improving Diversity and Increasing Representation

6.1 Breaking down gender stereotypes and promoting positive role models

Extract from Workforce Information 31 December 2006

Gender Profile of Employments across the Council

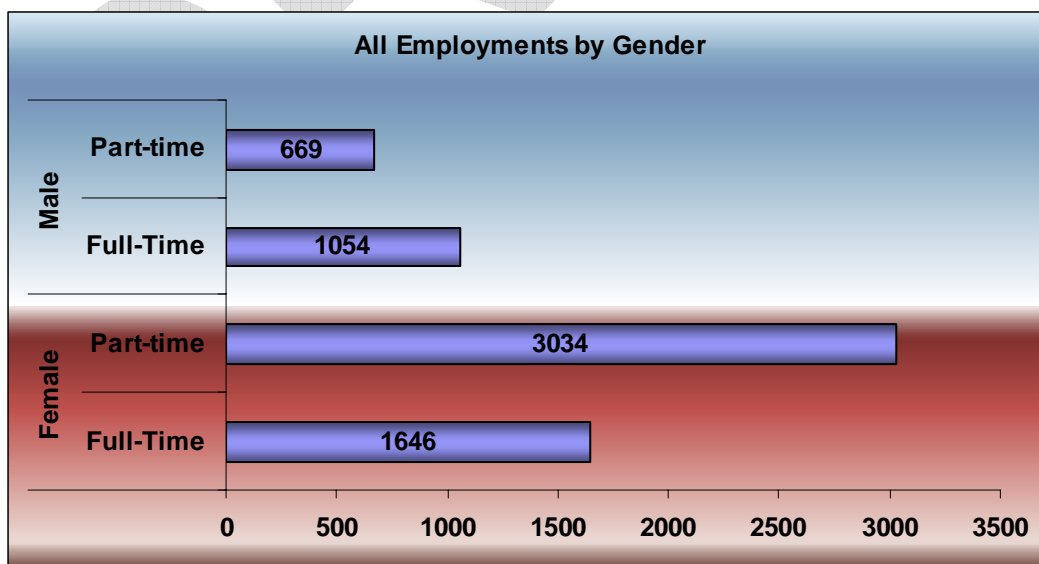
Women make up 72% of the workforce, occupying 73% of the employments.

Gender	No.	%
Female	4680	73%
Male	1723	27%
Total	6403	100%

This percentage split is fairly consistent across the Directorates of the Council except where there are high number of technical/engineering based occupations and the highest percentages of women are still in Schools, Children's Services and Community Services as can be seen in the table below:-

Directorate	Men	Women
Community Services	26%	74%
Children's Services	23%	77%
DPPP	36%	64%
Environment & Neighbourhoods	74%	26%
Finance	30%	70%
Regeneration & Development	45%	55%
Schools	19%	81%

The figure below shows the breakdown of male and female employees by full-time/part-time employment.



(The departments where women have less representation are those, which have the greatest number of technical/engineering based occupations)

6.2 The council's workforce reflects trends in wider society where women and men are more likely to work in areas that are considered to be stereotypical, for example 97% of apprentices entering into early years care and education are women and 98% entering construction, the motor industry and plumbing and men

6.3 The council along with its partners has some responsibility for breaking down the barriers which stops boys and girls men and women entering into non-traditional occupations. The council will therefore:

- ✚ Work closely with schools and the Isle of Wight College to promote the idea that girls and boys can do jobs traditionally dominated by the opposite sex

- ✚ Promote positive gender role models such as female engineers and technicians and male care workers

6.4 Opening up more part time opportunities

- ✚ Typically almost half of the council's female workforce (46%) – (excluding the top 5% of earners) work part-time, compared to 7% of male employees. For employees at more senior levels (the top 5% of earners) the figures are smaller, 12% of earners are women.

- ✚ The overall proportion of top 5% of earners who are women is 42.6%. This information does suggest that at all levels women are more likely to take up the opportunity to work part-time. At senior levels women are still more likely to work part time than men, but the proportions for both genders are substantially less. There is also a perception that part-time employees found it more difficult to access training and development activities.

6.6 The IW NHS PCT supports employees with organisational and personal development programmes, which recognise the contribution and value of staff, and address, where appropriate, under-representation of minority groups.

6.7 The council and IW NHS PCT are committed to increasing part-time/ flexible working opportunities for employees at all levels and to make this happen it will:

- ✚ Actively welcome and support job share, part-time and flexible working opportunities throughout the organisation

- ✚ Publicise the "right to ask"

- ✚ Open up more job share and part-time opportunities at senior levels

- ✚ The IW Council and IW NHS PCT will work together to meet the changing health needs of their population by having an appropriately constituted workforce with appropriate skill mix across the community.

7 Support and advice for carers

7.1 The council and IW NHS PCT has a number of policies in place to support carers, which include:

- ✚ Flexible working directory
- ✚ Special leave for carers of sick relatives
- ✚ Child care benefit scheme

7.2 However the council will work in consultation with its staff and their Trade Unions, to review its arrangements for providing support and information to carers

8 Tackling harassment and discrimination

8.1 The council and IW NHS PCT are committed to tackling all forms of harassment, including sexual harassment. Sexual harassment is not tolerated by the council and specific procedures deal with such allegations. The harassment and bullying procedure will be reviewed to ensure that it reflects best practice and that all employees are aware of the support and advice available if they experience harassment.

8.2 The council and IW NHS PCT also have a whistle blowing policy procedure, which extends the protection for employees who want to report bad practice without fear of being victimised as a result.

9 Training employees on equality and diversity

9.1 Training for the challenge of delivering equality is included within the council's training calendar. The purpose is to provide managers and staff with the skills and knowledge they need to ensure that equality becomes part of our day-to-day activities. The training will help to create a culture where diversity is truly valued and is seen as an asset to help to deliver the council's objectives. The training calendar is evaluated and training is re-designed to accommodate requirements.

9.2 The approach includes:

- ✚ Designing into the content of training appropriate equality and diversity elements from service delivery and employment perspectives
- ✚ Analysis of the training needs for individual employees, Members (IWC) and Board Members (IW NHS PCT)

10 Equal pay review/audit

10.1 The council and IOW NHS PCT are committed to carrying out an equal pay reviews. They have a legal obligation to comply with the Equal Pay Act and we are also committed under the terms of the National Agreements.

10.2 In order to fulfil our commitment to carrying out the gender equality review we will:

- ✚ Undertake an equal pay audit every three years
- ✚ Introduce a consistent approach to decision making on pay across the council and IOW NHS PCT, so that inconsistencies and anomalies are reduced or eradicated
- ✚ Based on the outcome of these audits, plan should be agreed about what should be done towards meeting the objectives for the gender equality review over the coming years.

10.3 Isle of Wight Council

10.3.1 The council's corporate plan also contains a commitment to undertake an Equal Pay Audit

10.3.2 The review will identify and inform us of the possible risks and our responsibilities relating to Equal Pay. It will also help us to ensure that we have pay structures, which are fair and therefore greatly reduce the likelihood of pay gaps between jobs of equal value.

10.3.3 The Single Status Agreement, which came into force in 1997, affected the way in which former manual workers were paid, removing certain bonus schemes and simplifying their pay structures. As a result of this, they were brought into the job evaluation schemes, and re-graded. Since the full implementation of this job evaluation scheme it is now necessary to carry out a review of equal pay, looking at the statutory aspect of gender.

10.3.4 The Trade Unions will be involved throughout the review, in order that all aspects of equal pay are properly examined, and that the review is carried out with the agreement and support. Progress will be reported to the Cabinet.

10.4 Isle of Wight NHS Primary Care Trust

10.4.1 Agenda for Change came in to effect on the 1st October 2004. Agenda for Change was designed to deliver an equal pay system to the NHS. The job evaluation system which underpins the new system and harmonised conditions of service will provide a defence against equal pay claims in the future. NHS Employers is committed to ensuring that the NHS pay systems are fair and non-discriminatory.

10.4.2 The Primary Care Trust agrees to continue to work in partnership with staff side colleagues in accordance of the principles of the agreement between the Department of Health, NHS Employers and NHS Trade Unions.

10.4.3 Job Evaluation will continue to be implemented in partnership with trained employees. Ensuring that the Trust meets the equal pay for equal value criteria, recognising that pay constitutes any benefits in cash or conditions.

11 Comments and complaints

11.1 Members of the public who feel that they have experienced illegal discrimination in the way that the IWC or IW NHS PCT has treated them may make a complaint through their respective complaints procedures. We will take all complaints seriously and will not tolerate any form of discriminatory behaviour. Monitoring complaints is another way of gathering information to see whether we are meeting our equality duties.

11.2 The Members' Code of Conduct and Standards Committee deal with complaints about the conduct of elected members. Anyone who feels that they have experienced illegal discrimination must alert the council by using the grievance procedure.

12 **The Equality Standard for Local Government**

- 12.1 In order to deliver our overall commitments on equality and diversity, the IWC has adopted the Equality Standard for Local Government. The Equality Standard includes the six equality areas covered by law; race, disability, gender, religion or belief, sexual orientation and age.
- 12.2 The Equality Standard is not a legal requirement but has been produced to provide a framework through which local authorities can meet their legal obligations under anti-discrimination legislation. It has five levels of achievement:

Equality Standard for Local Government	
LEVEL 1	Commitment to a Comprehensive Equality Plan
LEVEL 2	Assessment and consultation
LEVEL 3	Setting equality objectives and targets
LEVEL 4	Using information systems and monitoring against equality targets
LEVEL 5	Achieving and reviewing outcomes

The Standard is also about ensuring that equality and diversity is part of our day-to-day activities. IWC is working towards achieving all five levels of the Standard.

13 **Equality Impact Assessments**

- 13.1 An Equality Impact Assessment is a way of deciding whether a current or proposed policy, procedure, practice or service does (or may) have an adverse impact on some sections of the community. The adverse impact may often be the result of not taking into account the needs of men or women, black and ethnic minority groups, disabled people, people's religion or religious belief, sexual orientation or age.
- 13.2 As part of the service planning process impact assessments are carried out on annual basis. These will shortly developed as part of the corporate performance management system CorVU. Assessments on new/revised polices are also taking place. An impact assessment has been developed specifically for schools using their SEF (Self Evaluation Form process) and is being rolled out across all schools on the Island. The council's approach to gender equality issues is that they will be considered alongside other equality issues when impact assessments are carried out.

13.3 Guidance, training and support will continue to be given to employees who are responsible for undertaking impact assessments.

13.4 The results of impact assessments will be reported to Cabinet.

14 **Monitoring of the Scheme**

14.1 This Scheme will be reviewed every three years. The Action Plan attached as Appendix A will be reviewed at similar intervals. Progress on the Scheme and Action Plan will be reported to Corporate Management Board and Cabinet periodically

14.2 Relevant performance indices are shown in Appendix B

For further information on this Scheme, please contact:

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