

GENDER EQUALITY ANNUAL REPORT 2010

The total population of Moray at the 2001 Census was 86,940 with an almost 50% division between men and women. There are more females than males throughout Scotland in every Council area other than Shetland and Moray. The higher than average proportion of males in Moray is due primarily to the presence of two Royal Air Force bases in the area. This also has some impact on the age distribution of the population, increasing the numbers of young families and single people.

Ultimately, the Gender Equality Duty can be seen as challenging gender inequalities. Women and men may experience disadvantage in the workplace, and boys' and girls' experiences in childhood can be very different due in part to gender stereotyping and unequal treatment of the sexes.

The Sex Discrimination Act 1975 was amended by the Equality Act 2006 so that it now places a general 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 men and women

The Council can make a significant contribution towards improving gender equality by focussing on services provided to the public and occupational segregation within the Council.

The Gender Equality Scheme was published in 2007 and is now three years into its publication. The Council is currently required to review the scheme every three years. A Single Equality Scheme is currently in development and this scheme draws together all 6 equalities strands, gender, disability, race, sexual orientation, religion and belief and age, to parallel the forthcoming changes in legislation under the 2010 Equality Act which is due to come into force in October 2010.

The current Gender Equality Scheme has 6 actions within its action plan which are:-

Action	Responsibility	Status
Managers to consider family-friendly working requests.	All managers Personnel	Ongoing
Impact assess all policies and procedures against gender equality and recommend actions.	Heads of service	Ongoing
Introduce childcare voucher scheme.	Head of Personnel	August 2007
Develop equality performance indicators to monitor recruitment into non-stereotypical positions.	Equal Opportunities Officer/Research Information Officers	August 2007
Investigate refuse collection policies and procedures against gender requirement.	Head of Service	December 2007
Carry out surveys regarding use of services by gender.	Equal Opportunities Officer	June 2009

Progress against Gender Equality Scheme Actions:-

Family Friendly Working

Managers are to consider all family-friendly working requests as an ongoing action. The Council operates a range of family-friendly working measures, including a flexible-hours system, job-sharing, 9-3 patterns of working, term-time working and home-working. To date there are:-

- 2028 women working part-time
- 165 men working part-time
- 91 women doing job-share
- 7 men doing job –share

There has been a decrease of 442 women and 93 men working part-time, an increase in the number of women doing job-share and a reduction of 5 men doing job-share since the publication of the last report.

Impact Assessment of Policy and Procedures

Women and men, and boys and girls have different needs from public services and access them in different ways. Those delivering services need to recognise and be flexible enough to meet these different needs. We intend to identify differing needs through impact assessing our policies and procedures against gender equality and recommend actions. A framework for identifying, prioritising and impact assessing policies and procedures has been produced and distributed to departments. Through assessments we will begin to identify ways to make improvements to our services; however this is in early stages. These assessments will ensure that equality issues are considered:-

- in the formulation and design of all new policies
- in service delivery and provision and
- when decisions are made

To date 282 equality impact assessments have been carried out. Recommendations and improvements have been identified within some impact assessments. Examples of these recommendations with regard to gender includes:-

- In terms of maternity leave, pay and benefits, consider the feasibility of introducing the flexitime working system to areas of the workforce where it does not currently apply.
- Ensure that unbiased and straightforward information and support is provided to both male and female pupils within the sex education curriculum.

Introduce Childcare Voucher Scheme

The childcare voucher scheme can offer a considerable saving to parents as the purchase of the vouchers is tax free. The childcare voucher scheme has been available since October 2007, with 72 staff participating in the scheme to date. This is an increase of 23 participants since the last report. It is understood that there are a number of informal child care arrangements, e.g. relatives and friends looking after children who would not qualify for childcare voucher scheme savings.

Development of Equality Performance Indicators

Equality performance indicators have been developed to monitor recruitment into non-stereotypical positions. This highlights levels of employment, for example:-

	Female	Male
Admin/Clerical	97%	3%
Home Care	99.7%	0.3%
Grounds Maintenance	7%	93%
Waste	1%	99%

With these measures we can monitor whether men and women are entering into employment which was once viewed as non-stereotypical to their gender.

In 2008 the Council approved and recruited 11 apprentices aged between 16 – 19 years old, and a further 12 in 2009. This included 18 females and 5 males. Apprenticeships are viewed as an ideal vehicle to reduce the Council's staff age profile.

With regard to the management profile within the Council, the top 2% of employees in terms of hourly rate is 29 females and 60 males. The top 5% of employees in terms of hourly rate is 78 females and 123 males. Personnel are due to commence a qualitative survey of approximately 16 females in the top pay bracket. The main focus of this study is to evaluate their experiences of working at this level within the Council and also to identify whether they have experienced any barriers to their progress.

Investigate Refuse Collection Policies and Procedures

Environmental protection has carried out impact assessment on refuse collection due to some service users reporting that fortnightly collection of green bins is causing a problem in some areas as rubbish accumulates. The Bulky Uplift service caused problems for some, particularly single women with little family support. These women reported having to move heavy items out of the house onto the street without assistance.

The assessments highlighted that households experiencing difficulties with volume of waste being produced on the grounds of large families or nappies can be provided with a larger bin on a temporary basis. With regard to Bulky Uplift service arrangements can be made to uplift the item from the house.

Surveys Regarding Use of Services by Gender

In May 2009 the Council's Designing Better Services project carried out a Customer Survey consultation which focussed on who, why and by what means members of the public access Council services. The Citizens' Panel and Moray Equalities Forum provided the sample for this consultation.

More females than males thought it very important to have their service request completed at first point of contact. This was the case whether individuals contact the Council via walk-in Access Points; 61% female compared to 42% of male respondents, or via telephone; 62% female compared to 42% of male respondents.

There were also some interesting gender differences in terms of the types of priorities and needs that were identified for accessing Council services. In general, female respondents appeared to have a stronger view of the types of facilities that

would make accessing Council services easier. The following facilities were stated as being very important:-

	Female	Male
Information in other formats	31%	21%
Help with written materials	50%	32%
Hearing loops	25%	14%
Council website more accessible for those with visual impairments	29%	17%
Information provided in other languages	14%	7%
Interpretation services	13%	8%

The final report and survey can be accessed at the following link;

<http://www.yourmoray.org.uk/Resources/CitizensPanel.htm>

Progress on Equal Pay

The Council is committed to the principle of equal opportunities in employment and believes as part of that principle that male and female employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. The Council has already reached an agreement on Single Status, which was implemented in December of 2006.

Develop and review employment policies ensuring equal pay compliance

The Council continues to use the established Equalities Impact Assessment (EIA) process for this purpose. During the course of the last twelve months a number of policies have been reviewed in this manner. A review schedule for the forthcoming twelve months is in place.

Develop a plan on longer term pay equality

The Council has commenced work on an Equal Pay Audit which will focus upon establishing any areas of "unequal pay" and seek to put measures in place to address such concerns.

Complete job evaluation appeals

Completed.

Apply the nationally agreed job sizing arrangements for teaching staff

The Authority is continuing to apply job sizing arrangements where the requirement arises.

Review the pay and conditions of service for craft operatives

Following a job evaluation exercise Craft Operatives have now been migrated to the pay and grading structure for Scottish Joint Council employees.

Respond to grievances and complaints to the Council on equal pay

The Council continues to deal with any such grievances and complaints through recognised procedures in this regard.

Summary

The Council's Gender Equality Scheme was produced in June 2007 and identified 6 actions to be carried out. Of those actions 4 are complete, and 2 are ongoing. A non-discriminatory grading structure has been implemented in the council, which ensures equal pay for work of equal value. In addition, the Single Equality Scheme will be finalised in 2010.