



Gender Equality Scheme 2008-2011

Introduction

People should not be disadvantaged due to their gender whether male, female or transgender (those who wish to live as a member of the opposite gender to that which they were assigned at birth).

We will seek to ensure that men, women and those who are transgender have equal access to, and satisfaction with, our services and are fairly represented at all resident involvement, governance and employment levels.

We believe that:

- All of our residents and employees should have equal access to services and decision-making processes and should be equally satisfied with the quality of service they receive.
- All people should have equal access to membership of the Board of Management and at all employment levels.
- All employees should have equal access to training and career development opportunities.
- The diversity of the communities we serve are recognised, understood and respected.

We will do this by:

- Knowing the communities we work in
- Tackling discrimination;
- Communicating our view on equality
- Supporting Resident and Community Involvement;
- Providing Training on equality
- Demonstrating Best Value and Improvement
- Breaking down any organisational or attitudinal barriers.

Legislation: Equal Pay Act 1970, Sex Discrimination Act 1975 (& the 2003 Amendment Regulations) and the Equality Act 2006, together make it unlawful to discriminate on grounds of sex, marital status, gender reassignment, pregnancy or maternity.

Promoting gender equality at CHP

Culture

- Equalities training on both Dignity & Respect at Work and Customer Care are provided to Board Directors, staff and residents involved in the company on an ongoing basis.
- Diversity Monitoring accompanies our job application forms for monitoring purposes and applicants are asked to identify themselves against the six

Responsible Member of Staff:

equality strands (which are race, disability, gender, faith, age and sexual orientation). This data is analysed through the recruitment stages. Any patterns which appear to identify an issue for particular groups will be addressed with an action plan.

- Flexible Working options are available to most employees
- All residents, are asked to complete a Diversity Monitoring Form, to identify themselves against the six equality strands, including male, female and transgender and this enables us to build up knowledge about our residents and tailor our services accordingly;
- Our governance arrangements seek to reflect the communities we serve and CHP are committed to actively address areas of under representation.
- We ensure our main contractors are aware of the duty through the CHP Code of Conduct and their attendance at our equalities training events;
- We will contribute to Local Authority Strategic Partnerships which seek to provide support for vulnerable persons.
- Our internally-produced surveys monitor feedback by gender
- Complaints about service are monitored by gender.

Equality Impact Assessments

- Our equality impact assessment (EqIA) determines the impact of our policies upon different equalities groups including men women and transgender.
- We have adopted an EqIA full-assessment timetable to ascertain whether our policies, procedures or practice has a differential impact on different genders.

Engagement with residents on equality and diversity

- Resident involvement strategies are impact-assessed to determine any access issues a particular equalities group may have with the systems in place.
- Our resident involvement strategy will include ways in which residents views on equality and diversity can influence policy and service provision.

Domestic Violence

- We take complaints of domestic violence very seriously (please see Domestic Violence Policy for details);
- Our Domestic Violence Policy covers men, women, transgender people and those in same-sex-relationships;
- Booklets detailing the support we offer and the options available to victims of domestic violence are made available in a variety of community buildings and social clubs.
- In addition we work closely with the relationship support service Relate.

Harassment and Bullying

- Our Anti-Harassment and Bullying Policy makes it clear that we will not tolerate sexual harassment.
- Complaints of harassment are monitored by type to determine if there is a common issue.
- We are signed up to the government's RESPECT Standard, requiring us to raise awareness of incident-report mechanisms and action taken.

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Consultation, Promotion & Evaluation

A group of staff and residents will form a Gender Advisory Panel to monitor progress against action plan targets on a six-monthly basis. A formal update on progress against the action plan will be made to the Board by the scheme's Lead Officer.

It is the responsibility of all managers and staff to uphold the principles of this scheme and deliver our services appropriately; with integrity and sensitivity. The Head of Customer Services is Lead Officer for the scheme and is responsible for its implementation.

Links

- CBC Gender Equality Scheme
- CHP Anti-Harassment Policy
- CHP Anti-Social Behaviour Policy
- CHP Equality & Diversity Strategy
- CHP Disability Equality Scheme
- CHP Race Equality Scheme
- CHP Recruitment & Selection Policy

Action Plan introduction

The attached Gender Action Plan (appendix 1) is created around both the tackling of gender discrimination and an active promotion of equality for our residents and staff.

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Approved by:	March 2008 Board
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