

GENDER EQUALITY SCHEME

EXECUTIVE MEMBER: Councillor N Williams
LEAD OFFICER: Martin Jepson, Head of Legal and Democratic Services
REPORT AUTHOR: Hilary Mitchell and Martin Jepson

Summary and Recommendation:	Proposes a revised Gender Equality Scheme be adopted by the Council.
Recommendation:	That the draft revised Gender Equality Scheme be adopted by the Council.

1. INTRODUCTION

1.1 This Council adopted a revised Gender Equality Scheme in 2006. It is a statutory requirement that public sector bodies review and revise their Gender Equality Schemes every three years.

For clarification all local authorities have the following statutory duties:-

- To eliminate unlawful discrimination and harassment on the grounds of gender
- To promote equality of opportunity between women and men.

2. PROPOSED SCHEME

2.1 Advice and guidance has been provided from the North West Employers Organisation and from other sources of expertise and good practice in compiling this document. Consultation has taken place within the Council and with stakeholders and community groups.

2.2 Additional feedback on gender equality received during 2010 will be used in a further review of the scheme as part of the Council's assessment under the Equality Framework for Local Government during autumn 2010.

2.2 The Scheme proposes a number of actions including

- Consult stakeholders and take account of feedback in gender equality objectives
- Gather and use information (workforce and community profiling) in review of policies and practices
- Ensure Crime and Disorder Strategies focus on combating gender-related violent crimes

- Provide information to ensure that victims of gender-related violence can find appropriate help
- Revise and review Equality Impact Assessments and implement actions in EIA action plans
- Report on progress annually and review scheme triennially

- 2.3 Copeland Borough Council is addressing the issue of domestic violence in the Borough working with its partners across Cumbria. Domestic Violence is a key priority for both the Cumbria Strategic Partnership and the West Cumbria Strategic Partnership. In particular the Copeland Strategic Housing Management Service is engaged in ensuring that victims of gender-related violence are able to gain safety and support from a range of agencies working together.
- 2.4 As the recent Pay and Grading Review has effectively allowed the Council to equality audit all its posts, we have done all that is practical to ensure that any gender pay gap is minimised. This is a particular priority of the Gender Equality Scheme.
- 2.5 It is considered therefore that the actions proposed form a realistic basis for an effective Gender Equality Scheme and it is recommended that the draft Scheme be adopted by the Council.

3. FINANCIAL IMPLICATIONS

- 3.1 No specific additional expenditure beyond items already within budget as proposed through the Gender Equality Scheme Action Plan.

List of Appendices: draft Gender Equality Scheme

List of Background Documents: Overview of the Gender Equality Duty (Equal Opportunities Commission February 2007)

List of Consultees: Cllr N Williams; Cllr E Woodburn; Corporate Team; Managers including HR Manager; Strategic Housing Manager; focus group of Council employees; Equality and Diversity Group; Trades Unions local representatives; North West Employers Organisation; Cumbria County Council, Cumbria Improvement and Efficiency Partnership Equality Project Manager; Cumbria Equality and Diversity Reference Group; West Cumbria CDRP; West Cumbria Local Strategic Partnership; Mirehouse Young Mothers' Group; Gosforth WI; Seascale WI; South Ribble District Council .

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COPELAND BOROUGH COUNCIL

Draft GENDER EQUALITY SCHEME

FEBRUARY 2010

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Gender Equality Scheme

Foreword

Copeland Borough Council is committed to eliminating discrimination and promoting equality in its policies, in how it delivers its services and for its employees. This Gender Equality Scheme will play its part in ensuring this commitment becomes a reality.

The Scheme will not remain static. We intend to work with our partners including the other Cumbrian councils during the lifetime of the Scheme and adapt it as necessary.

This Scheme sets out how we shall meet the general and specific duties to promote Gender Equality as required by the Equality Act 2006.

signed Leader of the Council

Chief Executive

1. The Duty to prepare and publish a Gender Equality Scheme

The gender equality duty is a legal requirement on all public authorities in Great Britain, when carrying out all their functions, to have due regard to the need:

- To eliminate unlawful discrimination and harassment on the grounds of gender;
- To promote equality of opportunity between women and men.

Functions include policy-making, service provision, employment matters, and statutory discretion, as well as decision-making. 'Due regard' means that authorities should give due weight to the need to promote gender equality in proportion to its relevance.

The duty requires organisations to take action on the most important gender equality issues within their functions. 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. Under the duty authorities also have an obligation to eliminate discrimination and harassment towards current and potential transsexual staff. This duty extended to trans-sexual service users in December 2007.

In preparing the Scheme the Council has consulted and will consult with its employees, service users and the trades unions.

The Scheme sets out the Council's overall objectives in relation to Gender Equality and seeks to address potential causes of discrimination. The Scheme promotes equality for women, men and transgender people. In doing so it takes account of statistical and other information held by the Council.

The Scheme identifies the actions we propose to take and the Council's aims to:-

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.

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.

Assess the impact of its current and proposed policies and practices on gender equality.

Implement the actions set out in its scheme within three years.

Report against the scheme every year and review the scheme at least every three years.

2. Profile of District

2.1 Most information about Copeland District's population comes from the 2001 Census, although some more recent estimates and predictions have been made:

- Copeland District is currently home to around 70,300 people.
- Copeland is the second smallest district in the county in geographical terms, covering 284sq miles.
- The Copeland economy is dominated by the Sellafield nuclear works with 12,500 employed on site and a further 2,600 dependant on the plant in terms of goods and services provided. This accounts for over 50% of all the jobs in the District. Unemployment at 3.4% is lower than the Regional and National average, while the average earnings for full time workers in Copeland are significantly higher, because of Sellafield.

Age

2.2 Copeland District has a slightly older age profile than the average for England. 24.8% are over 60 (22% for England), 52.5% are aged between 20 and 59 (54% for England), and 22.7% are aged under 20 (24% for England). In Cumbria, Eden and South Lakeland have the oldest age profile and the smallest number of young people.

For more detail of the proportion in each age band see Appendix A.

Gender

2.3 The population estimate in 2008 for the District was 70,300 of whom 35,400 (50.3%) were male and 35,000 (49.7%) were female.

Ethnicity

2.4 The latest estimates for 2007 show 3.4% of the population of Copeland District is from a minority ethnic group. 96.6% are identified as "White British".

Religion/Belief

2.5 In the Copeland District, most people identify as having a religion: 86.3% identify as Christian, 0.1% as Buddhist, 0.1% as Hindu, 0.2% as Muslim, 0.1% as being part of another religion. 7.0% do not have a religion and 6.2% chose not to state whether or not they had a religion. The Christian percentage in Copeland was the third highest in England.

Disability

2.6 Copeland has a higher than average level of ill-health and disability. The 2001 census included a question: "Do you have any long-term illness, health problem, disability which limits your daily activity or the work you can do?" 20.4% (14,115) of people in Copeland answered yes to this question. This compared with 18.23% nationally. Another 10.3% (7,162) of people said their general health was not good. This figure is 9.22% nationally.

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□ 7.1% of people aged between 16 and 74 identified that they were unable to work because they were “permanently sick or disabled”. This figure does not include those disabled people who were either in work or actively looking for work at the time of the census.

□ The Department for Work and Pensions estimate for economically active people with a limiting long term illness is around 6%.

2.7 Disabled people are part of all sections of our community, and may be represented in any of the categories, identities or groups listed above.

Life Expectancy

2.8 The life expectancy of females living in Copeland is 79.8 years and 77.2 years for males, compared with 82.0 years for females and 77.9 years for males living in England and Wales. In Cumbria, South Lakeland and Eden have the highest life expectancy.

Employment

2.9 The Copeland working age population is 43,000 (61.1% of total population), which is similar to the North West (61.6%) and Great Britain (62.0%). The table below shows this information by gender.

	Copeland Numbers	Copeland %	North West %	GB %
All working people	43,000	61.1%	61.6%	62%
Males - working age	23,200	65%	65.8%	66.1%
Females - working age	19,800	56%	57.6%	58.1%

Source: Nomis (Mid year population estimates, 2008)

2.10 There are 30,000 employee jobs in Copeland, 22,100 (73.8%) are in full time employment and 7,800 (26.2%) are in part time employment.

2.11 There is a similar rate of self-employment in Copeland (8.9%: 3,900) to the North West (8.2%) and England (9.5%). The Copeland rate is lower than Cumbria (10.6%) due to high rates of self employment in Eden and South Lakeland, where farming, construction and the hotel /restaurants sector are significant components of the economy

2.12 In 2006 Cumbria County Council carried out a Local Labour Market Survey which looked at the 2004 Household Survey and information from the Office of National Statistics. Three trends were found which indicate that Cumbria’s gender inequality may be wider than England as a whole and the North West Region.

i) A lower proportion of women are self-employed compared to men.

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- ii) A lower proportion of women are in full-time work compared to men.
- iii) A lower proportion of men are in part-time work compared to women.

Crime in Copeland

2.13 Generally speaking crime levels in Copeland are low compared with regional and national averages (in 2008/9 55.93 crimes per 1,000 population). At the end of 2008/9 there were few types of crime that were not decreasing in response to work by the West Cumbria CDRP.

2.14 However reported domestic violence was showing increased incidence in some places. The localities in Copeland with rising levels of reported domestic violence at the end of quarter 2 in 2009/10 were North East Copeland and West Copeland. Whitehaven was the locality with the highest number of reports, with 25 to the end of quarter 2. The CDRP Strategy for 2009/10 has included targets to tackle the problem in the priority areas.

Council Workforce

2.15 In October 2009 the Council's current workforce comprised:

Age:	20-29	60 employees
	30-39	78
	40-49	122
	50 +	113

Gender:	Male	192
	Female	181

BVPI 12a Percentage of top 5% earners who are women -50% quarter 2 2009/10.

Councillors

2.16 In October 2009 the Copeland 51 Councillors were:

Age:	30-39	1
	40-49	3
	50-59	14
	60-69	25
	70-79	7
	80 plus	1

Gender:	Male	40
	Female	11

3. Council Policy and Strategy

3.1 Local authorities need to act flexibly and responsively to meet challenges. To be successful, three key strands need to be in place – strong local political leadership, robust partnership arrangements and engagement of both communities and individuals to meet the diverse and often contradictory needs in their area.

Cumbria

3.2 Copeland Borough Council contributes to the Cumbrian strategies for improving quality of life. The Cumbrian authorities have taken a decision to move forward together to improve their individual and joint responses to equality and diversity.

3.3 The Cumbria-wide Community Strategy sets out the partnership aspirations for the county.

“Cumbria will be a place where we work together to ... energise

- *... safe, strong and inclusive communities*
- *... health and well being throughout life*
- *... a sustainable and prosperous economy*
- *... effective connections between people and places*
- *... world class environmental quality*

Cumbria Equality and Diversity Partnership

3.4 The Cumbria Equality and Diversity Partnership (CEDP), is a network of Equality leads from organisations across Cumbria. The purpose of the Cumbria Equality and Diversity Partnership (CEDP) is to ensure the Cumbria Strategic Partnership takes equality issues into account, including gender issues.

3.5 Cumbria County Council will continue to support the CEDP in agreement with the Cumbria Strategic Partnership. Annual refreshes of ***Equality for All*** (the Cumbria County Council Equality Scheme) will identify issues that have arisen out of the CEDP's activity and whether they have had an impact on decisions.

3.6 Through CEDP, Cumbria Improvement and Efficiency Partnership has provided resources to all Cumbrian councils to support attainment of the 'Achieving' standard in the Equality Framework for Local Government by December 2010 enabling the Council to consider gender equality in a collaborative way.

3.7 During 2006/7 work was carried out across Cumbria to develop the first Cumbria Local Area Agreement (LAA) to deliver the Cumbria Community Strategy. This came into effect in April 2007 and was updated for 2008-11.

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Gender equality issues are one strand of broader equality and diversity scheme which are part of the Local Area Agreement. Copeland Borough Council recognises its responsibilities to contribute to successful delivery of the Agreement. LAA Objectives for Cumbria relating to gender and other equality issues are:

INDICATOR REFERENCE	INDICATOR BRIEF DEFINITION
NI 1	% of people who believe people from different backgrounds get on well together in their local area
NI 32	Repeat incidents of domestic violence
NI 146	Adults with learning disabilities in employment
LI 7	Reduce health inequalities within the local area in all age, all cause mortality – targets for Allerdale, Copeland, Eden and South Lakeland
LI 9	Increase the number of people with learning disabilities over 18 who have health action plans
SI 1	Number of people who have been claiming incapacity benefit for at least 6 months helped by Cumbria County Council into sustained employment of at least 16 hours per week for 13 consecutive weeks or more as measured by local data
SI 4	Average length of waiting time for major adaptations supplied via disabled facilities grant from assessment by occupational therapist to work beginning, as defined by CSCI self assessment survey guidance adult social care 2006 – 2007
SI 7	The number of domestic violence incidents in Cumbria, as reported to Police
SI 8	Increase the % of convictions for domestic violence related offences
SI 9	The percentage of recorded domestic violence that are repeat incidents in the previous 12 months as reported to the police

(NI = National Indicator; LI = Cumbrian Local Indicator; SI = Stretch Local Indicator)

West Cumbria Sustainable Community Strategy

3.8 Copeland and Allerdale Boroughs comprise West Cumbria. The Sustainable Community Strategy for West Cumbria “Future Generation” includes specific aims and measures for improving achievement in equality and diversity in West Cumbria. The following describes what needs to happen in West Cumbria to build a more equal and diverse community.

Future Generation Overarching Aim for People:

<u>We Will</u>	<u>We Want to See</u>	<u>We Will Measure</u>
Raise people’s aspirations for themselves and for West Cumbria	People work together with a common purpose People believe that they can make a difference People believe that they can do better People believe that West Cumbria will become an even better place A healthy community Young people see a future for themselves in West Cumbria	Social capital Civic pride Belief and confidence Equality and diversity Community cohesion Demographic profile Health Education

Measured by

Equality and diversity	CCC-MORI	People who have a positive attitude to minority groups
Community cohesion	CCC-MORI	People who feel that their local area is a place where people from different backgrounds can get on well together
Demographic profile	CEIP	Population in age bands, gender, ethnicity and socio-economic class

Copeland Borough Council’s Corporate Plan

3.9 Copeland Borough Council’s 5 year corporate plan 2007-11 touches upon the themes described – those of leadership, partnership and engagement; as well as addressing many of the target areas in the Cumbria Local Area Agreement and the West Cumbria Sustainable Communities Strategy “Future Generation”. It sits within the wider regional structure of plans and strategies; as well as providing direction for the Council’s individual department and service plans.

3.10 The Borough Council’s specific aim in its corporate plan to increase equality in Copeland is encompassed in:

2.4 Equality of opportunity We will promote equal opportunity throughout Copeland.	Lead: Corporate Director Quality of Life
Key Measures: <ul style="list-style-type: none">• We will have systems in place to ensure that the Council meets the national diversity agenda and Cumbria Local Area Agreement targets.• There will be improved results from the Cumbria attitude survey.• We will have increased awareness of council tax and housing benefit.• We will meet our obligations under the Children's Act 2004	

3.11 We aim to improve our performance through our service areas and with partnerships to address residents', businesses, partners' and visitors' key concerns and needs.

3.12 As part of budget setting for 2008/9 and 2009/10, public consultation focussed on what among all the objectives in the Council's main plan were those that local people thought should have highest priority. They were:

- Quality environment
- Good roads and transport
- Enough jobs to suit all
- Keeping Copeland safe
- Improving skills and education
- Good customer service

3.13 The information from people in Copeland gives the Council a clear steer on how we should deploy our resources in future. Many of our activities support the delivery of these aims, and even if we are not directly responsible for delivery, we are in a position to influence those that are.

4. Copeland's Actions In Support Of Gender Equality

4.1 Copeland Borough Council welcomes the opportunity of reviewing and revising its Gender Equality Scheme to take forward equality for everyone regardless of gender.

4.2 To support its developments to reach the "Achieving" level in the Equality Framework for Local Government by December 2010, Copeland BC is working with other councils in Cumbria and is supported by funding from the Cumbria Improvement and Efficiency Partnership. This work will address inequalities for all the target groups including gender.

Equal Opportunities In Employment

4.2 The Council's Dignity at Work Policy states:

"3.1 Copeland Borough Council seeks to promote equal treatment for all employees or potential employees irrespective of race, creed, colour, sexual orientation, nationality, ethnic origins, religion, disability, age, gender, marital status, or parental responsibilities. This policy will be managed in such a way that the Council complies with and goes beyond the equal opportunities legislation and codes of practice.

3.2 This policy has particular relevance to all those concerned with recruitment, training and promotion procedures and/or decisions.

3.3 Copeland Borough Council is committed to equality of opportunity in all its employment practices, policies and procedures. To this end, within the framework of the law, we are committed wherever practicable to achieving and maintaining a workforce which broadly reflects the local area within which we operate. No employee or potential employee will therefore receive less favourable treatment due to their race, creed, colour, sexual orientation, nationality, ethnic origins, disability, age, religion, gender, marital status or parental responsibilities."

4.3 The Council holds Investors In People accreditation and operates the Positive About Disability scheme.

Gender Pay Gap

4.4 The Council has undertaken a Pay and Grading Review during 2008-9 and is implementing a new pay and grading Single Status structure, following a ballot of trades union members which produced a majority of 85% in favour. The work has allowed a thorough review of all the Council's jobs and assessment on objective criteria of the relative value of the roles.

4.5 The scheme agreed by employees has resulted in a number of posts being upgraded and many fewer posts having reduced grades. Employees in the downgraded posts are to receive pay protection for three years. Those

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employees will also be offered opportunities for reskilling to equip them for other roles. All aspects of the process and the outcome of the exercise have been audited by both management and Trades Unions to ensure a result which is free from discrimination.

4.6 Copeland Borough Council has therefore undertaken the work which could reasonably be expected to eliminate the possibility of a pay gap based on gender.

Equality in Workforce

4.7 As the Council progresses with workforce planning, it is addressing issues of equality and diversity to develop employment policies and procedures. Recent improvements in recruitment in Cumbria include an online recruitment portal which has greatly widened the potential pool of job applicants; plans for increased numbers of apprenticeships; signing up to the national Skills Pledge scheme and participation in the Government's Future Jobs programme. These are aimed at opening up vacancies to a more diverse range of applicants.

4.8 Applicants for all vacant posts are asked to complete an equal opportunities monitoring form, which is processed separately from the application form by the Human Resources team to ensure that short-listing for interview is carried out without knowledge of candidates' gender, age, ethnic origin or disability. The information is also used in monitoring the profile of workforce in support of improving equal opportunities in the Council.

4.9 The Council has a range of employment policies and procedures to enable its employees to maintain a reasonable work-life balance, including :

- Flexible and remote working policies and procedures;
- Flexible working hours for a large part of the workforce;
- Parental leave, including paternity and adoption leave;
- Special leave including compassionate leave for people with caring responsibilities;
- Learning and development opportunities for every role and individual need;
- Childcare voucher scheme

4.10 Best Value Performance Indicators relating to workforce representation of various target groups (people in the workforce with disabilities, high-earning women and BME people) have been retained as local indicators to allow the Council to measure its progress over time and compare its performance with other councils.

Equal Opportunities in Service Delivery

Access To Services

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4.11 Copeland BC has developed an Accessible Information Policy which sets out how the Council ensures that information is provided to services' users in ways that are accessible. For example the Council's new website is compliant with all the current standards for accessibility: W3C WAI.

4.12 The Council has an Access to Services Strategy which sets out to ensure that service users across the Borough have improved opportunities to access Copeland BC's and other public services. This can happen by telephone or internet, face to face in a range of shared customer premises with good physical access to the facilities. The Council arranges for some service, for example Housing and Benefits, to be available away from Council offices. For people in remoter parts of the Borough or who are unable to travel easily to service centres, this is an important improvement for gaining access to essential services.

4.13 The Council's regulatory services (planning, environmental health or enforcement) are provided to service users regardless of gender, origins or abilities. We recognise that some service users are less confident in dealing with the Council due to one or more disadvantage. However the Council's employees are able to provide extra help, such as translation, interpretation and individual support with statutory processes if required.

4.14 Because of its particular position with regard to local businesses the Council's Procurement service is undergoing improvements, such as use of e-procurement, review of standard contracts and equality impact assessment of the function. This is intended to target disadvantaged groups. Other Council services, such as customer services and cultural services, have been reviewed through Equality Impact Assessments to improve their suitability for a wide range of service customers.

Supporting People in Target Groups

4.15 Some of the Council's activities in our communities are particularly intended to redress inequalities including schemes to encourage under-represented groups to participate in sport or other activities to improve well-being. For example the Cultural Services team has offered sporting activities to attract greater participation by under-represented groups such as women and people with disabilities. This can be through direct services or through grant-funding others to provide suitable services in the community.

4.16 Poor health can be a burden for some residents in the communities of Copeland, and women in some parts of the borough have a declining life expectancy compared with the county, regional and national averages. Recent research has shown a range of health needs in Copeland that the Council and its partners can work together to combat. A health improvement officer, jointly funded by the Council and PCT, has been recruited to work on a two year plan to improve health in the community and among Council employees. The plan for this includes working with partners to do targeted work on smoking, alcohol, exercise and housing.

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4.17 The Council's regeneration and economic development in Copeland are of value to residents regardless of their gender, ethnic origin, physical ability, faith, sexual orientation or age, but who are financially disadvantaged. People with long-term illness or disabilities, who have been caring for dependents, single parents, remote from public services or those for whom English is not their first language are more likely to face financial exclusion than the population generally. Projects to increase job skills and confidence have been run for people who have been out of the job market for long periods with success in terms of the numbers of people placed in jobs. The Council is also taking part in the Future Jobs programme, supported by Government funding, to give young people 12 months paid job placements, to gain valuable work experience.

4.18 Recent statistics show that levels of crime in Copeland are low and declining, but fear of crime is not. Women of all ages can be fearful for their own and their children's safety. Anti-social behaviour, frequently relating to alcohol and drug abuse, is part of the environment in some parts of the borough, and the Crime and Disorder Reduction Partnership is continuing to target this in its plans for 2010/11. The introduction of wardens and Police Community Safety Officers has reduced fear of crime in some areas.

4.19 Transgender people can be particularly vulnerable to discrimination, abuse and threats of violence in many settings, including at work. Recent changes of law require that employers, police, health, housing authorities and other public services ensure that transgender people are not disadvantaged in gaining opportunities and access to services appropriate to the gender to which they are assigned.

Gender-Related Violence

4.20 The Council's Strategic Housing service is working to support the neediest people in Copeland, who may become homeless for a variety of reasons. They are working with partner agencies across Cumbria to support people, mainly, but not exclusively women, who are fleeing violence at home, including providing places of safety.

4.21 The Council is working in partnerships such as the Cumbria Domestic Violence Partnership which sits within the Cumbria Strategic Partnership. It brings together representatives of the agencies, including Copeland Borough Council, who can intervene to tackle domestic violence (see Appendix B). There are objectives within the LAA and Crime and Disorder Reduction Partnership strategies to address the issue of domestic violence which in some parts of Copeland is not reducing in line with other types of crime. The partnership approach allows agencies to work on joined-up strategies to tackle some of the more resistant situations and perpetrators.

4.22 Recent developments in Copeland to address the issue of domestic violence include:

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- A new telephone help-line run by the West Cumbria Domestic Violence Support Group;
- The online reporting of domestic violence is now available on the website www.notinmyhome.co.uk;
- 3 Independent Domestic Violence Advisors (IDVAs) are employed in West Cumbria through the CDRP Domestic Violence Sub-Group;
- A sanctuary scheme to provide measures for victims of domestic violence working in conjunction with the Police, Fire Brigade and other support services;
- Training for all Copeland BC's Housing Options team members through the IDVA's and through the Cumbria "Let Go" project. This involved members of the Customer Services Team and the RSL Home Group to help ensure a joined up approach to this;
- Confirmed routes of referring victims for floating support and more in depth help through the IDVA service;
- Become members of Multi Agency Risk Assessment Conference (MARAC) which is the county network of forums for multi agency help for victims of domestic violence and established how we can refer to these meetings;
- Support for the CDRP specialist housing group which is a sub-group of CDRP domestic violence approach to look at housing related issues and again has an action plan of measures to enact. These include a county wide commissioning of a domestic violence sanctuary scheme to give VFM by using joint procurement through the Supporting People Team;
- A Copeland BC procedure on domestic violence which all Housing staff have been trained on in order to ensure that there is a consistent approach to helping victims.

5. Assessing the impact of the Council's current and proposed policies and practices on Gender Equality

5.1 The Council has carried out a series of Equality Impact Assessments across the range of its services. The framework of the EIAs specifically requires authors to address Gender Equality issues and action plans have been formulated, following consultation, for all EIAs. It is a requirement of the Council that all new Policies and Strategies are Equality Impact Assessed. Over a period of time therefore, as more Policies and Strategies are developed and as existing Equality Impact Assessments are reviewed, the results of those Assessments and the Action Plans arising from them will feed into the Action Plan attached to the Council's Gender Equality Scheme.

5.2 It is a requirement of the Council's EIA framework that appropriate consultation and analysis of evidence is carried out before conclusions are reached and Action Plans are developed.

5.3 The Council's website has information about the EIAs completed and the action plans to be delivered.

5.4 Improvements implemented as a result of conducted the EIAs include:

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- Widening the opportunity for employees to use the flexible working schemes;
- Copeland support for a range of responses to domestic violence in partnership with West Cumbrian and Cumbrian agencies;
- New translation and interpretation service available to help the Council's service users;
- Service users offered help to complete official forms, including Benefits;
- Development of a community profiling form and its introduction in some services;
- Assessment of voter access to buildings used as polling stations;
- Greater range of formats used for The Beacon museum information;
- Raising awareness of small grant scheme for community groups, its criteria and evaluating the benefits;

6. Consulting Stakeholders

6.1 The Council consults regularly with employees and the community and as part of the Equality Impact Assessment process. As part of a wider exercise an officers' working group identified a number of local and countywide stakeholder groups to consult. These include groups representing the target groups, as well as other groups from the community. We believe consultation with all these groups will provide us with research results which will complement the quantitative information the Council already holds.

6.2 Consultation on equality and diversity is enabled across Cumbria through the CEDP and provides a source of information to support the development of local and sub-regional policies and plans.

6.3 Analysis of the Place Survey results, published in September 2009, has been undertaken to allow significant differences between the views of men and women respondents to be identified. Correlation between this and the Council's community profiling tool will further enhance the Council's understanding of the communities' needs.

6.4 The Council will publish the results of consultation, assessment and monitoring in any review of the Gender Equality Scheme by 31 December 2010.

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GENDER EQUALITY SCHEME ACTION PLAN

Gender Equality Scheme Improvements	CBC Current Position	New Actions	By When?	Who is to Take action?
Objectives to address gender pay gap	Pay and Grading Review undertaken in 2008/9, including EIA by management and trades unions	Implementation of P&G review and Single Status.	31/03/10	HR Manager
Gather and use information (workforce and community profiling) in review of policies and practices	Workforce profiling carried out periodically. BVPIs monitored over time and compared with others. Community profiling tool purchased.	Publish workforce profile information. Community Profiling tool to be implemented and used in policy review and development.	31/3/10 31/3/10 31/12/10	HR Manager Head of Policy & Performance' Head of Devt. Strategy
Consult stakeholders and take account of feedback in gender equality objectives	Existing process for EIAs and development of action plans require consultation with target groups.	Arrange for stakeholders representative of gender issues to be consulted.	31/1/10	Head of LDS and Head of Policy & Performance
Gender Equality Impact Assessment policies and practices	EIAs process in place and being progressed.	Review EIAs format to ensure that gender issues (including reduction of domestic violence) are adequately covered.	31/12/10	Head of LDS
Complete EIAs and implement actions in EIA action plans	Progress in completing EIAs evident from Council website.	Service managers to include delivering EIA action plans through service plans.	31/3/10	Service managers

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Gender Equality Scheme Improvements	CBC Current Position	New Actions	By When?	Who is to Take action?
Ensure the contribution of developing Healthy Communities plans to gender equality outcomes (eg mortality rates)	Healthy Communities action plans being developed in response to IDeA Peer review	Equality Impact Assessment for plans under development	31/6/10	Head of Leisure and Environment
Improve communication between service teams within the Council to share good practice.	Co-ordination about practice within teams happens at the Equality and Diversity Project Group.	Set up means for service teams to contribute to intranet pages and internal briefings on changes arising from EIAs	31/3/10	Web manager and Comms team.
Report on progress annually and review scheme triennially	Regular review of the Gender Equality Scheme is undertaken.	Report on progress in implementing improvements in Gender Equality Scheme	31/12/10	Head of L&DS
Support arrangements to protect victims of domestic violence.	CBC refers women and their children to the Carlisle refuge or other refuges outside Cumbria. In addition the Council has an agreement with a RSL to refer victims of domestic violence for housing within Cumbria.	Work with Multi-Agency Response Action Groups through CDRP and Cumbria-wide	ongoing	Housing Needs Manager
Ensure Crime and Disorder Strategies focus on combating gender-related violent crimes	West Cumbria Crime and Disorder Strategy has domestic violence as a priority for 2009/10	Copeland BC to monitor regularly and ensure that it is also included in the crime reduction strategy for 2010/11	31/6/10	Head of Development Strategy; Members of OSC and Exec

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Gender Equality Scheme Improvements	CBC Current Position	New Actions	By When?	Who is to Take action?
Council Equality Impact Assessments reviewed to ensure that domestic violence is included in assessment, particularly for women in other minority groups (disabled, BME etc.)	Equality Impact Assessment format in use across the Council's services	Review of EIAs to ensure consideration of impact of Council policies and activities on domestic violence.	31/3/10	Head of L&DS to lead, with all service managers undertaking periodic reviews.
Provide information to ensure that victims of domestic violence can find appropriate help	Leaflets and posters, as well as new website, available	Add new page to CBC website detailing sources on information and help (see Manchester City Council); ensure that information is made available through other means.	31/3/10	Head of Customer Services and CDRPartners
Support the development of specialist third sector services in Cumbria to help victims of domestic violence.	CBC provides financial support for Community Legal Services and CAB for provision of legal advice under an SLA; CBC support for West Cumbria Rape Crisis Centre	Work through Cumbria Strategic Partnership and Cumbria Compact to enter into dialogue with third sector organisations on provision of support for victims of domestic violence.	31/3/11	Head of Development Strategy
Review progress in delivering improvements in Gender Equality Scheme	Quarterly performance management reports made to Corporate Team and Executive	Include review of progress in performance management arrangements and as a target in Corporate Implementation Plan for 2010/11	End of each quarter 2010/11	Head of Policy and Performance

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APPENDIX A TOTAL POPULATION OF COPELAND BOROUGH

Age Profile of Copeland population in thousands

	Total	Males	Females
Under 1	0.7	0.4	0.4
1-4	2.9	1.5	1.4
5-9	3.6	1.9	1.7
10-14	4.2	2	2.0
15-19	4.6	2.4	2.1
20-24	3.8	2.0	1.8
30-34	3.7	1.8	1.9
35-39	4.7	2.3	2.4
40-44	5.5	2.8	2.8
45-49	5.5	2.9	2.7
50-54	5.0	2.6	2.4
55-59	4.8	2.5	2.4
60-64	4.8	2.5	2.3
65-69	3.8	1.9	1.9
70-74	3.3	1.6	1.7
75-79	2.5	1.1	1.4
80-84	1.7	0.7	1.0
85-89	0.7	0.2	0.7
90+	0.4	0.1	0.3

Source: Office of National Statistics, 2008 Mid-year population estimates

APPENDIX B: GUIDE TO ABBREVIATIONS AND GLOSSARY OF TERMS

Black and Ethnic Minority (BME) – ethnic category other than white British

Childcare vouchers – vouchers purchased by employees from the tax-free part of their salaries to pay for childcare.

Crime and Disorder Reduction Partnership (CDRP)– statutory partnership of the Police, local authority and other agencies to work work together to tackle crime and fear of crime.

Cumbria Equality and Diversity Partnership (CEDP), is a network of Equality leads from organisations across Cumbria.

Cumbria Improvement and Efficiency Partnership (CIEP) – externally funded partnership of Cumbrian agencies working together to achieve efficiencies.

Cumbria Local Area Agreement (LAA) – annual agreement of priority objectives for Cumbria agreed with the Government rewarded for particularly high performance

Cumbria Strategic Partnership (CSP)– partnership of public, private and voluntary sector organisations working to meet joint objectives set out in the Cumbria Community Strategy.

Equality for All -the Cumbria County Council Equality Scheme.

Equality Framework for Local Government (EFLG)– assessment framework for councils to check their progress in improving equality and diversity

Equality Impact Assessment (EIA): a review of service or policy which checks impacts of the service or policy on people on grounds of race, creed, colour, sexual orientation, nationality, ethnic origins, disability, age, religion, gender, marital status or parental responsibilities.

Gender Equality Scheme – sets out how we shall meet the general and specific duties to promote Gender Equality as required by the Equality Act 2006

Investors In People (IIP) - externally accredited scheme which checks the orgnsiation's achievement against benchmarks relating to workforce development.

Pay and Grading Review – review of content of job roles, what is required for successful performance and appropriate rewards through job evaluation.

Place Survey – statutory survey of resident satisfaction carried out every other year .

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Positive About Disability scheme – externally recognised benchmark which sets standards for employment of people with disabilities.

Primary Care Trust (PCT) – National Health Service organisation which provides primary level health care (GPs, community nurses, dentists)

Single Status – all employees on the same terms and conditions.

Skills Pledge – national scheme under which organisations are assessed for their workforce learning opportunities and achievements.

West Cumbria Sustainable Community Strategy “Future Generation” – strategy setting out a 20 year vision for West Cumbria and broken down into detailed objectives for agencies to achieve in order to realise the vision.

**Appendix C
Cumbria Domestic Violence Partnership**

