



Delivering Quality through Equality

Delivering Gender Equality A Partnership Approach

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Where are we? Where do we want to be?

➤ **Hannah Mitchell member of the 'Women's Social and Political Union' from 1904**

' Even when men are willing for their wives to take on public work they never seem to understand this cannot always be done between mealtimes.'

' No cause can be won between dinner and tea and most of us who were married had to work with one hand tied behind us, so to speak.'

➤ **Recent News Stories**



What is Sefton Equalities Partnership

Sefton Equalities Partnership is a dynamic organisation delivering equality and diversity throughout Sefton.

We aim to enable all members of Sefton's diverse community to fully participate in the social, economic and political life of the borough through initiatives that:

- Promote Equality
 - Deliver Economic Inclusion for All
 - Reduce Hate Crime and Promote Community Cohesion
 - Establish Diversity as an economic, social and cultural asset
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Sefton Equalities Partnership consists of:

Sefton CVS

**Probation Service
Merseyside**

**Merseyside
Police**

**Community
Empowerment Networks
(CEN'S)**

Sefton MBC

NHS Sefton

Mersey Travel

Merseyside Fire and Rescue Service

**Learning and Skills
Council**

**Greater
Merseyside
Connexions
Service**

One Vision Housing



Community Empowerment Networks

- ABILITY Network – for Disabled people or those with a limiting long term illness
 - Sefton Access Forum (SAF) – Access to the built environment
 - Equal Voice Network– for Black and Racial Minorities
 - Embrace Network- for Lesbian, Gay and Bisexual people
 - Faith Communities Network- Multi-faith group
 - Fawcett Society – Women’s Network
 - Talking Men – Men’s Network
 - In- Trust – for Transgender and Intersex people
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‘In order to provide services that meet real and perceived need, public sector organisations need to work closely with voluntary and community sector organisations who often have their finger on the pulse of local communities’

Somebody Very Smart



Current Areas of Work

- Disability Equality Scheme
 - Race Equality Scheme
 - Gender Equality Scheme
 - Sefton's Single Equality Scheme
 - Community Cohesion and Coordination of hate crime work
 - Coordination of Sefton wide staff support groups
 - Training
 - Equality Framework
 - Advice on all aspects of equality and diversity legislation
 - Co-ordination of practitioners group, gypsy and traveller group, international workers task group
 - Organising Events – Diversity Week, Hate Crime Week, TransMersey Pride 2008.
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Why do we need Gender Equality?

- At current rates it will take over 200 years for women to achieve equal representation in Parliament
 - Equal Pay Gap has increased since 2007
 - Girls tend to out-perform boys in school but women overall still lower paid
 - Rights of transgender people not fully protected in relation to employment until the Gender Duty was introduced
 - Sex Discrimination Act – Onus on individuals to bring cases
 - Gender Equality Duty – Onus on organisations to promote equality between men and women
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The Gender Equality Duty has both general and specific duties:

The **General Duty** places a statutory duty on all public authorities (there are limited exceptions), when carrying out their functions, to have due regard to the need:

- to eliminate unlawful discrimination and harassment
 - to promote equality of opportunity between men and women.
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The **specific duties**, in brief, are:

- **To prepare and publish a gender equality scheme**, showing how it will meet its general and specific duties and setting out its gender equality objectives.
 - In formulating its overall objectives, **to consider the need to include objectives to address the causes of any gender pay gap.**
 - **To gather and use information** on how the public authority's policies and practices affect gender equality in the workforce and in the delivery of services.
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- To consult stakeholders (i.e. employees, service users and others, including trade unions) and take account of relevant information in order to determine its gender equality objectives.
 - To assess the impact of its current and proposed policies and practices on gender equality.
 - To implement the actions set out in its scheme within three years, unless it is unreasonable or impracticable to do so.
 - To report against the scheme every year and review the scheme at least every three years
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A Partnership Approach

The **specific** duties apply **only** to named or 'listed' authorities. In relation to the Partnership, this includes:

- Sefton Metropolitan Borough Council
- Merseyside Police
- Merseyside Probation Service
- Mersey Travel
- Merseyside Fire and Rescue Service
- Sefton Primary Care Trust (including the two Acute Trusts)

The Learning and Skills Council for England is bound by the specific duties but individual Learning Skills Councils are not listed



Sefton Equalities Partnership Approach

- Partners identified
 - Consultation and Engagement with partners on priorities
 - Focus groups involving staff and members of community groups etc.
 - Priorities identified
 - Scheme written and consulted on including a high level action plan.
 - Partners adopt the scheme as theirs with detail added to the high level action plan as appropriate.
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The six Key Priorities

1. To ensure that people have access to services that meet their specific needs of men, women and transgender people
 2. To develop within and across the Partnership organisations, robust information gathering and equality monitoring systems across functions (including policy making, employment, service planning and delivery.)
 3. To take practical steps to counter gender role stereotyping which adversely affects children and young people
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4. To identify and work to remove gender-based inequality in employment policies, practices and procedures and to actively promote equality of opportunity in the workplace
 5. To actively raise awareness of issues to do with gender inequality in society and to identify practical measures to take that will promote gender equality in public life
 6. To investigate and narrow the gender pay gap in partner organisations and to ensure that women and men receive equal pay for equal work
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Delivering on the Joint Gender Equality Scheme

Gender Equality Scheme Working Group

- Flexible Working Guide
 - Joint EIA's on domestic violence and transgender policies
 - Mediation scheme
 - Review of dignity at work policies
 - Equalities Monitoring Best Practice Guide and Form
 - Joint action on equal pay leading to work on gender stereotyping
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Flexible Working Guide

- Agreement on policies and practices between partners.
 - Launch and promotion of best practice in Sefton (NHS model)
 - Internal briefings and promotion undertaken
 - Ongoing review of use of flexible working as part of annual review
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Joint Equality Impact Assessments

Domestic Violence – Joint EIA

- Identified need to address translation and interpretation more effectively in service delivery.
 - Identified changes in language required to include same sex couples
 - Resulted in circulation and adoption of policy on staff experiencing domestic violence
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Joint Equality Impact Assessments

Transgender Policies

- Identified real lack of service and staff based response
 - Introduction of staff policies and best practice in service delivery to address gender identity issues in the workplace.
 - This work is supported by the volunteering into work project and employer awards project - In-Trust Network in Sefton.
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Equalities Monitoring Best Practice Guide & Form

- EIA's uncovered a real lack of disaggregated data.
 - Agree equalities monitoring guidelines for all partners that encourages equalities monitoring across all equality strands.
 - Joint equalities monitoring form agreed
 - Equalities Monitoring Weeks in 2008.
 - Actions developed included e.g. need to increase men's use of libraries and women's use of key leisure centres.
 - Joint report on data available and recommendations for the future
 - Ongoing development of this work which will feed into the now agreed Sefton Single Equality Scheme
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Equal Pay & Gender Stereotyping

- Discussion on joint policy / review procedure
 - Sensitivities resulted in difficult progress in this area.
 - Key Focus on addressing gender stereotyping as a way of bringing about equal pay in line with recent information from 'The Women and Work Commission' review.
 - Take actions forward through joint group.
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Sefton's Single Equality Scheme

- Joint Vision and Statement of Commitment
 - Cross Cutting Themes
 - Employment for All
 - Learning and Development
 - Consultation and Engagement
 - Equalities and Procurement
 - Equalities Monitoring and Equalities Impact Assessment
 - Community Cohesion and Hate Crime
 - Specific equality strand action plans.
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THANK YOU

