

5. Gender Equality

The Equality Act 2006 created the Gender Equality Duty for all Public Sector bodies. The duty places more responsibility with the service provider to think strategically about gender equality rather than leaving it to individuals to challenge poor practice. The promotion of equal opportunities between women and men requires public authorities to recognise that the two groups are not starting from an equal footing and identical treatment will not always be appropriate. However, positive discrimination remains unlawful and care needs to be taken to avoid this.

Copeland Borough Council is committed to comply with the new statutory requirements and our Gender Equality Objectives are as follows:

- **Eliminate unlawful discrimination and harassment.**
- **Promote equality including equal pay if a gender gap is found to exist**

In order to do this we will:

1. Gather information on how the Council's policies and practices affect gender equality in the workforce and in the **delivery** of services.
2. Consult our stakeholders including employees, service users and others, including trade unions and take account of relevant information in order to determine its gender equality objectives.
3. Carry out Equality Impact Assessments of its current and proposed policies and practices on gender equality.
4. **Implement** the actions set out in its scheme within three years, unless it is unreasonable or impracticable to do so.
5. **Report** against the scheme each year and **review** the scheme at least every 3 years.

Gender Equalities Actions

Issue	Action	By Who	By When
Gender Pay Gap	To carry out a equal pay review and ensure fair and equal pay policies are in place.	L Gleed C Shackley	March 08
Ensure all staff are treated fairly and with dignity	Through reviewing the Council's HR Policy and taking action to address any short comings.	L Gleed C Shackley	
Gender Equality Training for staff	Through equalities training for all staff and members.	M Jepson	June 08
Ensure all customers are treated fairly and with dignity.	Through reviewing the Council's Customer Services Policies and taking action to address any short comings.	J Salt	Dec 2007

