



**South
Cambridgeshire
District Council**

Gender Equality Scheme

2010 - 2013

(Review of 2007 - 2010 Scheme)

	PAGE
1. FOREWORD	1
2. EXECUTIVE SUMMARY	2
3. INTRODUCTION AND CONTEXT	3
3.1 The Legal Context	3
3.2 The purpose of a Gender Equality Scheme	3
4. THE SOUTH CAMBRIDGESHIRE CONTEXT	5
4.1 Population	5
4.2 Key Statistics by Gender	6
4.3 Life Expectancy	8
4.4 Black and Minority Ethnic (BME) People	8
4.5 Gypsies and Travellers	8
4.6 Migrant Workers	9
4.7 Transgender and Transsexual Community	9
4.8 The Council	9
4.9 Our Aims, Values and Approaches	13
5. DEVELOPMENT OF THE GENDER EQUALITY SCHEME	15
5.1 Gathering Data and Using Information	15
5.2 Consultation and Engagement	16
5.3 Equality Impact Assessments (EQIAs)	16
5.4 Monitoring and Evaluation	18
5.5 Enforcement of the Gender Equality Duty	19
6. GENDER EQUALITY SCHEME 2007 - 2010 REVIEW	20
7. GENDER EQUALITY SCHEME 2010 - 2013 PRIORITIES	23
7.1 Gender Equality in Service Delivery	23
7.2 Gender Equality in Employment	26
7.3 Addressing Violence in our Community	27
8. RESPONSIBILITY AND ACCOUNTABILITY	32
7.1 Portfolio Holder with Responsibility for Equality and Diversity	32
7.2 The Equality and Diversity Steering Group	32
9. FEEDBACK	33
10. ACTION PLAN	34
APPENDICES	
1. Bibliography	37
2. List of Consultees	38
3. Gender Equality Scheme 2010 – 2013 Consultation Questionnaire	39
4. Gender Equality Scheme 2010 – 2013 Consultation Responses	43

1. Foreword

South Cambridgeshire District Council is fully committed to eliminating gender inequality and promoting equality between women and men. We recognise that there are gender differences in people's life chances, what services they gain access to and the types of jobs they do. We also know that other equality issues such as race, disability, religion or belief, sexual orientation and age also affect people's lives and that a "one size fits all" approach is not the answer.

The Council's gender equality scheme will show how we intend to fulfil the specific duties relating to the Gender Equality Duty and will outline our gender equality objectives.

The scheme will help improve our services and policies and make sure that the different needs of men and women are better understood and that transgender issues are also taken into account. It will help to ensure that our services are better targeted and will lead to improved customer satisfaction and better staff recruitment and retention.

Councillor Ray Manning
Leader of the Council

Greg Harlock
Chief Executive

2. Executive Summary

In Britain today women now make up almost half the work force, and this percentage is set to grow. Despite this, women make up just 11 per cent of directors at FTSE 100 companies, 20 per cent of MPs and 16 per cent of local authority leaders. Gender stereotyping in occupational areas such as construction, engineering, health and social care and childcare is rife. Thirty years after the Equal Pay Act came into force, women are still paid an average of 80 per cent of a man's wage or salary for comparable work. (Sex and Power in Britain, Equality and Human Rights Commission, 2008).

The Gender Equality Duty requires public authorities to pay due regard to promoting gender equality and eliminating sex discrimination. This means that service providers and public sector employers, will have to design employment and services with the different needs of women and men in mind.

This is South Cambridgeshire District Council's (SCDC) second Gender Equality Scheme (GES) and it takes account of our role as a service provider, community leader and employer. This Scheme has been developed by gathering data, using information from research practitioners and consulting with a broad range of internal and external stakeholders.

To meet our general duties, South Cambridgeshire District Council must take action to tackle the most significant issues for gender equality. We have identified three key priorities for the duration of this Gender Equality Scheme, which focus on **service delivery, employment** and **addressing violence in our community**.

This Gender Equality Scheme will be reviewed and updated on an annual basis to help ensure compliance with Government guidance and legislation and incorporate emerging good practice.

The Equality and Diversity Steering Group will have primary responsibility for regular monitoring of this Gender Equality Scheme. The Equality and Diversity Steering Group will also oversee its implementation as part of its wider remit to support the development and implementation of policies and practices to enable South Cambridgeshire District Council to meet its statutory obligations and achieve its commitment to equality and diversity given in the Comprehensive Equality Policy 2009 – 2012.

The Portfolio Holder with responsibility for Equality and Diversity will consider progress reports on delivering this Gender Equality Scheme and consider recommendations as required for decision or referral to Cabinet as appropriate.

3. Introduction and Context

3.1. The Legal Context

As a public authority, we have a number of general duties to promote equality of opportunity relating to race, disability and gender and to eliminate discrimination.

The following pieces of legislation are central to our Gender Equality Scheme:

- Equality Act 2006
- Sex Discrimination Act 1975
- Equal Pay Act 1970
- Gender Recognition Act 2004
- The Sex Discrimination (Gender Reassignment) Regulations 1999
- Carers (Equal Opportunities) Act 2004
- Equality Bill 2009

The Sex Discrimination Act 1975 (SDA) offers protection to both men and women against discrimination and makes discrimination unlawful in employment, vocational training, the provision of goods, services and facilities, the management and letting of premises and the exercise of public functions. It also covers discrimination on the grounds of a person being married, in a civil partnership or on the grounds of gender reassignment. In 1999, the Sex Discrimination Act (Gender Reassignment) Regulations came into force, which protects the rights of transsexual and transgender people.

The Gender Equality Duty was introduced through the Equality Act 2006 and aims to make gender equality a priority amongst all public authorities in the UK. The duty requires that public authorities are legally required to eliminate unlawful discrimination and harassment and promote equality of opportunity between men and women.

This is South Cambridgeshire District Council's (SCDC) second Gender Equality Scheme (GES). It takes account of our role as a service provider, community leader and employer as well as:

- statutory requirements
- issues raised by local gender-specific groups and people with personal experience of gender issues in South Cambridgeshire;
- the views and experience of officers, managers and Councillors across the range of Council functions;
- emerging good practice from the gender equality schemes being developed by other councils; and
- the experience gained from developing and implementing the Council's Gender Equality Scheme.

3.2 The Purpose of the Gender Equality Scheme

The Equality Act 2006 created the Gender Equality Duty for the public sector. The Gender Equality Duty has two parts to it, the "general" duty and the "specific" duty. The general duty places a legal duty on the Council:

- To eliminate unlawful discrimination and harassment

- To promote equality of opportunity between men and women

To help meet its general duty, the Council, like most other public bodies covered by the duty, has a specific duty 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, consider the need to include objectives to address the causes of any **gender pay gap**.
- **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.
- 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.

The purpose of this Scheme is therefore to:

- Show how we intend to mainstream gender equality in all areas of the Council's work.
- Meet and go beyond our legal duties in making gender equality a reality.
- Set out our priorities on how we intend to tackle gender inequality, eliminate discrimination and promote equality of opportunity between women and men and for individuals undergoing or who have undergone gender reassignment.

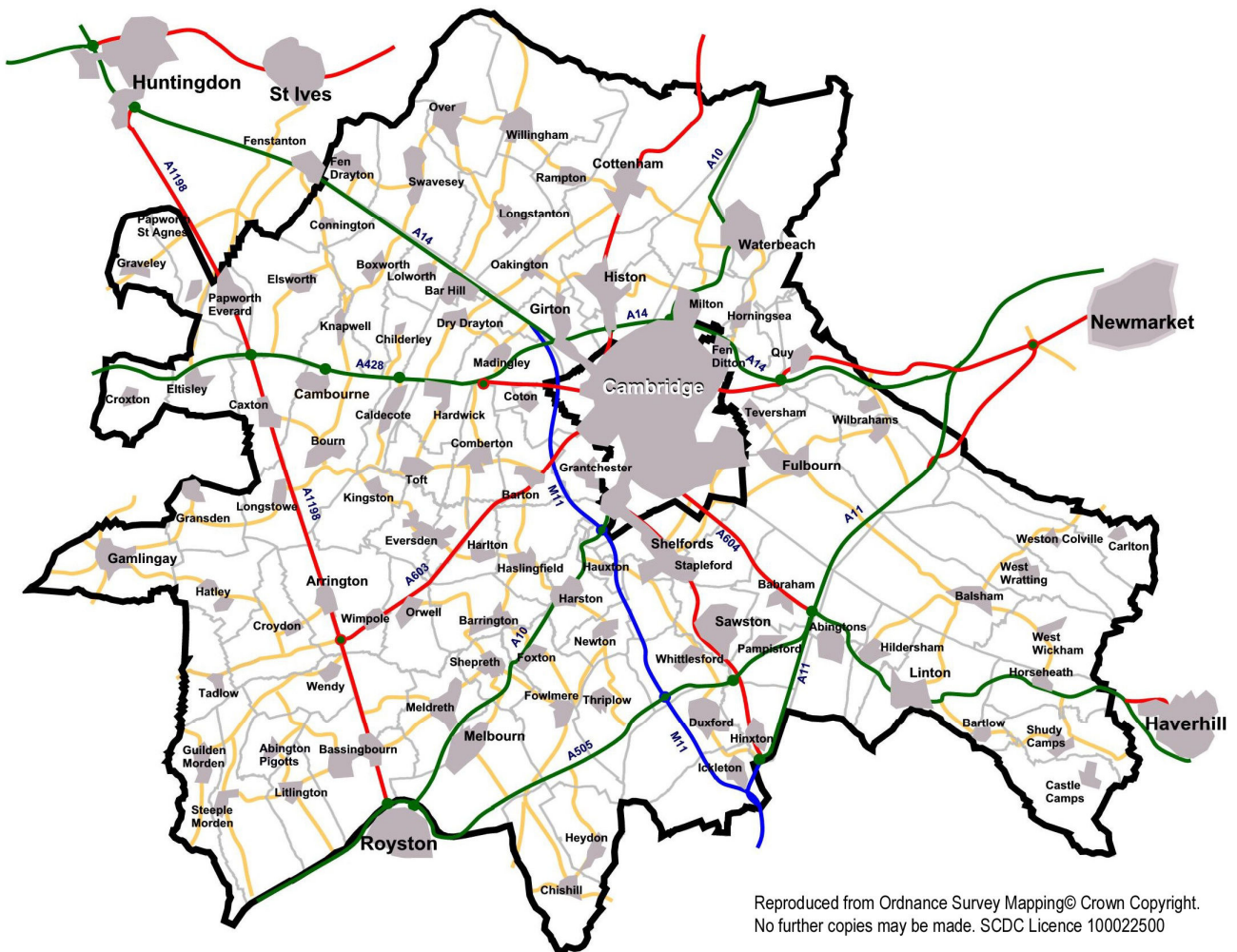
4. The South Cambridgeshire Context

4.1 Population

South Cambridgeshire is the second largest district in Cambridgeshire covering approximately 350 square miles of countryside. It is also the second most populated district after Huntingdonshire and the district completely surrounds Cambridge City. It shares its boundaries with Huntingdonshire, Fenland and East Cambridgeshire on the northern part of its boundaries. In the south the district has boundaries with North Hertfordshire, Central Bedfordshire, Uttlesford and St. Edmundsbury. It is relatively rural with all the population living in villages or rural areas – there are no towns in South Cambridgeshire. Sawston is the largest village with approximately 7,200 people. (Annual demographic and socio-economic information report (February 2010) produced by Research Group, Cambridgeshire County Council)

South Cambridgeshire is a vibrant district at the heart of the rapidly growing East of England region. We are a diverse community, with some of the oldest villages in England now neighbouring some of the newest and most exciting modern communities in the country

South Cambridgeshire is a rural district with a population of around 139,300 residents and this population is expected to increase faster than the national average over the next ten years. (ONS mid-year population estimates 2008)



4.2 Key Statistics by Gender

4.2.1 Population & Households

50.8% of the total population is female and 49.2% is male

All people	139,300
Males	68,600
Females	70,600
Total Household	52,180

Table 1 Population & Households. Sources: Population – ONS Mid-year Population Estimates 2008. Totals do not add due to rounding. Households – ONS, 2001 Census

4.2.2 Age Profile

There are currently no estimates available for the age profile of the district broken down by gender. The 2001 Census analysis is now considered out of date.

South Cambridgeshire has an ageing population. In 2001 around 51% of the population was younger than 40, in 2021 that proportion is expected to drop to 44.3%.

The highest growth is expected to occur in the 65+ age group, from 14.8% in 2001 to nearly 23.9% in 2021. The biggest decline is expected to occur in the 25-39 age group, from 21.5% in 2001 to approximately 16.9% in 2021. The proportion of under-20s is also expected to decline, from 25% of the population in 2001 to 23.2% in 2021. (Annual demographic and socio-economic information report (February 2010) produced by Research Group, Cambridgeshire County Council)

Age (years)	South Cambs	South Cambs (%)	England & Wales (%)
Under 5	8,800	6.3	5.9
Age 5 – 14	17,200	12.3	13
Age 15 – 24	15,300	11	12.1
Age 25 – 44	38,000	27.3	28.1
Age 45 – 59	28,800	20.7	19.1
Age 60 – 74	20,500	14.7	14
Age 75+	10,700	7.7	7.8
Total	139,300	-	-

Table 2 Age Profile. Source: ONS, 2007 Mid-Year Estimates. Totals may not add due to rounding.

4.2.3 Working Age Population (16-59Female/64Male)

The share of South Cambridgeshire's people who are of working age is nearly 61%, just above the national figure of 59.3%. The share of men who are of working age in the district is above the national figure, but for women it is lower.

	South Cambs	South Cambs (%)	East (%)	England & Wales (%)
Total working age	84,800	60.8	60.9	59.3
Male - working age	44,500	64.9	65.1	60.4
Female - working age	40,200	57	56.8	58.3

Table 3 Working Age Population. Source: ONS, Mid-year Population Estimates, 2007

Note: % is a proportion of total population. Totals may not add due to rounding

4.2.4 Employment – Economically Active

Nearly 87% of working age population in the district is economically active and both men and women exceed the national figure.

According to the 2007 Jobs Density figures, South Cambridgeshire's labour demand is not as high as its available workforce, with a jobs to working age population ratio of 0.89%. The 2001 Census shows that around 49% of the employed residents of the district work in the district itself, 30% working in Cambridge and 21% working in other districts or counties. This will impact on gender, as there will be a high proportion of women commuting to work and possible utilizing public transport. This issue is explored further in section 6.1.3.

	South Cambs	South Cambs (%)	East (%)	England & Wales (%)
All people - working age	76,600	86.8	81.7	78.6
Male - working age	41,000	89.9	86.3	83.2
Female - working age	35,700	83.4	76.7	73.6

Table 4 Employment – Economically Active. Source: ONS, Annual Population Survey, 2008. Period covered is July 2007-June 2008

4.2.5 Earnings by Residence

According to the 2009 Annual Survey of Hours and Earnings, women working full-time in South Cambridgeshire earn, on average, 29% and 24.5% less than their male counterparts in terms of weekly pay and hourly pay respectively.

There is currently no evidence to determine the reasons why women earn disproportionately less than men. Therefore, the Council will conduct its own research through the development of a business rates equality monitoring form, which will go to all VAT and/or PAYE business units in the district. There are 7,690 businesses in South Cambridgeshire. Analysis by sector distribution shows that the professional, scientific and technical sector accounts for the largest number of businesses with 18% of all local business units. Analysis by size shows that 86% of businesses employed fewer than ten people, and 97% employed fewer than 50 people. (Cambridgeshire & Peterborough Directory of Commerce and Industry 2010-2011).

	South Cambs £	East £	England & Wales £
Gross Weekly Pay			
Full-time	594	509.4	481.1
Male full-time	684.3	565.8	527
Female full-time	485.5	432.6	414.5
Hourly Pay			
Full-time	15.88	12.89	12.06
Male full-time	17.32	13.78	12.76
Female full-time	13.07	11.42	10.99

Table 5 Earnings by Residence. Source: ONS, Annual Survey of Hours & Earnings – Resident Analysis 2009. Note: Median earnings in £ for employees living in the area.

4.2.6 Jobseeker's Allowance Claimants

As of June 2009, the unemployment rate in South Cambridgeshire was 3.9% compared to the national figure of 6.9%. Claimant unemployment for the district is below the regional and national figure. As there are high levels of employment in the district, this could have an impact on gender due to the high necessity for childcare facilities, which can often be costly.

	South Cambs	South Cambs (%)	East (%)	England & Wales (%)
All	1,592	1.9	3.6	4.3
Male	1,144	2.6	4.9	6
Female	448	1.1	2.1	2.4

Table 6 Jobseeker's Allowance Claimants. Source: NOMIS, Claimant Count with Rates & Proportions, January 2010

Note: % is a proportion of resident working age population. Jobseeker's Allowance (JSA) is payable to people under state pensionable age who are available for, and actively seeking, full-time work.

4.3 Life Expectancy

South Cambridgeshire has a higher than average life expectancy for both men and women compared to the rest of Cambridgeshire and the UK. The average life expectancy for a man in Cambridgeshire is 79 years and for a woman it is 82.9 years. The national average for a man is 77.7 years and for a woman is 81.8 years.

	South Cambs	England & Wales
Life expectancy at birth (years)		
Males	81.1	77.5
Females	84.5	81.7
Life expectancy at 65		
Males	19.6	17.4
Females	21.9	20.1

Table 7 Life Expectancy. Source: ONS, Life Expectancy at Birth and at Age 65, 2005-07

4.4 Black and Minority Ethnic (BME) People

The 2001 Census data shows that in South Cambridgeshire, 93.2% of the population was White British, and a further 3.7% were White Irish and White Other. 3,800 people identified as being from other minority ethnic groups, the largest of which were Indian and Chinese.

4.5 Gypsies and Travellers

Gypsies and Travellers were not identified separately in the 2001 Census although they are an ethnic group. The Cambridge Area Travellers Needs Assessment (2005) estimated that South Cambridgeshire's Traveller community was 1,330, which equates to 1% of the 2005 district population and makes them the largest ethnic minority group.

The Cambridge Sub-Region Traveller Needs Assessment (CSTNA) highlights that Gypsies and Travellers are often more disadvantaged than any other ethnic group in terms of access to healthcare and education.

The Council's Gypsy and Traveller Community Strategy 2010 – 2013 has been developed to:

- Provide a consistent, co-ordinated approach across the Council, and through its partnerships, to its work with Gypsies and Travellers.
- Improve access to services and the responsiveness of mainstream services and ensure that Gypsy and Traveller rights and needs are integrated into existing policies and mainstream services.
- Foster good community relationships, eliminate unlawful racial discrimination, promote equality of opportunity and positively promote mutual understanding, respect and tolerance between Gypsies and Travellers and other members of our rural communities.
- Work with partners, including health, police, voluntary agencies, and other local authorities to address issues of social exclusion amongst Gypsy and Traveller communities.
- Ensure that the accommodation and other needs of Gypsies/Travellers are met whilst taking account of cultural issues or specific requirements.
- Seek to manage unauthorised camping in an efficient and effective way, having regard to the welfare requirements, rights and responsibilities of Gypsies and Travellers, the environment and the potential level of nuisance for local residents.
- Provide a clear policy and practice framework for the guidance of agencies, staff, elected Councillors, Gypsies and Travellers, landowners and the wider public.

4.6 Migrant Workers

Recent immigration from outside the UK has included workers attracted by opportunities for employment in the food industry and in the local service economy. Migrant workers have traditionally formed an important sector of the seasonal labour force; recently, migrant communities are becoming more established and less 'seasonal'.

There has been a distinct increase in migrant workers numbers since the last Census. After the accession to the EU in May 2004 of several European countries (Poland, Lithuania, Latvia, Estonia, Hungary, Czech Republic, Slovakia, Slovenia), nationals of these countries can work in the UK under the Workers Registration Scheme (WRS), and after working legally for 12 months without a break, have full rights to free movement and will no longer need to register under the WRS. The WRS data for South Cambridgeshire shows that since the start of the programme in 2004, nearly 2,000 migrant workers have registered with the scheme. There was an increase of 410 registrations in the district between 2008 and 2009 (Annual demographic and socio-economic information report (February 2010) produced by Research Group, Cambridgeshire County Council). The majority of these migrant workers are Polish (61%), followed by a considerable proportion of Lithuanians (16%).

Most migrant workers are 18-24 years of age and 59% are male. 33% of migrant workers are employed in the agricultural sector. 13% of migrant workers are employed as process operatives (ONS 2008 Migration Statistics Annual Report). The issues

associated with language barriers and victims of domestic violence accessing housing, advice and support services are explored in section 6.3.5.

4.7 Transgender and Transsexual Community

According to the Terence Higgins Trust, when people are described as transgender this suggests someone who feels that some aspect of the sex and gender they were born with does not fit who they feel they really are. When people are described as transsexual this is usually used to describe a person who feels that they were born the 'wrong' sex, and who identifies with and would like to be accepted as a member of the opposite sex. Many transsexuals want to change physically and do undergo sexual reassignment to change their bodies so that they are the sex they feel is right for them.

No local data is available on the transgender and transsexual community in South Cambridgeshire. The Gender Trust highlights that the prevalence of transsexualism vary widely between 1 in 4,000 and 1 in 10,000 people. This is mainly due to the social stigma attached to being transsexual, arising from a widespread lack of awareness of the true nature of the condition. It is something that is often kept hidden.

A survey carried out in 2001 revealed that the majority of employers were failing to include gender in their anti-discriminatory policies and no training was being provided to staff on the issues surrounding gender identity.

As well as being afforded protection from discrimination and harassment in employment and vocational training, a further change to the law on 21 December 2007 ensures that people who identify as transsexual will also have their rights protected in the provision of goods and services.

4.8 The Council

4.8.1 Service Provider

The Council has three distinct roles as a service provider, community leader and employer.

South Cambridgeshire District Council provides a wealth of services to its residents including:

Environmental services

- Collecting waste and recycling from 59,000 households
- Cleaning streets, dealing with abandoned cars and clearing and investigating fly tipping
- Making sure food premises are clean and safe
- The Home Improvement Agency enables those in need of support to maintain their independence, health and well-being in their chosen home
- Advising on and enforcing health and safety at work
- Dealing with pollution and offering pest control services
- Licensing taxis, public entertainment and the sale of alcohol

Housing services

- Improving the supply of affordable homes
- Managing 5,570 Council homes

- Providing housing advice and support for homeless people and victims of domestic violence.

Planning services

- Considering planning applications, dealing with development without planning permission and building control
- Conserving our environment and buildings
- Developing planning policy to shape the future of the district

New communities

- Developing the local economy
- Planning for major developments
- Supporting local tourism
- Supporting arts and sports development
- Working towards a sustainable South Cambridgeshire

Working with communities, partners and customers

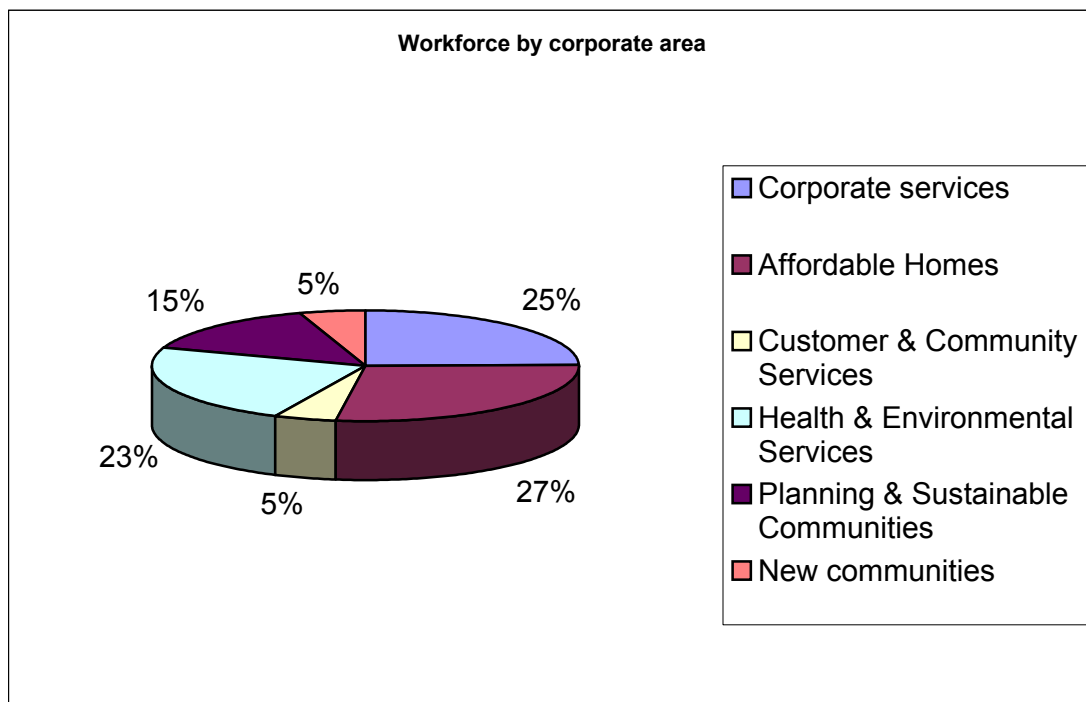
- Promoting community safety
- Supporting, strengthening and engaging with our communities
- Providing community and voluntary sector grants
- Making sure all our customers can access services equally, in the best way for them
- Administering local democracy including elections

Corporate services

- Increasing customer access and developing smarter ways of working through technology and partnerships
- Providing support for those who need help with Housing and Council Tax Benefits
- Collecting Council Tax and Business rates
- Providing support services such as accountancy and legal

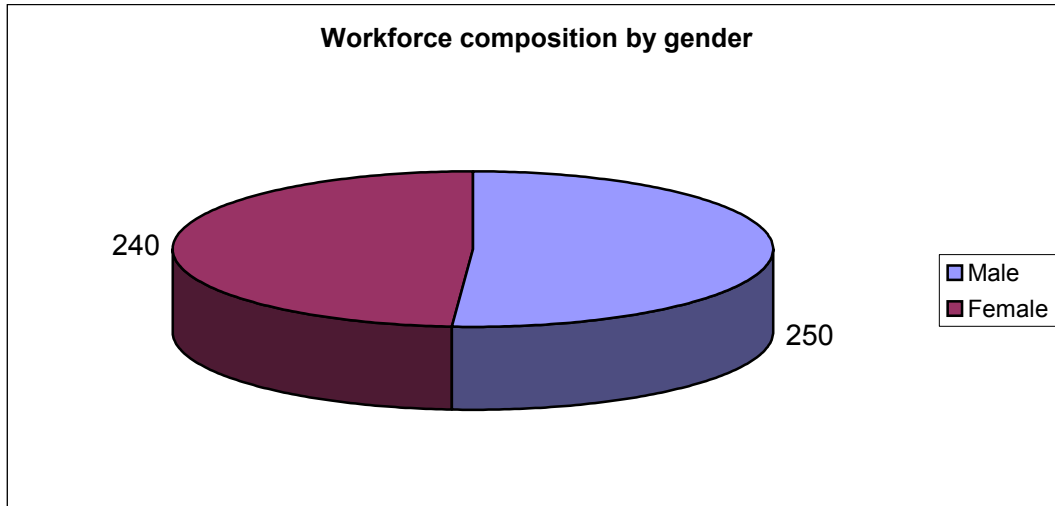
4.8.2 Employer

South Cambridgeshire District Council employs 490 people across a wide range of service areas. This figure excludes any casual employees.



As of May 2009, the South Cambridgeshire District Council workforce was split fairly evenly in terms of gender (50.2% male and 49.8% female).

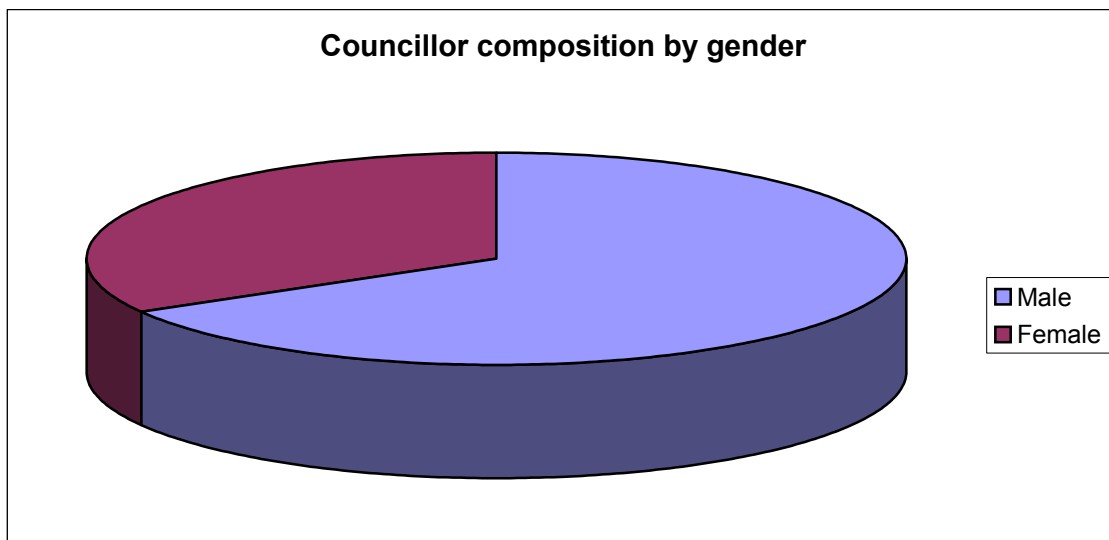
There are predominantly more men in the following service areas: ICT, Housing Repairs, Environmental Health and Waste Management. Women make up a higher proportion of the workforce in Revenues and Benefits, general administration and Sheltered Housing. Gender equality in employment is explored further in section 6.2.



4.8.3 Elected Councillors

There are 57 Councillors of the District Council representing 102 parishes and settlements.

Currently, there are 38 male (67%) Councillors and 19 (33%) female Councillors and this is reflective of the national make-up across England and Wales.



The biennial Local Government Association (LGA) and Improvement & Development Agency (IDeA) Councillors' Census for 2008 found that over two-thirds of Councillors (68.4%) were male and 30.8% were female (0.8% did not respond). The proportion of

female Councillors had increased from 27.8% in 1997 although the proportion is still considerably lower than the adult population (51.3%). The Census also highlighted:

- A greater proportion of female Councillors and those from minority ethnic backgrounds indicated that they had more influence than expected (44.3% and 54.0% respectively).
- The proportion of female Councillors was greatest in London boroughs (36.2%) and metropolitan districts (33.1%) and lowest in shire counties (25.6%) in the East Midlands and East of England.
- Among each of the main parties, the Green party had the highest proportion of female Councillors (44.2%) while the other parties and independent parties had the smallest proportion (24.3% and 26.3% respectively).
- A greater proportion of female Councillors had caring responsibilities (31.8%) compared with males (23.5%).
- A smaller proportion of female Councillors were in managerial or executive positions (29.1%) and professional and technical occupations (28.8%) compared with males (39.5% and 34.1% respectively). Moreover, a smaller proportion of female Councillors were in manual or craft occupations (4.8%) compared with males (11.1%). Greater proportions of females were lecturers, teachers or researchers (12.7%) and administration/clerical/secretarial or sales roles (24.7%) compared with males (7.6% and 7.7%).

4.9 Our Aims and Values

The Council has set Aims and Values for 2010/11, which helps us to achieve the South Cambridgeshire Sustainable Community Strategy, the Council's vision and the countywide Local Area Agreement (LAA).

4.9.1 Aims

Five aims have been set for 2010/11, namely:

Aim A - We Are Committed To Being A Listening Council, Providing First Class Services Accessible To All

Aim B - We Are Committed to Ensuring that South Cambridgeshire Continues to be a Safe And Healthy Place for You and Your Family

Aim C - We are Committed to Making South Cambridgeshire a Place in which Residents can Feel Proud to Live

Aim D - We are Committed to Assisting Provision of Local Jobs for You and Your Family

Aim E - We are Committed to Providing a Voice for Rural Life

4.9.2 Values

The Council has also adopted a set of Values, which will be embedded in the service in 2010/11 through behaviours agreed across the Council:

- Customer service;
- Mutual Respect;
- Trust;
- Commitment to Improving Services

5. Development of the Gender Equality Scheme

5.1 Gathering Data and Using Information

5.1.1 Collection of Data

One of the duties that must be carried out by any public sector authority is the gathering of information on the effects of its current policies and practices on men and women in employment, those that use its services and also its general performance.

The Council will gather this information in the following ways:

- Staff and Councillor surveys
- Customer Satisfaction surveys
- Equality Impact Assessments
- Staff and Councillor Workshops (during the consultation period)
- External Stakeholder workshops (during the consultation period)
- Complaints and Compliments forms
- Equality and Diversity Steering Group
- Staff Statistics and Recruitment Monitoring Forms

5.1.2 Staff Surveys

A staff survey is generally carried out every two years and asks a range of equality and diversity questions as well as employees general opinions and experiences about their jobs and feelings towards the Council as an employer.

The latest staff survey was carried out in September/October 2009 and an extract from the draft report states:

"The picture at SCDC as an equal opportunities employer is another strong positive. Seven in ten (70%) employees' feel that they are treated with fairness and respect and around three quarters (73%) think that the Council is an equal opportunities employer. The Ipsos MORI Local Authority norms are 59% and 68% respectively on these measures".

The previous staff survey was carried out in April 2008. The main concerns raised by this survey in terms of gender equality was the fact that 47% of women felt that not all employees were treated fairly compared to only 35% of men. Any impact as a result of the gender equality scheme is expected to be reflected in future staff surveys.

5.1.3 Customer Satisfaction Surveys

Most services within the Council carry out regular customer satisfaction surveys. However, not all services are analysing the data they collect in terms of gender equality and any results are actioned upon accordingly.

5.2 Consultation and Engagement

The Council recognises the importance of consultation in the development and implementation of its Single Equality Scheme. Involvement and consultation helps to give minority groups an opportunity to provide input about the provision of services.

The draft Gender Equality Scheme will be subject to widespread consultation with Council staff, Councillors, local residents, community groups, partner organisations, parish councils and other associations between 29 March 2010 and 18 April 2010. This will help us gather a wide range of views on whether this draft Scheme represents an effective approach to delivering Gender Equality over the next 2 – 3 years. The comments we receive will be used to finalise the Scheme for the Council to adopt from April 2010.

A list of the groups and organisations to be consulted in the development of this Gender Equality Scheme are attached in Appendix 2.

5.3 Equality Impact Assessments (EQIAs)

5.3.1 Carrying out Equality Impact Assessments

As part of any effective policy development process, it is important to consider any potential risks to those who will be affected by the policy's aims or by its implementation. As part of the Council's commitment to Equality and Diversity we are carrying out Equality Impact Assessments (EQIAs) on all our new and existing policies and procedures. This helps us to consider any potential risk on different groups.

Carrying out an EQIA at the start of the policy development process allows the policy holders to identify, at every step, what the consequences may be to different groups, and whether a policy should adopt a certain direction/approach/criterion or eligibility requirement or whether there are any opportunities to promote equality.

5.3.2 What we Assess

The three existing public sector equality duties require public authorities to check how their policies affect people from different groups and communities in respect of disability, gender and race equality. The Council has extended this assessment to include all equality areas and due to the rural nature of the district, now includes 'rurality' as a consideration during the EQIA process. This relates to both existing and proposed policies.

5.3.3 Training for Staff

Through our internal training programme we provide mandatory equalities training for all staff to ensure they understand their role and objectives under the equality duties and wider equality legislation. In addition, line managers also receive a session on equality impact assessments, which covers:

- What they are and why the Council has to do them;
- The benefits of impact assessments;
- The law on equalities and how this relates to impact assessments; and
- The process for carrying out impact assessments.

5.3.4 Quality Assurance

Corporate Managers are responsible for reviewing and signing off completed impact assessments relevant to their service areas.

In June 2009, the Council established an Equality Impact Assessment Quality Assurance Panel, comprising of six officers from the Council's Equality and Diversity Steering Group. The role of the panel is to:

1. Review and challenge completed impact assessments.
2. Ensure that all Council Officers, when developing/revising policies and practices, give appropriate consideration to how people access the services they provide and the implications of the policies they develop for all groups in the local community.
3. Challenge whether the Council is meeting all the requirements of the equalities duties, i.e. the race and gender equality duties requires consultation with stakeholders; the disability equality duty requires the involvement of disabled people.
4. Challenge whether the policy/practice is seeking to improve the quality, responsiveness and accessibility of local public services.
5. Help to improve consultation, especially with hard-to-reach groups.
6. Ensure that completed impact assessments are suitable for publication on the Council's website for public inspection.

5.3.5 Gender Equality Monitoring

In line with legislation, guidance from the Equality and Human Rights Commission, Stonewall, ACAS and Employers Organisations, South Cambridgeshire District Council is committed to ensuring that it is operating fairly and equitably in both Service Delivery and Employment.

The Council's Corporate Equality Commitment and Comprehensive Equalities Policy 2009 - 2012, by themselves, will not bring about equality – the Council must have a system for checking whether their policies are being carried out and whether they are working.

The Council successfully monitors the diversity of its workforce. However, work is currently underway to improve systems for monitoring the diversity of its customers

5.3.6 Why Gather Information on Gender Equality?

In policy development equality monitoring can help us to understand:

- whether the policy is likely to have the intended effect;
- how proposed policies might affect particular groups; and
- how we can amend policies to eliminate discrimination and promote equality.

In service delivery, equality monitoring can help us to understand:

- the needs of service users;

- which groups are using our services;
- which groups are not using our services;
- how to reach under-represented groups;
- how satisfied different groups are with our services;
- differences in service outcomes; and
- how to use our resources better.

5.3.7 Publication of our Impact Assessments

The Council is committed to publishing the results of our impact assessments. These are available on the Council's website at or can also be made available on request:

<http://www.scambs.gov.uk/CouncilAndDemocracy/Equality/equalityimpactassessments.htm>.

5.4 Monitoring and Evaluation

5.4.1 Complaints and Compliments

Complaints are monitored to make sure that there are no complaints based on gender discrimination. If gender inequality issues are picked up through the monitoring of complaints forms these issues will inform the scheme and subsequent action planning, with a view to reducing and eliminating the need for complaints on the grounds of gender inequality.

Monitoring Compliments forms may provide valuable feedback on progress and actions taken to eliminate gender inequality or gender discrimination. These findings will inform the schemes review process.

5.4.2 Equality and Diversity Steering Group

South Cambridgeshire District Council has a very active Equality and Diversity Steering Group that is helping to shape the Council's policies on equality and diversity. The Steering Group will be heavily involved in the monitoring and evaluation of the scheme to ensure that it continues to reflect the Gender Equality Duty and provides up to date guidelines for staff and service providers to follow.

5.4.3 Staff Statistics and Recruitment Monitoring Forms

In order to monitor the impact of its employment practices in gender equality the Council will regularly monitor the following information (see action plan):

- recruitment / retention and development (promotion & training) of men and women
- proportion of men and women in posts at all grades
- proportion of men and women who leave
- proportion of men and women who benefit or suffer detrimentally as a result of their appraisal
- men and women involved in grievance and disciplinary procedures

5.4.4 Equality Framework for Local Government

In June 2009, the Council achieved level 2 of the Equality Standard for Local Government. The standard has subsequently been replaced by the Equality

Framework For Local Government, which has three tiers of accreditation: Developing, Achieving & Excellent. South Cambridgeshire District Council has now migrated to the Developing tier of accreditation and the Council is committed to securing Achieving accreditation during 2010/2011.

The Equality Framework utilises five performance areas:

- Knowing your community and equality mapping
- Place shaping, leadership, partnership and organisational commitment
- Community engagement and satisfaction
- Responsive services and customer care
- A modern and diverse workforce

The above five performance areas have been built into the Action Plan for this Gender Equality Scheme. See section 9 for further information.

5.5 Enforcement of the Gender Equality Duty

The Equality and Human Rights Commission (EHRC) will actively enforce the duty and the extent to which the Council has complied with the duty is likely to be assessed on the following criteria:

Information: Do we have the information, which allows us to understand the impact of our work on women and on men (including transsexual women and men)?

Consultation: Have relevant people inside and outside of the Council been involved in appropriate ways, in providing information and identifying gender equality priorities?

Transparency: Has information about the gender equality scheme been widely available through appropriate channels and in a variety of formats?

Proportionality: Has the Council put its effort and resources where they will have most impact on gender equality?

Effectiveness: Has action been taken and has it delivered the required outcomes, leading to less discrimination and greater gender equality?

6. Gender Equality Scheme 2007 – 2010 Review

The Council's first Gender Equality Scheme developed an Action Plan to be implemented over a three-year period.

During the first year of the plan the Council consolidated and built on gender related information and raised awareness of the Scheme. During the second year of the plan we focused on utilising gender related information to further develop the Action Plan. Finally, the third year of the plan focused on implementation and the completion of an evaluation of the scheme.

Develop a greater understanding within the organisation of gender equality issues and the Gender Equality Scheme

Main achievements:

- Over 200 staff received equality and diversity awareness training, including gender and transgender awareness and gender related issues.
- Councillors received equality and diversity awareness training, including gender and transgender awareness and gender related issues.
- The Council celebrated International Women's Day including an exhibition in the communal area of the Council offices for staff and visitors.

Improvements required:

- As at November 2009, there were 253 staff left to train. Funding is available to train a further 150 staff in 2010/2011 in conjunction with Public Sector Providers.
- The Council is working with East of England Local Government Association (EELGA) to design an equalities development programme for all Councillors, which is expected in 2010/2011.
- Further work is required to include the Gender Equality Scheme in the induction process for all new staff. This has not progressed due to the recruitment freeze during 2009/2010.
- Further work is required to include the Gender Equality Scheme in the induction process for all Councillors. This has not progressed – next district elections are due to be held in 2010.

Ensure improvements in performance by mainstreaming gender equality

Main achievements:

- A new EQIA template was introduced in 2008 across the Council to ensure that gender and the five other equality strands were subject to assessment.
- The new EQIA template includes an action plan section. All the issues requiring remedial action from the EQIA process are transposed into a corporate action plan, which is monitored by the Policy and Performance Team.

Complete the Equal Pay Review

Main achievements:

- The Council conducted an Equal Pay Review in the Spring/Summer of 2007.

- The Equal Pay Review did not identify any gender based pay gap/s. Following this review, the unions requested that the Council look again at how jobs are graded and recommended that the Council use the National Joint Council Job Evaluation Scheme (NJES) for local government. The NJES is widely seen as the leading benchmark scheme, both for local government and on equalities issues. The Council agreed to this request because the NJES evaluation criterion is more suited to local government jobs and is in line with recent legislation.
- The Council's Job Evaluation Project commenced in June 2008 and is due to be completed during 2010. By the end of November 2009, 220 staff have been interviewed by the Council's Job Evaluation Co-ordinator with 199 Job Description Questionnaires (JDQ's) returned, 196 evaluated and 122 moderated.

Continue to develop the Council's performance management framework and develop meaningful indicators in respect of gender equality

Main achievements:

- Targets and local performance indicators were developed in respect of gender equality.
- Service Plans have taken account of the actions set out in the Council's Gender Equality Scheme.

Contribute to a partnership approach to address gender equality in South Cambridgeshire

Main achievement:

- Relevant local groups, organisations and agencies working with a gender equality focus have been identified and are circulatory members of the Council's Equalities Consultative Forum.

Improvement required:

- All key partnerships will be encouraged to include gender related objectives in business plans for all appropriate areas of work.

Develop good practice in relation to flexible working policies and work-life balance

Main achievement:

- The suite of flexible working policies were developed and reviewed in March 2009.

Improvement required:

- The barriers to part-time working and job sharing possibilities were identified, but the Council is still working to remove such barriers wherever possible. See section 6.2.4 for further information.

Ensure employment practices and policies identify and respond to all forms of gender stereotyping and discrimination including the identification of barriers to the retention and recruitment of transsexual staff

Main achievements:

- Relevant employment policies were risk assessed in 2008. All high risk EQIAs have been completed with focus moving to the medium EQIAs in 2009/2010 and low risk EQIAs during 2010/2011.

Improvements required:

- All HR policies need to be developed to ensure that they cover the needs of Lesbian, Gay, Bisexual (LGB), Transsexual and Transgender employees. The Council is working with the charity, Stonewall, to ensure that all HR policies are inclusive of LGB employees.
- Further work is required to promote positive gender role models and 'non-traditional' jobs through the Council's website, target publications and other gender-specific events.

All corporate mechanisms for consultation to include appropriate questions/analysis in relation to gender

Main achievement:

- A Corporate consultation and engagement calendar was developed in 2009 and can be viewed at:

<http://www.scams.gov.uk/test/commengcal.htm>

Improvement required:

- The inclusion of gender-neutral language in all forms of corporate consultation exercises.

7. Gender Equality Scheme 2010 – 2013 Priorities

The Equality and Human Rights Commission has highlighted that gender inequality continues to have significant consequences on the very basic elements of women and men's lives. This includes, health, safety and security, as well as opportunities to participate in public and political life.

To meet our general duties, South Cambridgeshire District Council must take action to tackle the most significant issues for gender equality. We have identified three key priorities for the duration of this Gender Equality Scheme, which focus on service delivery, employment and addressing violence in our community.

7.1 Gender Equality in Service Delivery

7.1.1 Women and Enterprise

For a variety of reasons, it can be more difficult for women to start up and run a business in the UK than in comparable economies. According to the DTI, "If we had the same rate of female-owned start-ups as in the US we would create 150,000 more businesses per annum." In 2003, the U.K. ranked seventh in a study of 14 G7 and EU countries. The gap between male and female entrepreneurship is still wider than in Canada, the USA, Germany, the Netherlands, Belgium and Italy. South Cambridgeshire District Council is a member and supporter of the Greater Cambridge Partnership (GCP), which actively encourages more women into business and making it easier for them to fulfil their business and enterprise potential in the county.

The GCP also manages the Investors in Community Programmes (IiC), which encourages under-represented groups, such as BME communities, Gypsies and Travellers, Migrant Workers, lone parents and carers (who are predominantly women) to become involved in community-based enterprise projects. The IiC programme has a budget allocation of £724,419 revenue for 2010/11.

7.1.2 Women and Sport

Sport England conducted the largest survey in Europe from October 2008 to October 2009 on the sport lifestyles and habits of the U.K. public. Nationally, only 12.7 % of women participated in three 30-minute sessions of sport a week compared to 20.6 % of men. Many of the women who responded to the survey said that they would like to participate in more sporting activities, but felt that there were many barriers, such as family commitments, lack of transport (refer to section 6.1.3), personal safety (refer to section 6.1.4) and a lack of role models, which prevented them from doing so.

There is no gender breakdown for South Cambridgeshire, but on average, only 16.3 % of residents indicated that they participated in three 30-minute sessions of sport a week. The Council has committed £20,000 from April 2010 for the next three years to develop activities specifically targeting adults to get more active. All initiatives are monitored under National Performance Indicator 8 and some have been developed specifically for women, such as:

- Running networks across the district, called 'Mums on the Run,' which targets mothers to run home after dropping off the children at school. This is linked to primary schools within the district and also encourages mothers to take on a leadership role to create networks in their villages.
- Short courses for women in rowing and canoeing at Milton Country Park
- New running network for women, also hosted at Milton Country Park

7.1.3 Rurality and Accessibility

As a district, South Cambridgeshire is completely rural and set in 350 square miles of countryside, with no towns. Through the Equality Impact Assessment process, the Council has highlighted that in this district, there is a 7th equality strand called 'Rurality' or rural isolation.

The Organisation Assessment conducted by the Comprehensive Area Assessment in December 2009 indicated that local people think South Cambridgeshire is a good place to live with 90% of residents feeling they are 'satisfied' or 'very satisfied' with their surroundings. Crime levels are relatively low as are the perceptions surrounding anti-social behaviour.

The Council has recently developed its first Community Transport Strategy (CTS) 2010 – 2012 by working with local people to address the needs of the most vulnerable in the community and supporting schemes to improve rural transport and access to services. The CTS is aimed at everyone in the district. However, in drafting the strategy, the mapping and population research undertaken was primarily age-related, owing to the current eligibility criteria for existing community transport schemes, all of which operate independently and with their own constitution. These are primarily in place to serve residents who are older, infirm, disabled or simply unable to access public transport.

The population over 65 and over 75 years of age was mapped against the schemes in place across the district and some of the village services available. The equality profile shows, amongst other things, that the population of South Cambridgeshire is ageing and that there are high numbers of people with a disability or limiting long-term illness (13.3% of total population). There are approximately 2500 claimants of incapacity benefits across the district and there are health and social inequalities.

Rural isolation is also a factor in determining how community transport services should be shaped to meet the needs of the residents of the district. Many residents feel that the current public transport provision does not currently meet their needs, which may be a reason why the take-up of bus passes is generally low, certainly by male residents. Of the 25,608 bus passes issued by the Council, 46% are held by male residents, compared to 54% by female residents.

7.1.4 Planning, New Developments and the Family

Major housing developments are planned for the district of South Cambridgeshire as part of one of the government's major growth areas to house the growing population. A number of Equality Impact Assessments have been conducted in this area, which are summarised below:

The Design Guide Supplementary Planning Document (SPD) may have a slight positive impact on Gender, Disability and Age through the provision of a mixture of tenures of housing, including affordable housing, and the requirement for the provision of Lifetime Homes, which would benefit the disabled and elderly. In addition, provision of more affordable housing in the rural areas may assist younger residents to remain in the villages where they grew up. The principles of 'Secured by Design' should ensure the environment is and feels safer for everyone, and may particularly benefit women, children and the elderly.

The Joint Cambridge City and South Cambridgeshire District Council development called North West Cambridge recognises at a national level that women's needs are not being met through the planning process (Planning Advisory Service, 2008). In

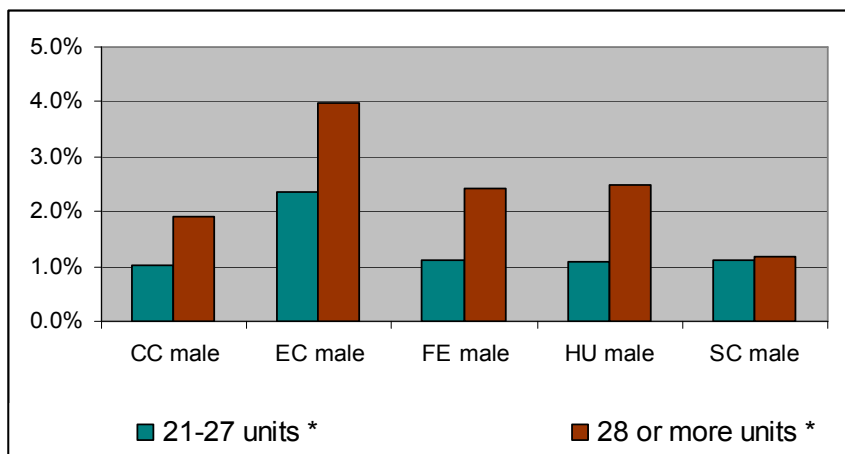
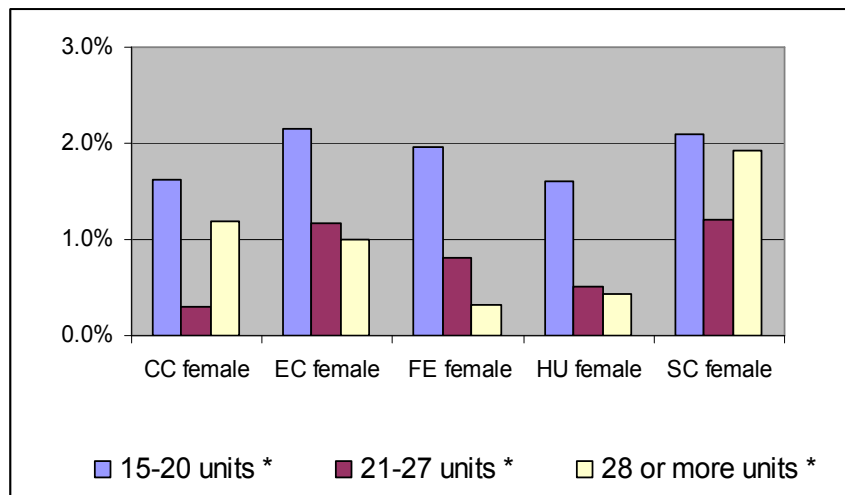
order to consider this, both Councils are looking to organise an event to gather womens' views specifically.

Finally, the Landscaping SPD highlights a positive gender impact. Well designed landscaping, whether hard or soft can have a positive influence on Gender, Disability and Age by creating spaces that assist in making people, particularly women, feel safe and through accessible and stimulating designs for all users of spaces.

7.1.5 Teenage Girls and Health

There are a number of health issues facing teenage girls in the district including sexual health, mental health, diet, pregnancy, puberty and acne. The teenage conception rate for females under 18 years in South Cambridgeshire is 18.1 per 1,000 female population. This is lower than in England and it is also the lowest in Cambridgeshire. Between 2005 and 2007, there were 139 teenage conceptions, of which 59% led to an abortion. (Data Profile of Children and young People in Cambridgeshire, Cambridgeshire County Council).

The Balding Survey conducted in 2008, found that in South Cambridgeshire, female pupils between the ages of 13 and 16 were more likely to drink excessively compared with their counterparts in other areas of Cambridgeshire. However South Cambridgeshire had the lowest proportion of male pupils who had exceeded the "safe drinking limit" in the county.



Key: CC = Cambridge City, EC = East Cambridgeshire, FE = Fenland, HU = Huntingdonshire and SC = South Cambridgeshire

South Cambridgeshire District Council, in conjunction with a number of partners has developed an enrichment programme in the district to work with the year 10 and 11 pupils around alcohol and the use of alcohol in rural areas. The programme is called 'Wasted' and a film will be made by a group of young people who form the JUNK theatre group based at the Junction Theatre in Cambridge.

7.2 Gender Equality in Employment

7.2.1 Workforce Diversity

The Council is equally balanced in terms of gender composition with 50.2% male and 49.8% female employees.

There are concerns about the lack of diversity in the workforce in some services. Diversity is valuable because it enables individual services and the organisation as a whole to benefit from the different perspectives and ideas that diversity brings to the provision of services.

7.2.2 Gender Pay Gap

Payline profiling across the Council shows that there are 20% more females than males in the pay range scp 25 – 28 (up to £29,591).

There are 30% less females than male in the pay range scp 29 – 36 (up to £38,381). This would indicate that although females are progressing their careers to supervisory levels, they are less likely to progress into management roles.

7.2.3 Gender Power Gap

The Equality and Human Rights Commission report, Sex and Power in Britain (2008), highlighted that there is a power gap in political institutions and in public authorities. Women are less likely than men to be in positions of power, influence and high-level strategic decision-making. Nationally, only 14.3 % of all local authority Council Leaders are women and 19.5% of local authority Chief Executives are women.

At the Council, the top quartile of earners is dominated by males with only 30.4% of the top 5% of earners being female. Other headline figures include:

- The Council's Senior Management Team is dominated by males
- The Council's Executive Management Team is 70% male and 30% female
- There is one female Corporate Manager
- The Council's Cabinet is made up of 7 male Councillors and 1 female Councillor

Having a more diverse and representative leadership helps ensure delivery of high-quality services that better meet the needs of everyone in the community (First Among Equals: Diversity in local government leadership and public appointments, NLGN, 2009).

7.2.4 Flexible Working Policy and Work life Balance

There are predominantly more female part time employees than male, although there has been an increase in the numbers of male part time workers.

Over 16% of the Council's workforce has requested working part time hours. There are currently 12 men working part time hours and 68 women working part time hours.

Reasons for this include, the number of requests to work part time following maternity leave and for elder care responsibilities.

The most recent staff survey conducted in 2009 highlighted that:

- more female than male employees felt that they had achieved the right balance between work and home life; and
- more female than male employees felt that the Council provided fair access to flexible working procedures.

7.2.5 Discrimination, Bullying and Harassment in the Workplace

The 2009 staff survey highlighted that 11% of staff said that they had experienced discrimination whilst working for the Council, 79% said that they had not experienced discrimination and 8% preferred not to say. More female than male employees preferred not to say in respect of this question.

When asked if the discrimination had been resolved, 23% of respondents felt that it had been and 35% did not report it to anybody. More female than male employees did not report cases of discrimination to anybody.

Only 35% of all employees agree that the Council has developed a good working atmosphere, however, 57% of all staff agreed that they are treated with fairness and respect.

Employee networks are a good mechanism for people to obtain advice, information and support on a range of work-related matters. The Council does not currently have any established employee networks in place in respect of gender and this will be actively explored during the course of this Gender Equality Scheme.

7.3 Addressing Violence in our Community

The domestic violence offence rate for South Cambridgeshire in 2008/2009 was 8.4 per 1,000 population. This was the second lowest offence rate in the county.

During the first three quarters of 2009/2010, South Cambridgeshire accounted for 13% of the referrals to the Independent Domestic Violence Advocacy Service (IDVAS), which works with high-risk cases referred from Cambridgeshire Constabulary. South Cambridgeshire referrals were the second lowest in Cambridgeshire.

7.3.1 Violence against Women

South Cambridgeshire District Council has been working hard with our partners in the public, private and voluntary sector over a number of years to improve the provision of services that we provide to victims of domestic abuse and continue to do so via the Cambridgeshire Domestic Violence Partnership and our local Domestic Violence Forum. South Cambridgeshire District Council currently funds the following services either in whole or as part of a partnership arrangement:

Independent Domestic Violence Advocacy Service

The Domestic Violence Advocacy Service is a predominately partnership grant-funded service offering crisis support and information to survivors of domestic abuse. The advocacy workers (known as IDVAs) are employed by Cambridgeshire County

Council, but they are independent and work with a wide variety of statutory and voluntary agencies across the county.

The service supports high and very high-risk victims referred by the police. When a police officer attends an incident they will tell the victim about the service and ask them if they would like to be referred. Other professionals, such as social workers, midwives, probation officers etc, can also refer a client to the IDVA Service, provided they have completed a full risk assessment with the client and the score is above the agreed level.

Once a victim has been referred to the IDVAs, they contact the client and talk them through his or her options. They also provide information to help them make decisions, advocate with agencies on the client's behalf, assist with personal safety planning, support clients through the civil and criminal justice system and give emotional support.

All contact with clients is mutually agreed upon and takes place at safe times and in safe locations. South Cambridgeshire has its own IDVA, who is currently working with the Crime and Disorder Reduction Partnership to review services in the district.

Cambridgeshire Domestic Abuse Unit

The Domestic Abuse Unit (DAU) is also predominately partnership grant-funded and is in an early stage of development.

The role of the DAU is to improve outcomes for all victims via partnership working and therefore the unit links a range of agencies and networks such as IDVAs, Multi Agency Risk Assessment Conferences, Multi Agency Public Protection Arrangements and the probation service's Integrated Domestic Abuse Programme to ensure that the issue of domestic violence is high on the agenda of agencies such as police, probation, social services and health service. The DAU also works closely with the courts, housing officers and charities such as Women's Aid and Victim Support.

Domestic Violence Training and Awareness Day

The Cambridgeshire Crime and Disorder Reduction Partnership, of which the District Council is a key partner, has funded an annual training and awareness day for a number of years. The day is co-ordinated by the local domestic violence forum.

The event is aimed at people who come into contact with domestic abuse victims during the course of their work to enable them to address the client's needs and signpost to relevant services in a more effective manner. The day usually attracts between 50 and 100 people from care, health, housing and criminal justice fields, for example.

Sanctuaries

The homelessness team at the District Council uses sanctuaries as one of a suite of options available to support victims of domestic violence. A sanctuary, or safe room, is created within a home to give a victim the confidence and security to stay in their own home, if they wish and where the partner no longer lives there. The home is fitted with safety measures, including the installation of alarms, mortice locks, security lights, reinforced door frame, emergency lights and CCTV. The Safe at Home scheme can also provide added security.

The District Council also contributes annually towards the cost of the Cambridgeshire Domestic Violence Partnership Manager post, provides a grant to the Women's Aid Outreach Project and contributes to the development of services via attendance at the countywide partnership, the local forum and Multi Agency Risk Assessment Conferences.

7.3.2 Violence against Men

According to the BBC website, figures on the extent of male victims of domestic violence vary considerably, so it is difficult to know the true extent. However, the 2008 – 2009 British Crime Survey (BCS) estimated that 22 per cent of domestic violence incidents were reported to be male victims, with just under half of these having a female abuser.

Although the experiences of male and female victims have much in common, and both sexes can suffer physical and emotional harm, the plight of male victims of partner abuse is compounded by:

- A greater reluctance to report, even when injured or suffering chronic abuse
- More likelihood of being disbelieved or even ridiculed if they do
- Male victims will often be directed to bed and breakfasts or hostels unsuitable for fathers with children
- A greater likelihood of being themselves removed from the family home with a high risk of subsequent loss of meaningful, or any, contact with their children, and risk of an adverse effect on their career prospects
- A greater difficulty in obtaining court orders against violent female partners
- Little government funding made available for male victims.

Men have exactly the same rights as women to be safe in their own homes and men are protected by exactly the same laws as women. There are specialist organisations detailed in the 'District Council's Directory of Services for those Affected by Domestic Abuse', which are available in and around the district that can offer specific help to male victims. External websites exclusively for men are:

- www.survivorsuk.org.uk
- www.mensadviceline.org.uk
- www.mankind.org.uk

7.3.3 Violence against Black and Minority Ethnic People (BME)

Anyone can be a victim of domestic abuse, whatever their race or religion. Black and minority ethnic (BME) women might feel they have too much to lose by leaving. For instance, religious or cultural beliefs may forbid divorce. However, their community or religion probably does not actually support violence or abuse. Religious and community leaders in all cultures tend to be men and only some speak out against violence. The Council is aware of these cultural barriers and there are specialist organisations detailed in the 'District Council's Directory of Services for those Affected by Domestic Abuse.'

Some women do not speak English as a first language. This is a barrier when seeking and receiving services. South Cambridgeshire District Council is in the process of exploring a partnership arrangement for providing translation and interpretation services to residents.

7.3.4 Violence against Gypsies and Travellers

Gypsies and Travellers who are victims of domestic violence are predominantly female, but no reliable statistics are available. Lord Avebury's (2003) review of local authority homelessness strategies referred to high levels of domestic violence, based on information provided at homelessness application interviews, but no further information or statistics were provided.

Some Gypsy and Traveller respondents to the consultation review have suggested that domestic violence may first commence when a family moves into a house and arguments start as they experience isolation, discrimination, financial hardship and depression.

The Council's Gypsy and Traveller Community Strategy 2010 – 2013 has already committed to developing a protocol to formally record, investigate and monitor all reported incidents of harassment, discrimination or unfair treatment made by Gypsies and Travellers in conventional housing. This protocol will be extended to take steps to encourage reporting of incidents of domestic violence in line with this Gender Equality Scheme.

7.3.5 Violence against Migrant Workers

Migrant workers who are victims of domestic violence are predominantly female, but no reliable statistics are available. Migrant women may:

- lose their right to stay in the U.K. if they separate and may have been threatened with this by their partner or peer group
- fear that their partner's immigration status might be threatened
- fear that their partner, having links with another country, may be able to seek to abduct their children to take them abroad.

Some migrant workers have no recourse to public funds. The Cambridgeshire Domestic Violence Partnership (CDRP) has designated £50,000 to enable additional bed space in a women's refuge for migrant workers suffering from domestic violence in 2010/2011. South Cambridgeshire District Council has supported this proposal via the Migrant Workers Network.

7.3.6 Violence against Children and Young People

Domestic violence does not have to be physical. It can include emotional, financial or sexual abuse. As a child or young person, they might be upset by the things that they see and hear, or may even be victims themselves. The Council is currently engaged in the following work for addressing violence against children and young people:

- Development and coordination of group therapy programmes for young female victims of domestic violence in Sawston, Linton and Cambourne
- Development of age appropriate information cards for young people
- Development of an Information Sharing Protocol between Cambridgeshire Constabulary and Early Years settings across South Cambridgeshire.

7.3.7 Violence against Transsexual and Transgender People

The Equality and Human Rights Commission Trans Research Review (2009) highlighted that transsexual and transgender people experience high levels of hate crime and may be particularly at risk of homelessness arising from transphobic reactions and harassment from family members and neighbours.

No local data is available on the transsexual and transgender community in South Cambridgeshire. However, the Council is committed to take action on trans equality and will conduct some targeted research with council tenants, staff and service users to ensure that we deliver the right actions and improve outcomes for transsexual and transgender people in housing.

8. Responsibility and Accountability

The Council's Chief Executive has overall responsibility for making sure that we carry out the actions in the Gender Equality Scheme. Actions will be allocated to relevant Managers and Officers who are responsible for carrying these out and reporting on progress.

This Gender Equality Scheme will be reviewed and updated on an annual basis to help ensure compliance with Government guidance and legislation and incorporate emerging good practice.

8.1 Portfolio Holder with Responsibility for Equality and Diversity

There will be at least quarterly reports to the Portfolio Holder with responsibility for equality and diversity on progress against the delivery of the scheme and its action plan. An annual review of the strategy will also be considered by the Portfolio Holder with responsibility for equality and diversity to ensure that the objectives are still relevant and are being met.

8.2 The Equality and Diversity Steering Group

South Cambridgeshire District Council has an established Equality and Diversity Steering Group whose aim is to support the development and implementation of policies and practices to enable us to meet its statutory obligations and achieve its commitment to equality and diversity given in the Comprehensive Equality Policy 2009 - 2012.

All service areas are represented on the Equality and Diversity Steering Group, which is chaired by the Executive Director for Operational Services. There are clear reporting links to the Executive Management Team (EMT), the relevant Portfolio Holder and other relevant groups. The Equality and Diversity Steering Group meet every six weeks or according to need.

The Equality and Diversity Steering Group will report to the Portfolio Holder with responsibility for equality and diversity and to the Executive Management Team (EMT) at least quarterly on progress with work plans and identifying areas for action and improvement.

9. Feedback

The Council welcomes feedback on its Gender Equality Scheme. If you would like more information or to comment on our Gender Equality Scheme or if you would like a copy of this document in an alternative format, please contact us using the information below:

Phone: 01954 713465

Email: equality.schemes@scambs.gov.uk

Website: www.scambs.gov.uk

Or write to us at:

Equality and Diversity Officer
South Cambridgeshire District Council
South Cambridgeshire Hall
Cambourne Business Park
Cambourne
Cambridge
CB23 6EA

10. Action Plan

Gender Equality Scheme 2010 - 2013		
Tasks	Timescale	Lead Officer
THEME 1: Knowing your community and equality mapping		
1. Conduct Council research into reasons behind the gender pay gap in the district, through the development of a business rates equality monitoring form to go to all VAT and/or PAYE business units in the district.	April 2012	Revenues Manager/Equality and Diversity Officer
2. Conduct targeted research with council tenants, staff and service users to ensure that the Council deliver the right actions and improve outcomes for transsexual and transgender people in housing.	September 2011	Housing Services Manager/Equality and Diversity Officer
THEME 2: Place shaping, leadership, partnership and organisational commitment		
1. The Council will continue to work with the East of England Local Government Association (EELGA) to design an equalities development programme for all Councillors.	April 2011	Equality and Diversity Officer/Democratic Services Team Leader
2. Include the Gender Equality Scheme in the induction process for all Councillors.	April 2011	Equality and Diversity Officer/Democratic Services Team Leader
3. All key partnerships will be encouraged to include gender related objectives in business plans for all appropriate areas of work.	December 2010	Partnership Manager
4. Continue to include gender-neutral language in all forms of corporate consultation exercises.	In progress	All Corporate Managers
5. Ensure that the Council's Equality and Diversity Steering Group will continue to monitor progress on its equalities programme including gender equality issues.	In progress	Equality and Diversity Officer
6. Keep up to date with any changes on legislation in relation to gender expected to come out of the new Single Equality Bill	In progress	Equality and Diversity Officer
7. Ensure that all Council publications challenge gender stereotypes by avoiding the traditional imagery that could encourage negative behaviour and portraying diverse population that takes into account all strands of equality.	December 2010	Communications Manager

Gender Equality Scheme 2010 - 2013

Tasks	Timescale	Lead Officer
THEME 3: Community engagement and satisfaction		
1. Increase the use of the Council's website, targeted publications and other gender-specific events to promote positive gender role models and 'non-traditional' jobs.	December 2010	Communications Manager
2. Commit to regular dialogue with gender-specific organisations building on the consultation that took place in the development of this Gender Equality Scheme.	September 2010	Equality and Diversity Officer
THEME 4: Responsive services and customer care		
1. Extend the protocol being developed as part of the Council's Gypsy and Traveller Community Strategy 2010 – 2013 to take steps to encourage reporting of incidents of domestic violence in line with this Gender Equality Scheme.	September 2011	Housing Services Manager/Equality and Diversity Officer
2. Continue with the process of exploring a partnership arrangement with Cambridge City Council for providing translation and interpretation services to residents. This will improve access to services for people who do not speak English as a first language, e.g. single mothers accessing housing services.	In progress	Equality and Diversity Officer/Procurement Officer
3. Continue to develop the Corporate Equalities Monitoring Form to ensure that equalities is included in all customer service questionnaires and surveys and effectively monitor results to highlight any issues relating to gender.	In progress	Equality and Diversity Officer
4. Conduct regular reviews on Housing policies to ensure that procedures and agreements are fair to both genders including transsexual transgender customers. Ensure that the housing application and allocation process is free from any unintentional discrimination.	September 2011	Housing Services Manager/Equality and Diversity Officer
5. Offer extra support to recently single, divorced or widowed women to manage their money and debts due to the link between life expectancy and gender in the district.	March 2011	Benefit Manager
6. Continue to support the Cambridgeshire Domestic Violence Partnership (CDRP) proposal to designate £50,000 to enable additional bed space in a womens' refuge for migrant workers suffering from domestic violence in 2010/2011.	In progress	Community Safety Officer/Equality and Diversity Officer

Gender Equality Scheme 2010 - 2013

Tasks	Timescale	Lead Officer
THEME 5: Modern and diverse workforce		
1. Continue to deliver staff equalities training, specifically focusing on gender equality and trans equality and ensure that the Council's Gender Equality Scheme is included in the induction process for all staff.	In progress	Head of Human Resources/Equality and Diversity Officer
2. The barriers to part-time working and job sharing possibilities have been identified and the Council will continue to remove such barriers wherever possible.	In progress	Head of Human Resources/Equality and Diversity Officer
3. All HR policies will be developed to ensure that they cover the needs of Lesbian, Gay, Bisexual (LGB), Transsexual and Transgender employees. The Council will continue to work with Stonewall to ensure that all HR policies are inclusive of LGB employees.	September 2011	Head of Human Resources/Equality and Diversity Officer
4. Continue with the Council's Job Evaluation process to address gender-related pay gaps.	In progress	Head of Human Resources
5. Ensure that diversity monitoring information is obtained from the point of applying to short listing and finally appointing to guarantee consistency in the Council's recruitment and selection procedures.	December 2010	Head of Human Resources/Equality and Diversity Officer
6. Continue to raise awareness amongst all staff and particularly male staff about the Council's flexible working policies.	November 2010	Head of Human Resources
7. Raise awareness amongst staff and particularly male staff that they can take the time off to attend the medical appointments without judgement. Link in with Employee Well-Being Week events each November.	November 2010	Head of Human Resources
8. Continue to raise awareness amongst staff and particularly male staff about the 'Busy Bees' childcare vouchers scheme.	November 2010	Head of Human Resources
9. Ensure lone working policies take into account that female staff may need more support whilst lone working and that male staff may not recognise their own needs.	March 2011	All Corporate Managers
10. Continue to promote an inclusive culture free from prejudice for different genders and transgender employees via training and internal publicity.	March 2011	Equality and Diversity Officer
11. Actively explore how to establish employee gender networks to increase access to advice, information and support on a range of work related matters.	April 2011	Equality and Diversity Officer

Appendix 1: Bibliography

- A practical guide to revising gender equality schemes, Equality and Human Rights Commission
- Annual Demographic and Socio-Economic Information Report (February 2010), Cambridgeshire County Council
- Cambridgeshire & Peterborough Directory of Commerce and Industry 2010-2011
- Data Profile of Children and young People in Cambridgeshire, Cambridgeshire County Council
- End Violence Against Women and The Equality and Human Rights Commission (2009) Map of Gaps 2: The postcode lottery of Violence Against Women support services in Britain
- Equality and Human Rights Commission (2006) Gender Equality Duty Code of Practice
- Equality and Human Rights Commission (2009) A Guide to the Public Sector Equality Duties
- First Among Equals: Diversity in local government leadership and public appointments, NLGN, 2009
- Government Equalities Office (2009) Flexible working: benefits and barriers Perceptions of working parents
- Government Equalities Office (2009) Working Towards Equality – achieving equality for women and men at work
- Home Office (2009) Together We Can End Violence Against Women and Girls: A Consultation Paper
- Home Office Research Report No. 20 (2009) Independent Sexual Violence Advisors: a process evaluation
- ONS 2008 Migration Statistics Annual Report
- ONS Annual Population Survey, 2008
- ONS Annual Survey of Hours & Earnings – Resident Analysis, 2009
- ONS Mid-year Populations Estimates, 2008
- South Cambridgeshire Domestic Violence Directory
- The Council's Community Safety Strategy
- The Council's Housing Strategy
- The Council's Workforce Plan

Appendix 2: List of Consultees

Age Concern Cambridgeshire	CAMTAD
Bedford Race Equality Council	Choices
Cambridge Buddhist Centre	County DV Partnerships Manager
Cambridge Chinese Community Centre	DHIVERSE
Cambridge City Council	Disability Cambridgeshire
Cambridge Dial a Ride	East of England Faiths Council
Cambridge Ethnic Community Forum	East of England Regional Assembly (EERA) Equality and Diversity Steering Group
Cambridge Federation of Women's Institutes	Encompass Network
Cambridge Inter-Faith Programme	Fenland District Council
Cambridge Interpretation & Translation Agency (CINTRA)	Go East
Cambridge Older Peoples Enterprise (COPE)	Greater Cambridge Partnership
Cambridge Persian Community	Huntingdonshire District Council
Cambridge Women and Homelessness Group	John Huntingdon's Trust
Cambridge Women's Aid	MENTER
Cambridge Women's Resource Centre	Ormiston Trust
Cambridgeshire Community Foundation	Papworth Trust
Cambridgeshire County Council	Rape Crisis Cambridge
Cambridgeshire Fire and Rescue Service	Red2green
Cambridgeshire Local Access Forum	SexYOUality
Cambridgeshire Police Authority	Sister Act
Cambridgeshire Primary Care Trust (PCT)	South Cambridgeshire District Council
Cambridgeshire Probation Service	South Cambridgeshire District Council Equality and Diversity Steering Group
Cambridgeshire Race Equality And Diversity Service (CREDS)	South Cambridgeshire District Councillors
Cambridgeshire Travellers Initiative	South Cambridgeshire Parish Councils
Cam-Mind	South Cambridgeshire Tenant Participation Group
	The Independent Domestic Violence Advocacy Service (IDVAS)
	Traveller Education Service
	University of Cambridge

Appendix 3: Gender Equality Scheme 2010 – 2013 Consultation Questionnaire

**South Cambridgeshire District Council
Gender Equality Scheme 2010 – 2013
Consultation Questionnaire**

We are very grateful to the many people and organisations that have contributed to the development of this Gender Equality Scheme (GES) by sharing their experiences, views, opinions and ideas with us.

We would appreciate it if you would take the time to read the draft GES and complete the questions below to reach us by 18 April 2010.

1. To what extent do you agree that the background and context (outlined in Chapters 1 – 5) provides a useful and relevant introduction to the GES?

- | | | |
|----------------------------|--------------------|--------------------------|
| Agree strongly | (go to question 3) | <input type="checkbox"/> |
| Agree | (go to question 3) | <input type="checkbox"/> |
| Neither agree nor disagree | (go to question 3) | <input type="checkbox"/> |
| Disagree | (go to question 2) | <input type="checkbox"/> |
| Disagree strongly | (go to question 2) | <input type="checkbox"/> |

2. If you disagree or disagree strongly, please explain why.

3. To what extent do you agree that we have identified the correct priorities (outlined in Chapter 6) for the GES?

- | | | |
|----------------------------|--------------------|--------------------------|
| Agree strongly | (go to question 5) | <input type="checkbox"/> |
| Agree | (go to question 5) | <input type="checkbox"/> |
| Neither agree nor disagree | (go to question 5) | <input type="checkbox"/> |
| Disagree | (go to question 4) | <input type="checkbox"/> |
| Disagree strongly | (go to question 4) | <input type="checkbox"/> |

4. If you disagree or disagree strongly, please explain why and suggest up to 3 alternative priorities.

5. To what extent do you agree that we have identified the appropriate actions (outlined in Chapter 9) for the GES?

- | | | |
|----------------------------|--------------------|--------------------------|
| Agree strongly | (go to question 7) | <input type="checkbox"/> |
| Agree | (go to question 7) | <input type="checkbox"/> |
| Neither agree nor disagree | (go to question 7) | <input type="checkbox"/> |
| Disagree | (go to question 6) | <input type="checkbox"/> |
| Disagree strongly | (go to question 6) | <input type="checkbox"/> |

6. If you disagree or disagree strongly, please explain why and suggest alternative actions.

7. How easy is the Gender Equality Scheme to understand in terms of:

	Very easy	Quite easy	Neither easy nor difficult	Quite difficult	Very difficult
Terminology & Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Format & layout	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Length	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Background & Context	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. If you found any sections of the GES difficult to understand, please highlight, which sections and how it could be improved.

9. Do you have any other comments about the GES?

Equalities Monitoring Form

South Cambridgeshire District Council is committed to equality of access for all of our residents. This applies equally to consultation surveys such as this one. Your responses to these questions will help us to ensure that our consultation exercises are reaching the widest possible audience.

The questions are not compulsory and leaving them blank will not affect your submission, but they will help us to provide a better standard of service throughout our community. Please tick where applicable

1. If you are representing an organisation or group, please state which one:

2. What is your age group

- 16-24
- 25-34
- 35-44
- 45-54
- 55-59
- 60-64
- 65-74
- 75-84
- 85+
- Prefer not to say

3. Do you have a disability?

- Yes
- No
- Prefer not to say

4. What is your gender?

- Male
- Female
- Prefer not to say

5. Is your gender identity the same as the gender you were assigned at birth?

- Yes
- No
- Prefer not to say

6. What is your relationship status?

- Single
- Married
- Civil Partner
- Co-habiting
- Prefer not to say

7. What is your religion or belief?

- No religion
- Christian
- Buddhist
- Muslim
- Hindu
- Jewish
- Sikh
- Other
- (please write in).....
- Prefer not to say

8. How would you describe your sexual orientation?

- Bisexual
- Gay
- Heterosexual
- Lesbian
- Prefer not to say

9. What is your ethnicity? Please chose ONE from section A to E, then tick the appropriate box(es) to indicate your cultural background.

A. White

- British
- Irish
- Eastern European
- Any other white background (please write in).....

B. Dual Heritage

- Black Caribbean
- Black African
- Asian
- Chinese
- White
- Any other Mixed background (please write in).....

C. Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background (please write in).....

D Black or Black British

- Caribbean
- African
- Any other black background (please write in).....

E. Chinese or other ethnic group

- Chinese
- South East Asian
- Any other (please write in).....

F. Prefer not to say

11. To provide information on the geographical spread of responses please could you provide the first part of your postcode (e.g. CB23). Please do not provide your full postcode.

First part of postcode: _____

Thank you very much for all of your comments.

The published GES will be available on the website

<http://www.scambs.gov.uk/>

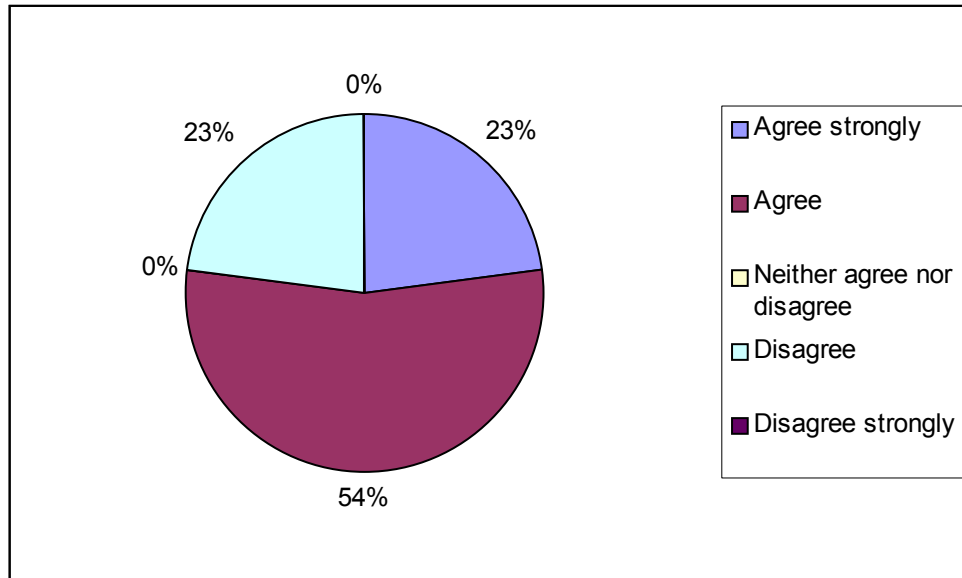
Please return this completed questionnaire by 18 April 2010

Please E-mail the completed questionnaire to equality.schemes@scambs.gov.uk or post it to:

Paul Williams
Equality and Diversity Officer
South Cambridgeshire District Council
South Cambridgeshire Hall
Cambourne Business Park
Cambourne
Cambridge
CB23 6EA

Appendix 4: Gender Equality Scheme 2010 – 2013 Consultation Responses

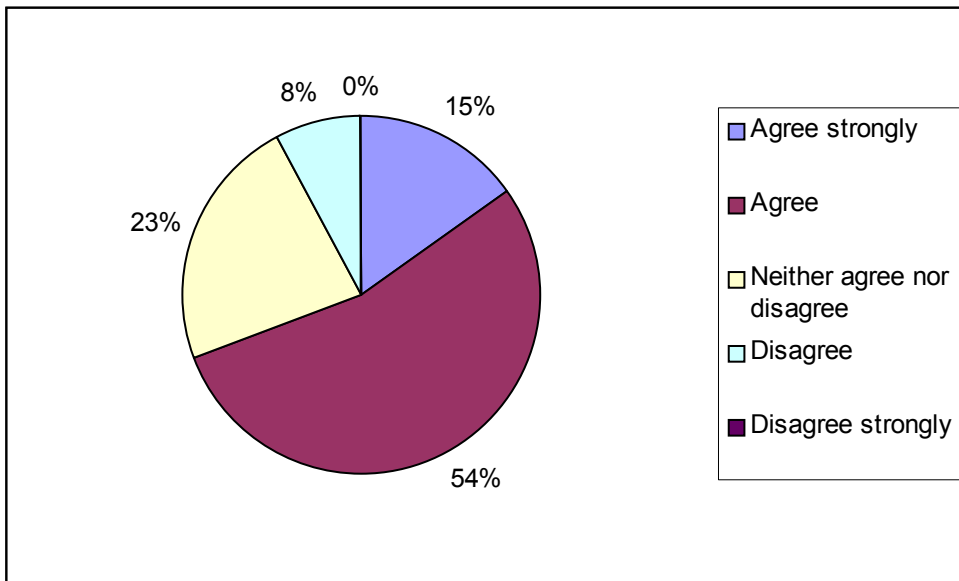
To what extent do you agree that the background and context (outlined in Chapters 1 – 5) provides a useful and relevant introduction to the GES?



If you disagree or disagree strongly, please explain why.

- Overall it summarises the main aims and a good setting out of what a gender equality scheme is. The points start to get covered later from section 6 on but I think it needs a summary on the first page.
- There is a lot of context given but some of this is quite general and descriptive of the general South Cambridgeshire area, but does not specifically link to gender.
- There are some elements of this section, which could possibly be shortened or removed, as their relevance to the overall document is unclear.

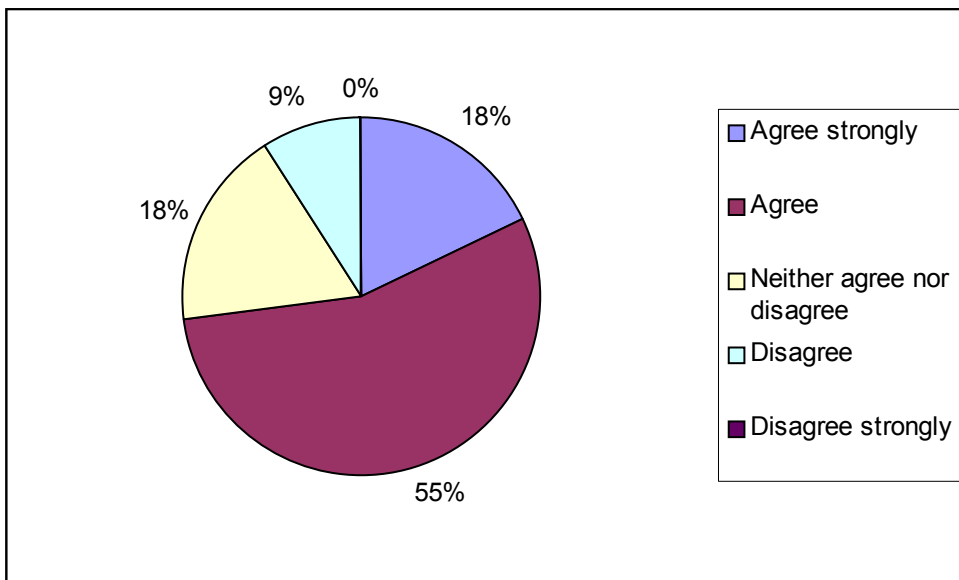
To what extent do you agree that we have identified the correct priorities (outlined in Chapter 6) for the GES?



If you disagree or disagree strongly, please explain why and suggest up to 3 alternative priorities.

- 6.1.5: Personally, I think it should read 'Teenage Girls and Health,' so as not to pot hole a specific niche.
- There could be a more equal balance on the amount of detail regarding domestic violence towards men and women

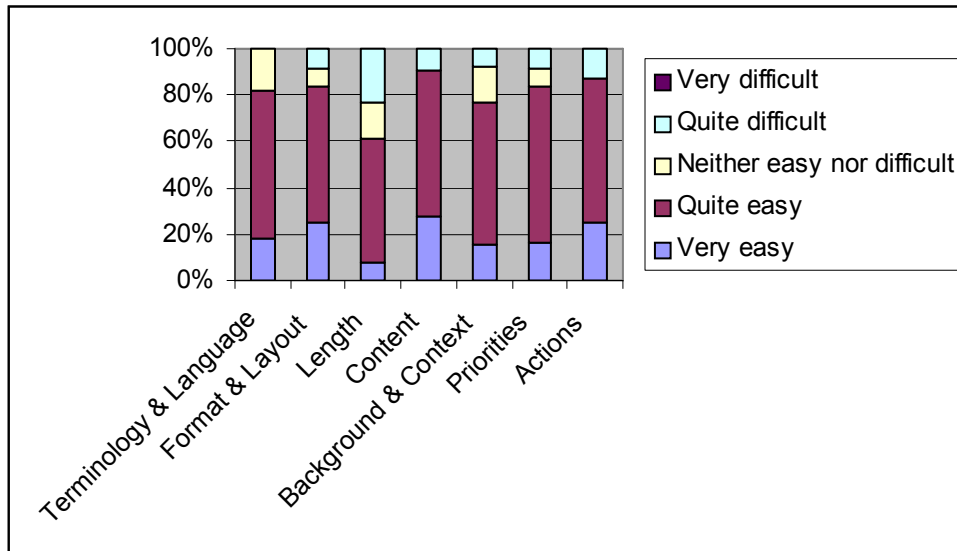
To what extent do you agree that we have identified the appropriate actions (outlined in Chapter 9) for the GES?



If you disagree or disagree strongly, please explain why and suggest alternative actions.

- Theme 4, Point 2: Some “women” do not speak English – only women?
- I am still uncertain about the mix that is presented in terms of internal and external actions.

How easy is the Gender Equality Scheme to understand in terms of:



If you found any sections of the GES difficult to understand, please highlight, which sections and how it could be improved.

- A little too much ‘Council’ terminology.
- Not sure evaluation and measurements of change has been covered with a view to providing later reports and updates.
- Clearer indication of user engagement and make up of engagement groups
- Justification for using surveys and workshops over and above other methods such as focus groups.

Do you have any other comments about the GES?

- Very detailed and well written, with an overwhelming amount of relevant research.
- I think that the scheme starts off very well but possible loses direction later on.
- Is it necessary to separate BME, Gypsies & Travellers and Migrant workers? Aren’t these all minority groups possibly experiencing violence against them?
- 6.1.2: Women and Sport is interesting and important.

- The GES is well researched and shows an insight into some of the gender issues. The priorities are clearly set out.
- EERA has now become the East of England Local Government Association (EELGA).
- The action plan needs to demonstrate that services are adequate for present needs as well as enable development and building capacity for the future.

Equalities Monitoring Information

Of all respondents, only 5 completed the equalities monitoring form, making the results statistically insignificant.