

Torbay Council Gender Equality Scheme

1 Introduction

This document expresses Torbay council's positive commitment to equality between men and women and to addressing inequalities between them. Following the models established for Race Equality Schemes, 2002 and the Disability Equality Schemes, the Single Equality Act 2006 introduced the Gender Equality Duty.

Fundamentally, the duty is more than equal treatment; it is about promoting and taking action to bring about gender equality. It involved looking at gender equality issues for men and women and understanding the reasons why inequality exists and how to overcome them. It is about creating an effective service for all, which will bring about the opportunity for everyone to be able to take up the services that they require.

2 Torbay Council's Vision, Mission and Core Values

The Council is updating its vision in line with emerging priority of Community Plan. The previous Community Plan 'Teaming up for Torbay future 2004 – 2007' had eight themes which set the priorities for the Council and its partners. From 2007 the new Community Plan 'Turning the tide for Torbay' will have a sharper focus on four themes with economic prosperity as the potential driver for this scheme.



3 What is a Gender Equality Scheme?

The act places a general duty on public authorities from April 2007, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity between men and women; and
- To eliminate unlawful sex discrimination and harassment.

This means that public bodies will be required to promote gender equality in the design and deliver of services and address issues for the public sector workforce.

In addition, individuals will no longer have to bring cases against public authorities, in order for gender inequalities to be dealt with, as the onus will now be on public authorities to eradicate discrimination and to endorse equality.

The duty also requires many public authorities to develop a Gender Equality Scheme (Specific Duty) setting out the overall objectives that the authority has identified as necessary to eliminate discrimination and promote gender equality. This will include considering the need to have objectives that address the causes of any disadvantage between men and women that are related to their sex. (This also covers issues around gender reassignment- Transgender)

Torbay Council within this scheme will be showing how it will implement its general and specific duties and setting out its gender equality objectives. The specific duties are:

- To consider including objectives to address the causes of any gender pay gap
- To 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 – 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 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.

4 Structure of our Scheme

Our report is laid out under the above headings:

1. Our objectives
2. Information on gender equality in Torbay
3. Consultation with stakeholders: How we are doing it and what we found
4. Transgender issues
5. Our achievements
6. Action plan
7. Appendices

4.1. Our objectives

In line with our vision around Economic Prosperity:

- Pride in the Bay
- Learning for the Future
- Safer and Stronger communities
- A New Economy

Our objectives for gender equality fit within that vision:

Pride in the Bay

Promoting gender equality, so that men and women who live, work in or visit the Bay can be confident and proud that they can enjoy their full human, social and political rights free from discrimination.

Learning for the Future

Addressing the challenges so that boys and girls, men and women adult learners can achieve equal outcomes from Learning and Skills, free from gender stereotypes or segregation.

Safer and Stronger communities

Recognising that men and women have different experiences of what it is to be unsafe and promoting community safety for all. Also men and women have an equal partnership in improving their local communities.

A new Economy

Ensuring that our workforce is fully representative at all levels and encouraging exemplary employment practices across the Bay, including conducting equal pay audits.

In addition:

Challenging discrimination

Addressing the issues of gender equality in the mainstream of our policies and challenging and eradication sex discrimination. This includes challenging discrimination against Transgender people

4.2 Information on gender equality

National Indicators & Torbay Council's achievement to date

National Indicators

The Council's performance is monitored externally by Government Inspectors on a number of national Best Value Performance Indicators (BVPs). These range from specific equality indicators on corporate health, employment and community safety as well general indicators around satisfaction, complaints and access to services. The main ones in relation to the Gender Scheme are:

- Corporate Health BVPI 2a – Equality Standard for Local Government. This indicator measures the level of the Equality Standard that the Council has reached; this includes work to achieve gender equality. Torbay Council achieved Level 2 status in December 2006. The Council is looking at achieving Level 3 by March 2009 and Level 4 by March 2010.
- BVPI11a – Percentage of top 5% women earners. This indicator measures a percentage of the top-paid 5% of local authority staff who are women. Torbay

Council is well above this target with 37.89 of women in the top paid bracket (against a target of 32% for 2006/7)

- .
- Supported Housing & Community Safety BVPI 225 – Actions against Domestic Violence. This indicator is assessing the overall provision and effectiveness of the local authority services designed to help victims of domestic abuse and prevent further domestic abuse. Within in this BVPI there are 11 questions that require Torbay Council responding positive to. If all 11 questions can be responded positively to then the Council has achieved a 100%. To date Torbay Council can positively respond to 55% (6 out of the 11 questions with positive response). The positive responses include a Directory of Services for victims has been produced, Torbay Council are part of a multi agency forum (Torbay Domestic Abuse Forum); a multi agency strategy has been produced until March 2007 with the Strategy for 2007 – 2010 currently being written, a multi agency training plan is being delivered, Torbay Council is part of an information sharing protocol for sharing data on domestic abuse victims to increase their safety and the Council has reduced the percentage of cases that have been accepted as homeless.

Information on the Gender split in Torbay

Figures from the 2001 Devon census show:

In Devon as a whole (including Torbay) the average pay gap is that women earn 84% of male earnings.

25% of men are in skilled trades compared with 4% of women.

In the county as a whole the percentage of women qualified to degree level is higher than the percentage of men (this is higher than the South West average).

11% of women live alone as widows, compared with 3% of men. This figure is higher for women in Devon with the national figure being 9%.

Appendix 1 shows other local data and statistics on gender for residents of Torbay and Torbay.

Democratic representation and engagement (March 07)

Total No of Councillors = 37 of whom 26 are Male and 11 Female

Between January 2006 and December 2006 1,183 males and females were listed as attending Torbay Ward Partnerships, 58% (682) were men and 42% (501) were women. The Ward Partnerships with the biggest differences between male and female attendees were in Roundham and Hyde, Goodrington with Roselands, Preston and Tormohun.

Torbay Council as an Employer and the Gender split

Between January 2006 and December 2006 Torbay Council employed 1,814 staff of which 55% (1,003) are women and 45% (811) are men. These figures do not include school-based staff. 1,228 staff are employed full time (672 female, 556 male) and 586 staff are employed part time of which 331 are female and 255 are male.

Torbay Council is currently carrying out a pay modernisation exercise to ensure fair and equal pay. This will be monitored on a regular basis and when the revised pay scales are available they will be submitted into this scheme.

In most local authorities men are over represented at senior levels and women at junior levels. The pattern at Torbay is similar

This means that positive action to encourage women to apply for senior positions is legally justified (as under the Sex discrimination act).

During January 2006 and December 2006 the number of women on maternity leave totalled 86. The number of those returning to work is 32 with 1 member of staff making the decision not to return. 53 are still on leave. Also during this period 30 men took paternity leave.

4.3 Consultation

We are conducting our consultation as follows:

- Holding focus group with women working at Torbay Council
- Carrying out a staff survey including questions on gender issues
- Using our consultation caravan to ask people, about gender (see comment)

Questions we are asking:

Torbay Council will be required to look at the services that we provide, analyse what we do and who uses them, and ask:

- What are your main concerns as a man/woman in Torbay?
- What are the priority issues for women and men in the service we provide?
- Do they have significantly different needs in some services?
- Will women or men be put off using a service because of lack of childcare or an unsafe and un-welcoming environment?
- Are there some services, which are more effectively delivered, as women-only or men-only?

The results from the Staff Survey have shown that there is some gender discrepancy in staff's perceptions. The most striking things are:

- 15% (21) of women 5% of men (3) felt they had been discriminated against at work on grounds of gender
- 13% of women (19) said they had been a victim of harassment or bullying on grounds of gender.
- 9% of women disagreed that Torbay was committed to equal opportunities for men and women, compared with 5% of men
- There are some interesting perceptions, 20% of men think that the percentage of male and female managers (4 tier and above) is about 50/50. Only 8% of women think this.
- 26% of women think that men earn more than women and only 9% of men think this

4.4 Transgender Issues: Overview

"Gender dysphoria is a recognised medical condition. Those who experience the condition do not feel, on the inside, to be of the gender that their bodies are perceived to be."

Medical treatment 'gender reassignment' enabling transsexual people to alter their bodies to match their gender identity is highly successful. Once a person starts to live full time as a member of a new sex, their name and other records, such as examination certificates, can be changed. Following the Gender Recognition Act 2004, individuals who satisfy the necessary requirements, which include having lived in their acquired gender for at least two years, are allowed to apply for full legal recognition in their acquired gender.

It is unlawful, under the Sex Discrimination (Gender Reassignment) Regulations 1999, to discriminate against people on the grounds of gender reassignment. The current law protecting transsexual people in the workplace follows a ruling by the European Court of Justice that the dismissal of employees on the grounds of gender reassignment runs contrary to the European Equal Treatment Directive. Under these regulations, it is unlawful to discriminate against someone if he or she:

- intends to undergo gender reassignment;
- is undergoing gender reassignment;
- has undergone gender reassignment

The Gender Equality Duty requires that public authorities take account of the needs of Transgender people in their schemes

5. Torbay Council's achievements to date

Community Safety

- Outreach for female victims of Domestic Abuse – Safer Communities Torbay helps to fund South Devon Women's Aid to run an Outreach Service and Pattern Changing Courses for female survivors of domestic abuse, to build their self-esteem and help them to break the cycle of being in domestic abuse relationships.
- Torbay Council Housing Department has signed up to a Devon wide policy for ensuring all victims (male and females) are treated the same at any housing department in Devon. The policy has been widely publicised with agencies so they can let victims know what will happen when they apply for homeless status.
- Children's Groups – For children (male and female) who have witnessed domestic abuse and help them to understand it and to increase their self esteem and safety if they are in a similar situation again.
- A Young Persons survey on their views on relationships and domestic abuse was carried out in the Autumn of 2006. The results will assist in developing an education pack on domestic abuse and healthy relationships.
- Same Sex domestic abuse campaign was launched in November 2005.
- Domestic Abuse Survivors Forum for female survivors has been formed. This Forum will play an active part in helping agencies to provide a better informed service to future victims.

Human Resources

- Childcare Vouchers – Torbay Council have joined up with Busy Bees Childcare Vouchers to assist staff with their child minding requirements.
- Maternity and Adoption Packs are handed out to Parents-to-be.
- Participate in the Women's Day and National Men's Health weeks
- Assisted in the 'Hazardous Waist' initiative which was aimed at men.

THE CHANGING GENDER INEQUALITIES IN TORBAY.

Population overview:

Torbay's population has been increasing steadily over the last decade, growing from 119,674 in 1991 to 129,706 in 2001 – two respective census dates.

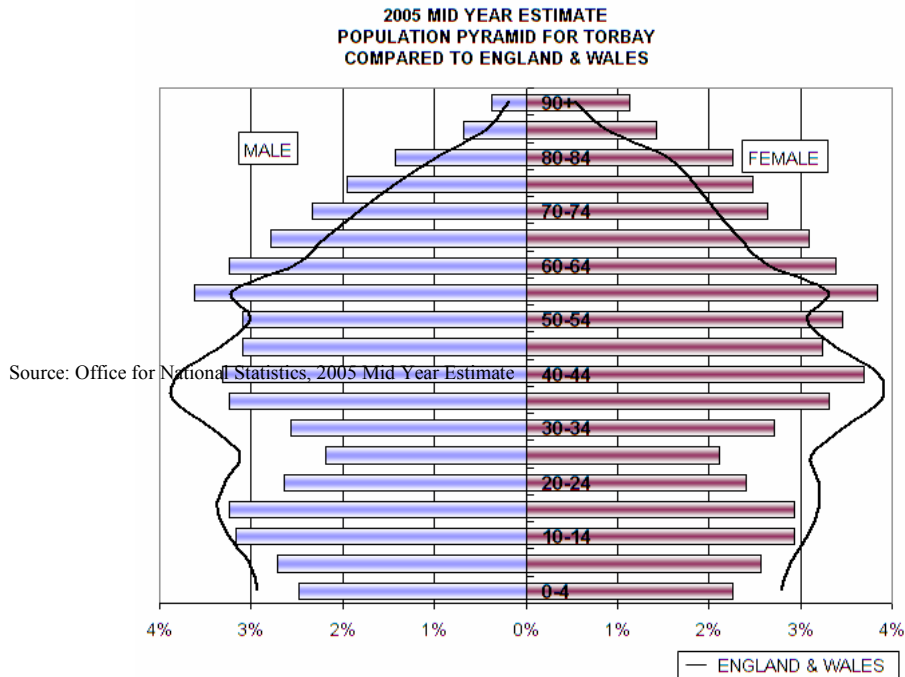
The gender gap over the period has decreased from a female bias of 53.6% in 1991 to 52.4% in 2001. This 'equalling' out of the genders in the Torbay population has continued with inter-censal mid year population estimates, the latest 2005 mid year estimates give the gender split as 51.9% female and 48.1% male.

How does the gender split for Torbay compare with both the national and regional figures? The following table shows the proportionate change over time:

Gender split by year	Torbay		South West		England & Wales	
	Male	Female	Male	Female	Male	Female
1991 Census	46.4	53.6	48.3	51.7	48.5	51.5
2001 Census	47.6	52.4	48.8	51.4	48.7	51.3
2005 Mid Year Estimate	48.1	51.9	48.9	51.1	49.0	51.0

It is clear to see that Torbay has a slightly higher prevalence of females in the population compared to both the national and regional averages, although the proportions of females at all three geographies has dropped since 1991.

The latest population estimates for Torbay continue the trend of an increasing population, with an estimate of 132,800. The population structure is shown graphically in the following graph, with Torbay's population compared to the national:



The Labour market:

As can be seen in the previous graph, Torbay has a bias in the older person age groups. This bias is reflected in the relatively low working age proportion of the population. In all only around 55% for Torbay compared to 61% nationally.

The level of economic activity in Torbay is lower than both the national and regional levels, around 76.5% for Torbay compared to 78.2% nationally. This is the proportion of the working age population that are economically active – economically active encompasses persons who either employed or unemployed but are available to work.

ECONOMIC ACTIVITY	Torbay	South West	England & Wales
ALL PEOPLE			
All people*	132,800	-	-
Working Age**	73,200	55.0	58.7
% of working age Economically Active	56,000	76.5	80.4
In employment	53,200	72.7	77.6
Employees	44,200	60.4	66.7
Self-Employed	8,700	11.9	10.4
Unemployed	2,800	5.0	3.5
Working Full-time	37,100	69.7	72.4
Working Part-time	16,100	30.3	27.6
% of working age Economically Inactive	17,200	23.5	19.6
Wanting a job	6,300	8.6	4.9
Not wanting a job	10,900	14.9	14.7
MALES			
All people*	63,900	-	-
Working Age**	37,200	58.2	61.9
% of working age Economically Active	29,500	79.3	84.5
In employment	28,100	75.5	81.3
Employees	22,700	61.0	66.6
Self-Employed	5,400	14.5	14.4
Unemployed	1,400	4.8	3.7
Working Full-time	24,400	87.0	89.8
Working Part-time	3,600	13.0	10.2
% of working age Economically Inactive	7,700	20.7	15.5
Wanting a job	2,300	6.1	4.2
Not wanting a job	5,400	14.6	11.3
FEMALES			
All people*	68,900	-	-
Working Age**	36,100	52.4	55.6
% of working age Economically Active	26,500	73.6	76.1
In employment	25,200	69.8	73.6
Employees	21,500	85.5	90.7
Self-Employed	3,300	9.2	6.2
Unemployed	1,400	5.1	3.3
Working Full-time	12,700	50.3	51.9
Working Part-time	12,500	49.7	48.1
% of working age Economically Inactive	9,500	26.4	23.9
Wanting a job	4,000	11.1	5.7
Not wanting a job	5,500	15.3	18.2

Source: NOMIS – Annual Population Survey (April 2005 – March 2006)

Notes:

* Population based on 2005 mid year estimates

** Population taken from the annual population survey

Benefits:

There are all manner of benefits available to persons disadvantaged, the following tree are examples of benefits available to the working age population.

Job Seekers Allowance (JSA) is a benefit paid to persons of working age whom are capable and able to work and actively seeking employment.

Torbay has an historical pattern of seasonal highs and lows in JSA claimants, the latest figures (shown below) show Torbay to have a higher than national proportion of the working age population claiming JSA.

JSA claimant's rates for December 2006:

JSA	Torbay		South West	England & Wales
	Count	%	%	%
All Claimants	2,164	2.9	1.6	2.5
Male Claimants	1,609	4.1	2.2	3.5
Female Claimants	555	1.5	0.9	1.3

Source: Department for Work and Pensions, December 2006 claimant data
Claim rates are calculated using the working age population.

Incapacity Benefit / Severe Disablement Allowance (IB / SDA) Incapacity Benefit replaced Sickness Benefit and Invalidity Benefit from 13 April 1995. It is paid to people who are assessed as being incapable of work and who meet certain contribution conditions. Incapacity Benefit will be paid at the short-term rate for people over pension age for up to a year from the date of claim, but only if the incapacity began before they reached pension age. Severe Disablement Allowance is a benefit which was abolished for new claims in April 2001. However, many people continue to receive it.

IB / SDA claimant rates for May 2006:

IB / SDA	Torbay		South West	England & Wales
	Count	%	%	%
All Claimants	7,725	11.2	7.0	7.8
Male Claimants	4,600	13.6	8.2	9.2
Female Claimants	3,125	8.9	5.8	6.5

Source: Department for Work and Pensions, May 2006 claimant data
Claim rates are calculated using the 16 to 59 populations from the 2001 Census

Income Support (IS) is a benefit paid to people who are not in full time work, whose income falls below a prescribed level, and who meet certain conditions.

IS claimant rates for May 2006:

IS	Torbay		South West	England & Wales
	Count	%	%	%
All Claimants	5,710	8.3	4.9	6.2
Male Claimants	2,295	6.8	3.8	4.5
Female Claimants	3,415	9.7	6.0	7.9

Source: Department for Work and Pensions, May 2006 claimant data
Claim rates are calculated using the 16 to 59 populations from the 2001 Census

Earnings:

The Annual Survey of Hours and Earnings (ASHE) is undertaken by the Office for National Statistics and gives the most reliable dataset for earnings for comparison between different geographies and genders. The following table gives a brief overview of the findings from the 2006 ASHE, resident based gross median pay.

Torbay's gender pay gap is less than the national and regional. In 2006 females in Torbay were, on average, earning 61.0% of their male counterparts – Annual gross pay. This is a higher proportion than both the regional and national gender pay gap.

Both male and female earnings in Torbay are noticeably lower than the regional and national figures.

Interestingly, the gross median hourly pay for females in Torbay has increased by 35.4% since 2002, to £7.27 / hour in 2006, this compares to the national increase of 19.24%. However, the hourly rate in Torbay is still below the national.

Gross Median pay	Torbay			South West			England & Wales		
	Male	Female	Female % of male pay	Male	Female	Female % of male pay	Male	Female	Female % of male pay
2002									
Annual pay	£15,536	£9,356	60.2%	£20,574	£10,771	52.4%	£21,708	£12,079	55.6%
Weekly pay	£292.40	£169.50	58.0%	£391.20	£212.40	54.3%	£413.40	£238.40	57.7%
Hourly pay	£7.51	£5.37	71.5%	£9.64	£6.82	70.7%	£10.16	£7.33	72.1%
2006									
Annual pay	£20,599	£12,556	61.0%	£23,696	£13,616	57.5%	£24,723	£14,640	59.2%
Weekly pay	£387.50	£227.90	58.8%	£438.40	£258.70	59.0%	£460.00	£281.70	61.2%
Hourly pay	£9.40	£7.27	77.3%	£10.92	£8.19	75.0%	£11.47	£8.74	76.2%
Change in earnings from 2002 to 2006									
Annual pay	32.59%	34.20%	-	15.17%	26.41%	-	13.89%	21.20%	-
Weekly pay	32.52%	34.45%	-	12.07%	21.80%	-	11.27%	18.16%	-
Hourly pay	25.17%	35.38%	-	13.28%	20.09%	-	12.89%	19.24%	-

Source: Office for National Statistics, 2006 Annual Survey of Hours and Earnings

Employment by Occupation:

From the 2001 census, the following table details the broad occupation classifications for residents aged 16 to 74 in employment.

Occupation group	Torbay			South West			England & Wales		
	All	Male	Female	All	Male	Female	All	Male	Female
Managers and senior officials	15.2	17.6	12.6	14.6	17.6	11.0	15.1	18.5	11.1
Professional occupations	7.3	8.3	6.1	10.3	11.5	9.0	11.2	12.2	10.0
Associate professional and technical occupations	12.5	12.4	12.7	13.6	13.5	13.7	13.8	13.5	14.2
Administrative and secretarial occupations	11.0	4.3	18.7	12.8	5.1	21.8	13.3	5.4	22.7
Skilled trades occupations	13.8	23.9	2.4	13.3	22.0	3.0	11.6	19.5	2.4
Personal service occupations	8.9	2.6	15.9	7.2	1.8	13.5	6.9	2.0	12.7
Sales and customer service occupations	9.0	4.6	14.0	8.1	4.1	12.8	7.7	4.1	11.9
Process; plant and machine operatives	9.4	13.7	4.5	8.1	12.4	3.0	8.5	13.1	3.1
Elementary occupations	13.0	12.8	13.1	12.2	12.1	12.4	11.9	11.9	11.9

Source: Office for National Statistics, 2001 Census.

Qualifications:

From the 2001 census, the following table gives detail on the level of highest qualification obtained for all people aged 16 to 74. Almost a third of females do not have any form of academic, vocational or professional qualification, however the females have a higher proportion of level 4/5 than the males.

Qualifications	Torbay		South West		England & Wales	
	Male	Female	Male	Female	Male	Female
No Qualifications	28.1%	32.8%	24.6%	27.7%	27.5%	30.6%
Level 1	20.1%	18.5%	18.3%	17.2%	16.8%	16.4%
Level 2	20.4%	22.2%	20.3%	22.6%	18.3%	20.5%
Level 3	6.7%	7.0%	8.6%	8.7%	8.2%	8.3%
Level 4/5	13.1%	13.9%	18.9%	18.8%	20.1%	19.4%
Other	11.6%	5.6%	9.4%	5.0%	9.1%	4.9%

Source: ONS 2001 Census, Table ST105

Notes: The highest level of qualification variable uses both the educational and vocational qualifications question, and the professional qualifications question.

No qualifications: No academic, vocational or professional qualifications.

Level 1: 1+ '0' levels/CSE/GCSE (any grade), NVQ level 1, foundation GNVQ

Level 2: 5+ '0' levels, 5+ CSEs (grade 1), 5+ GCSEs (grade A to C), School Certificate, 1+ A levels/AS levels, NVQ level 2, Intermediate GNVQ or equivalents.

Level 3: 2+ A levels, 4+ AS levels, Higher School Certificate, NVQ level 3, Advanced GNVQ or equivalents.

Level 4/5: First Degree, Higher Degree, NVQ levels 4-5, HND, HND, Qualified Teacher Status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor or equivalents.

Other: Other qualifications (eg City and Guilds, RSA/OCR, BTECH/Edexcel), other professional qualifications.

Approximated Social Grade:

From the 2001 census, the following table gives detail on the approximated social grade of the household reference person.

	Torbay	South West	England & Wales
All People			
AB: Higher and intermediate / managerial / administrative / professional	15.7%	21.2%	22.0%
C1: Supervisory, clerical, junior managerial / administrative / professional	33.0%	31.4%	29.7%
C2: Skilled manual workers	15.8%	16.2%	15.1%
D: Semi-skilled and unskilled manual workers	18.5%	16.0%	17.2%
E: On state benefit, unemployed, lowest grade workers	17.1%	15.2%	16.1%
Males			
AB: Higher and intermediate / managerial / administrative / professional	16.8%	22.3%	23.2%
C1: Supervisory, clerical, junior managerial / administrative / professional	31.3%	30.1%	28.6%
C2: Skilled manual workers	18.2%	18.2%	17.1%
D: Semi-skilled and unskilled manual workers	18.3%	16.0%	17.2%
E: On state benefit, unemployed, lowest grade workers	15.3%	13.3%	14.0%
Females			
AB: Higher and intermediate / managerial / administrative / professional	14.7%	20.2%	20.8%
C1: Supervisory, clerical, junior managerial / administrative / professional	34.4%	32.6%	30.7%
C2: Skilled manual workers	13.6%	14.2%	13.3%
D: Semi-skilled and unskilled manual workers	18.7%	16.0%	17.2%
E: On state benefit, unemployed, lowest grade workers	18.7%	17.0%	18.1%

Notes:

Social Grade is the socio-economic classification used by the Market Research and Marketing Industries, most often in the analysis of spending habits and consumer attitudes. Although it is not possible to allocate Social Grade precisely from information collected by the 2001 Census, the Market Research Society has developed a method for using Census information to provide a good approximation of Social Grade

Proportion of all people in households providing unpaid care

	Torbay	South West	England & Wales
All people	10.9%	10.2%	10.2%
Males	9.4%	8.9%	8.8%
Females	12.3%	11.5%	11.4%

Source: 2001 Census, Office of National Statistics

Notes:

The term 'unpaid care' covers any unpaid help, looking or supporting family members, friends, neighbours or others because of long-term physical or mental ill-health or disability or problems to old age.

Ward Name:	Total:	Male:	Female:
Barton & Watcombe	106	47% (50)	53% (56)
Blatchcombe & Clifton with Maidenway	88	48% (42)	52% (46)
Brixham	70	61% (43)	39% (27)
Cockington with Chelston	126	53% (67)	47% (59)
Ellacombe	69	52% (36)	48% (33)
Goodrington with Roselands	44	73% (32)	27% (12)
Preston	95	71% (67)	29% (28)
Roundham with Hyde	137	82% (113)	18% (24)
St Marychurch	146	65% (95)	35% (51)
Shiphay with the Willows	77	58% (45)	42% (32)
Tormohun	134	31% (42)	69% (92)
Wellswood	91	55% (50)	45% (41)

ADD FULL STAFF SURVEY GENDER CONSULTATION REPORT WHEN PRODUCED

ADD RESULTS OF CONSULTATION CARAVAN WHEN RECEIVED

Appendix 2 Key Gender issues for business units

Adult & Social Care

1. Women dominate the social care workforce. This restricts the choice of male recipients of care who have no option but to accept female carers. Male carers are more likely to be unsupported.
2. Challenge stereotypes of who (paid or unpaid) provides adult care
3. Unpaid Adult carers are likely to lack training and career development
4. Are the interests of men (a minority of the elderly) taken on board in adult care
5. Inequalities arise for older women with low levels of literacy.

Children's Services

1. Gender stereotyping in schools is a crucial starting point, local authorities need to run seminars and produce materials on challenging stereotypes; this should be imbedded into the curriculum
2. Peer pressure, social pressure and role models channel young people into career stereotypes. These need to be challenged to open up routes to non-traditional work and roles for both sexes.
3. Encourage non-traditional avenues in careers guidance
4. Implement initiatives to raise the attainment level of boys
5. Boys are more likely to be excluded for behavioural issues
6. 48% of boys get 5 + GCSEs grades A – C where as 59% of girls do better
7. The boy/girl achievement gap does not mean girls getting better jobs. Girls out perform boys at secondary level but to date this does not translate into better pay or job opportunities
8. Address issues on domestic and sexual violence in schools
9. Child protection raining needs to recognise gendered issues
10. There need to be more positive role models promoted and specific training made available for women aspiring to leadership in all sectors

Democratic & Customer Services

1. Women's voices may be less heard in local democratic for a; women are likely to be under represented in leadership of voluntary organisations and as councillors
2. Women may participate less in neighbourhood and other partnerships
3. There may be a lack of child friendly areas and play materials – in One Stop Shops and elsewhere

Health

Although issues on men's and women's health are the key province of NHS trust, Hospitals and PCT gender equality schemes, the partnership approaches through Local Strategic Partnerships and joint working with health bodies mean that local authorities need to rake these matters into account, as well as working on their Health Promotion role in these areas.

1. Men are less likely to visit their GP's compared to women. Men need to be encouraged to take up primary care and screening opportunities to reduce the number of late diagnoses and emergency interventions.
2. More help needs to be given to women following a hospital stay. Women tend to stay for a shorter time in hospital and are less likely to have support in place when they go home and tend to resume their normal responsibilities too quickly. This impedes their recovery time.
3. Men are under represented in weight control initiatives

4. Men are much less likely to be screened for chlamydia infections.
5. Men are twice as likely to develop and die from the 10 most common cancers affecting both sexes
6. Heart disease is taken more seriously in men than women with more support offered.
7. Alcohol treatment initiatives may ignore alcohol abuse amongst women
8. Local authorities have responsibilities in relation to road safety; pedestrian accidents being the major cause of accidental death in children; boys are twice as likely to die or be seriously injured than girls

Housing

1. Men are more likely to be earning higher wages and therefore have more ready access to the housing market
2. Single fathers are likely to be offered studio/one bed accommodation, which impedes their ability to get access to their children and share childcare
3. There is not enough childcare support for single parents to access work. The location of wider family determines where people choose to live, as single people are dependant on the availability of childcare
4. Gypsy and Traveller women have the highest mortality rate in the country because they do not have the same access to health services and housing
5. More men than women have access to a private vehicle. The transport links to housing estates should therefore be taken into account when new estates are built.
6. Ensure sufficient provision for those (primarily women) experiencing domestic violence. Signpost provision for male victims of domestic violence.
7. Ensure non-tenant partners aware of their rights

Leisure and Culture

1. Women's under participation in sports and provision of sports for women and girls in public open space and leisure centres is an issue
2. Stock provision in libraries; are there sufficient non gender stereotyped works
3. Museum collections privileging the past endeavours of men, or male artists
4. Family friendly access to services, including provision of crèches
5. Men use libraries less; it is suggested that two thirds of library members being women. Whereas it appears that about 3 quarters of those using the computers are men.

Procurement

1. When approving suppliers, authorities can ask private companies to demonstrate how they meet sex equality legislation, ensure gender equality issues are built into service design e.g. accessible buses and provide evidence of progress after an employment tribunal loss and remove them from the contract shortlists if they refuse
2. Impact assess procurement strategies and procedures – ensure that they target rather than exclude women's organisations.
3. If private and voluntary sector organisations deliver services on behalf of public bodies it is essential that the gender equality duty apply to all organisations delivering these services.

Safety & Violence Against Women

1. Conviction rates for rape and sexual assault are low; partners need to work to set up rape crisis and domestic violence support
2. Are resources targeted at crimes which women fear?

3. Are 'safety by design' issues taken into account in the design of housing and public space, so that there is good lighting and avoidance of bushes where assailants could lurk
4. Issues around drug abuse and prostitution need to be taken on board
5. Safety issues for black and refugee women experiencing hate crime need to be considered
6. Training packages needed to increase understanding of domestic violence
7. Ensure staff aware of support networks to refer those who experience transphobic incidents
8. Audit of women safety issues

Transport & Planning

1. Need to consider the needs of parents who work irregular hours who have children of school age and the accessibility of public transport e.g. buses and trains need to be accessible to pushchairs/wheel chairs.
2. Public transport should be more flexible. Timetables and routes should accommodate more than just the traditional commute from home to the workplace. Women very often make cross-town and multiple journeys to drop child at school, to on to work and back again.
3. Transport costs also have a significant impact on access to its use. Fares also need to be flexible to allow the hop on hop off facility for parents and carers who may have to make a number of stops at different places on their way to and from work.
4. Women are particularly concerned about the safety on, or waiting for, public transport and personal security at interchange points or on the last leg of the walk home
5. Transport for London in a 2004 survey established that there was a conflict between women's wishes for buses to run on time and the need for assistance when boarding.