

November 2006

# Gender Equality Scheme 2007-2010

Draft

If you require information contained in this publication in an alternative format e.g. large print, Braille, audiotape, or if you would like the Scheme to be explained to you in your language contact:

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## Foreword

Welcome to Leicestershire County Council's draft Gender Equality Scheme. The Equality Act 2006 places a duty on the County Council to produce its Gender Equality Scheme. We believe that our duty to develop the Gender Equality Scheme gives us an ideal opportunity to bring together and prioritise issues important for women, men, girls and boys.

The County Council is fully committed to eliminating gender inequality and promoting equality between women and men (girls and boys). We recognise that there are gender differences in people's life chances, what services they gain access to, the types of jobs they do and how well pupils achieve at school. 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.

So, this Scheme sets out what Leicestershire County Council will do to tackle gender equality issues. We hope that you will take the opportunity to read through our Scheme and provide us with your comments on it. It is important that employees, residents and our statutory, voluntary and private sector partners are involved in the development and delivery of the Scheme as this will ensure that it really has a positive impact on people's lives.

**D. R. Parsons**  
**Leader**  
**Leicestershire County Council**

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**Chief Executive**  
**Leicestershire County Council**

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## **1. 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 County Council:

- to eliminate unlawful discrimination and harassment
- to promote equality of opportunity between men and women

To help meet its general duty, the County Council, like most other public bodies covered by the duty, has a specific duty to:

- Produce a Gender Equality Scheme identifying its gender equality goals and actions to meet them, in consultation with employers and stakeholders
- Monitor and review progress
- Review the Scheme every three years
- Develop, publish and regularly review an equal pay policy, including measures to address promotion, development and occupational segregation
- Conduct and publish gender impact assessments of all major policy developments, and publish its criteria for conducting such impact assessments

This Scheme has been produced by using evidence from monitoring data as well as priorities set within the Council’s strategic plans. The purpose of this Scheme is therefore to:

- Show how we intend to mainstream gender equality in all areas of the County 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 (including boys and girls)

## 2. The Leicestershire Context

Some facts about women and men living in Leicestershire drawn from the 2001 census:

- Of the County's population of 615,000, there is an equal gender split between females and males - 50.6% and 49.4% respectively.
- There are more females over the age of 75 (61.8%) than males (38.2%).
- More women have limiting long term illness (16%) as compared to men (14%).
- 13% of women and 9% of men do not have access to a car.
- The majority of part time workers are women who make up 85 per cent of such employees.
- Of all economically active 16 – 74 year olds high proportions of White British females (26%) work part-time, compared to all other ethnic groups (19%).
- Within the male group, there are noticeably more Bangladeshi men working part-time (19%), as compared to white British males (4%).
- Women have much lower levels of self-employment (8%) than men (17%).
- More men (44%) than women (33%) occupy professional jobs.
- 31% of females have no qualifications as compared to males (26%).
- There are three times more female than male lone parent households with dependent children, (4920 as compared to 1527).

### **3. Our Priorities**

The County Council sets its major priorities within its Medium Term Corporate Strategy. Following consultation, this was revised in 2006 and includes the Council's overall aims until 2009. These are:

- Improving quality of life for people
- Improving quality of life in communities
- Improving services so they are high quality and value for money.

Within our medium term corporate strategy we have made a commitment that in order to deliver our vision we will:

'Work to promote equality and reduce disadvantages'

The County Council has also been working with its partners on its Local Area Agreement which was approved in 2006. This also sets out very important priorities and targets which the Council will have to work with its partner organisations to deliver. The priorities for the local area agreement are:

- Healthier Communities
- Older People
- Children and Young People
- Safer Communities
- Stronger Communities
- Cleaner and Greener Communities
- Economic Development and Enterprise

This Scheme has drawn from existing priorities set within these top level strategies and departmental service plans.

In addition, the priorities for action within this Scheme will also reflect consultation with employees which took place on 8 March 2006 as part of the Council's celebration of International Women's Day. Some important issues were raised as a result of workshops which were run on employment and women feeling safe.

## **4. Access to Services**

### **Achieving Gender Equality through Service Delivery**

Equality and diversity are seen as central to the provision of all County Council services. In order to ensure that services are accessible to women and men the Council will:

- Monitor the satisfaction and take up levels of services by gender
- Assess whether there is an adverse impact by gender in the provision of a service or planned service
- Take positive action to address any inequality, disadvantage or discrimination
- Encourage women and/or men to use our services where evidence shows that either gender have a low level of take up of particular services.

### **Improving Services to Children and Young People**

A number of key priorities have been set within the Children and Young Peoples Plan to improve the quality of services for every child and young person. There are specific areas within the plan targeted at improving outcomes for girls and boys, young women and men.

The rate of reduction in teenage pregnancies in Leicestershire is above the national average and has exceeded the government's 2004 interim target of a reduction of 15%. The Council is therefore working towards improving Sex and Relationship Education across the county by paying particular attention to access to these services, to find out whether services are being well used by boys as well as girls. The Council will ensure that issues of sexuality are appropriately recognised and addressed.

There is a particular emphasis on improving the health of young people through schools. Some of this improvement will be done by trying to increase the amount of physical education provided within schools. There is evidence that girls do less physical activity such as sport than do boys. Girls are being urged to take part in more sport in school through a special initiative called "The Girls into Sport Project" which has been set up to try and address the reasons why some girls drop out of PE.

The issue of boys' under-achievement is central to the county's commitment to inclusion and to meeting the needs of all learners. The Children's and Young People's Plan and the Annual Performance Assessment recognise this as an issue to be addressed. Boys under-achievement is most apparent at key stage 4 where, overall, girls out perform boys in terms of educational attainment. The County

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Council will work with schools to help set appropriate targets and action to ensure that the gap is reduced.

In summary the Council will:

- Improve Sex and Relationship services for young people (particularly for boys and young men).
- Increase the number of girls and young women taking part in physical activity.
- Improve the educational achievement of boys at key stage 4 so that it is in line for that of girls.
- Improve the accessibility of services for women and men.

## **Providing Appropriate Adult Social Care Services**

Access to adult social care services is via an individual Community Care Assessment. This process takes account of individual needs and differences. The following service principles are adopted by all staff undertaking assessments:

- All staff will have a respect for basic values that underpin quality of life – individuality, choice, independence, dignity, privacy, autonomy and respect peoples' rights to choose their own lifestyle even if this involves risks.
- A commitment to community based living and to promoting and preserving independence both in the short and longer term.
- A targeting of resources to those in greatest need through high quality cost-effective services.
- An approach which is non-discriminatory and takes account of needs and differences associated with age, gender, race, religion, culture, disability, sexuality etc. of service users and their carers.
- A commitment to providing needs-led community care services.
- A partnership approach which harnesses the expertise and contributions of all relevant agencies and others involved.
- An approach, which enables informal carers to continue in their role, supported by the Department.
- The provision of information that explains referral routes, assessment and care management processes, eligibility for community care services and how the assessment process will be widely publicised.

Full account is taken of a person's needs relating to their gender within community care and carers assessments. Many of the services we provide are of a personal, intimate nature and service providers are expected to respond flexibly to how individuals wish their needs to be met. This includes deploying male or female carers appropriately.



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Through our commissioning and contracting processes, we aim to ensure that a range of culturally appropriate and gender specific services are provided for the Adult Social Care Service, including where appropriate single sex provision.

### **Increasing the Accessibility of Community Services**

The Council provides a wide range of community based services such as libraries, museums, trading standards and sports services. In terms of library and museum services, the information on people who use these services shows that the majority are women, for example the library users survey for 2005 suggests that the majority of them are female (61%). Market Harborough museum audience development consultation also shows similar patterns of people using the service with visitors tending to be mainly white, professional and female, aged between 45 and 59. Trading standards have a more even balance of men and women who use the service.

A number of initiatives have been run to provide specific services to women and men. For example, craft workshops aimed at women have been organised at Charnwood museum and library times have been changed with the introduction of Saturday opening hours to encourage more fathers to access the service. Also, circulating collections that are gender appropriate, are put together for the smaller libraries, so that promotions can be targeted at either boys or girls. In addition, the library service's "Family Learning Week" has themes which will attract men and boys. Initiatives to increase greater take up of library and museum services by males will continue to be introduced.

### **Improving the Accessibility of Transport Services**

The County Council is aware that for many women and men of all ages, ethnic backgrounds and disabilities that access to transport is extremely important. Building on the four priorities recommended by central government which are access to employment; access to education and training; access to health; and access to food shopping and local centres, five key barriers to accessibility have been identified for attention:

- Availability/accessibility
- Cost
- Inaccessible places
- Safety and security
- Lack of information and limited travel horizon.

The County Council's second Local Transport Plan 2006 – 2011 includes a chapter on accessibility which outlines the approach taken to address these barriers. In addition a full Equality Impact Assessment has been carried out which draws from consultation and research and highlights the following issues for women in that they:

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- are more reliant than men on buses as the main form of transport
- feel less safe than men at bus stops
- are more likely than men to favour safety cameras, speed limit enforcement and pedestrian crossings as priorities in improving road safety
- value the environment more highly over new road building, and
- are more likely to contact the County Council on transport issues.

The establishment of the accessibility forum, which will be a multi-agency group with users of transport services, will seek to take a more strategic approach to planning effective transport services. Improved consultation and research of the use of different sections of society will continue to provide valuable data to show whether measures to address barriers to accessibility are working or not.

## Increasing Community Safety

The two main priority areas within the community safety service relevant to gender equality are the development of the hate incident monitoring project and the Domestic Violence Common Monitoring Project.

The Council has been leading on a multi agency racist incident monitoring project since 2004. The project is being broadened during 2006 to include all hate incidents which will include incidents relating to gender (including trans-gender), sexual orientation and disability.

The Domestic Violence Common Monitoring Project monitors ethnicity, religion, disability, gender and sexual orientation.

93% of victims recorded by the Common Monitoring Project are female whilst 89% of perpetrators recorded by the Project are male. This is generally in line with the national picture. Because of the nature of domestic violence, some services are targeted solely at either men or women as perpetrators or victims of domestic violence. Male victims make up a small number of the overall proportion of domestic violence figures, which has meant that services for males need to be further developed. The support needed for women has also been prioritised for improvement. The Council's local area agreement includes a target to increase support to victims of domestic violence.

To ensure that the Council continues to address hate incidents and domestic violence the Council will:

- Build confidence of victims to report hate incidents and domestic violence
- Take action to support victims and
- Take appropriate action against perpetrators.

## **5. Employment – Improving Diversity and Increasing Representation**

### **Breaking Down Gender Stereotypes and Promoting Positive Role Models**

Employment information from monitoring between 1 April 2005 – 31 March 2006 shows that 71% of its workforce are female. The departments with the greatest concentration of females were Social Services (83.5%) followed by Education (non school based) (73.9%)<sup>1</sup>. The lowest proportions of women were in the Highways, Transportation and Waste Management (26.1%) and Resources (42.6%) departments. The departments where women have less representation are those which have the greatest number of technical and engineering based occupations. The Council's workforce reflects trends in wider society where females and males are more likely to work in areas that are considered to be stereotypical, for example 97% of apprentices entering into early years care and education are female and 98% entering construction, the motor industry and plumbing are male. The Council feels it has some responsibility towards breaking down the barriers which stop boys and girls/men and women entering into non-traditional occupations. The Council will therefore:

- work closely with schools and colleges to promote the idea that girls and boys can do jobs traditionally dominated by the opposite sex
- promote positive gender role models such as female engineers and technicians and male care workers

### **Opening Up More Part-time Working Opportunities**

Almost half (46%) of the County Council's female workforce (excluding the top 5% of earners), work part-time, compared to 7% of male employees. For employees at more senior levels (the top 5% earners) the figures are smaller, 12% for women and 2% for men working part-time. The overall proportion of top 5% of earners who are women is 42.6%. This information does suggest that at all levels women are more likely to take up the opportunity to work part-time. At senior levels women are still more likely to work part time than men, but the proportions for both genders are substantially less. At the 2006 LeicestHERday Council event employees commented that more job share and part-time opportunities needed to be offered to employees, particularly at senior levels. There was also a perception that part-time employees found it more difficult to access training and development activities.

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<sup>1</sup> From 1 April 2006 the former Social Services and Education Departments were reorganised to form the Adult Social Care Service and the Children and Young People's Service.

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The Council is committed to increasing part-time working opportunities for employees at all levels and to make this happen it will:

- Actively welcome and support job share, part time and flexible working opportunities throughout the organisation
- Open up more job share and part-time opportunities at senior levels

\* The new Children and Young Peoples Service was created on 1 April 2006, bringing together the former Education Department and Social Services Children's Service.

## Support and Advice for Carers

The County Council has a number of policies in place to support carers which include:

- A flexible working hours scheme
- Special leave for carers of sick relatives
- Child care benefit scheme

A page on the Council's Intranet has recently been created providing advice on staff benefits. One area within this page is dedicated to parents and carers. The page can be found on the following link: -

[http://cis/chief\\_execs/personnel/benefits/parents\\_carers\\_benefits/index.htm](http://cis/chief_execs/personnel/benefits/parents_carers_benefits/index.htm)

In response to the concerns of employees raised at the LeicestHERday Event, particularly those who care for older or disabled relatives, the Council will:

- review its arrangements for providing support and information to carers

## Tackling Harassment and Discrimination

The Council is committed to tackling all forms of harassment, including sexual harassment. Sexual harassment is not tolerated by the Council and we have specific procedures to deal with such allegations. The harassment and bullying procedure will be reviewed to ensure that it reflects best practice and that all employees are aware of the support and advice available if they experience harassment.

We also have a 'whistle blowing' procedure, which extends the protection for employees who want to report bad practice without fear of being victimised as a result.

## **Training Employees on Equality and Diversity**

An Equality and Diversity Training strategy was approved in October 2004. The purpose of the plan is to provide managers and employees with the skills and knowledge they need to ensure that equality becomes part of our day to day activities. The plan will also help to create a culture where diversity is truly valued and is seen as an asset to help deliver all the Council's objectives.

The approach includes:

- a) Deciding the content of the equality/diversity elements to be included in training initiatives, i.e. race, disability, gender, age, religion, sexual orientation, etc from service delivery and employment perspectives.
- b) Finding out what the different training needs for employees and Members are.
- c) Finding out the current County Council initiatives through which it is possible to mainstream and develop managers' and employee's equality and diversity responsibilities.

We will evaluate the overall equality and diversity training programme on a yearly basis. If there is evidence to show that the training needs to be changed, we will take action to ensure that this happens.

## **Equal Pay Review**

The County Council is committed to carrying out an equal pay review. We have a legal obligation to comply with the Equal Pay Act and we are also committed under the terms of the National Pay Agreement, to which the Council is a signatory.

The Council's Corporate Equalities Plan also contains a commitment to undertake an Equal Pay Audit this year.

The review will identify and inform us of the possible risks and our responsibilities relating to Equal Pay. It also will help us to ensure we have pay structures which are fair and therefore greatly reduce the likelihood of pay gaps between jobs of equal value.

The Single Status Agreement, which came into force in 1997, affected the way in which former manual workers were paid, removing certain bonus schemes, and simplifying their pay structure. As a result of this, they were brought into the Job Evaluation Scheme, and re-graded. Since the full implementation of this Job Evaluation Scheme which was completed in April 2006 it is now necessary to carry out a review of equal pay, looking at the statutory aspect of gender, as well as ethnicity, disability and age, wherever this information is available.

The Trade Unions will be involved throughout the review, in order that all aspects

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of equal pay are properly examined, and that the review is carried out with the agreement and support of the recognised trade unions. Progress will be reported to the Equalities Board, as well as the Gender Equality Task Group, in order that opportunities are given for discussion and concerns to be raised.

In order to fulfil our commitment to carrying out the gender equality review we will:

- Set out a standard approach for conducting an equal pay audit on an annual basis, concentrating on gender equality, but also taking account of ethnicity, age and disability so that monitoring of these areas is also facilitated.
- Introduce a consistent approach to the recording of pay data across the authority, so that inconsistencies and anomalies are reduced or eradicated, and pay data can then be deemed reliable.
- Introduce a mechanism whereby equal pay reviews can be carried out by any member of staff assigned to that task, irrespective of whether or not they have had experience of this before, by issuing clear guidelines, checklists, and a clear path to follow, should discrepancies be discovered in the data being reported.

## **6. Comments and Complaints**

Members of the public who feel that they have experienced discrimination in the way the County Council has treated them may make a complaint through its Corporate Complaints procedure.

We will take all complaints seriously and will not tolerate any form of discriminatory behaviour.

The Members' Code of Conduct and Standards Committee deals with complaints about the conduct of elected members.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties.

## 7. The Equality Standard for Local Government

In order to deliver our overall commitments on equality and diversity, the County Council has adopted the Equality Standard for Local Government. The Equality Standard includes the six equality areas covered by law; race, disability, gender, religion or belief, sexual orientation and age.

The Equality Standard is not a legal requirement but has been produced to provide a framework through which local authorities can meet their legal obligations under anti-discrimination legislation. It has five levels of achievement:

- Level 1** Commitment to a comprehensive Equality Policy
- Level 2** Assessment and consultation
- Level 3** Setting equality objectives and targets
- Level 4** Using information systems and monitoring against equality targets
- Level 5** Achieving and reviewing outcomes

The Standard is also about making equalities part of our day to day activities. The Council is working towards achieving the higher levels of the standard. In 2006 we achieved level 2 of the Standard.

The County Council recognises that gender for some people may just be one area which affects their lives and that people may also be affected by other factors such as race, trans-gender, disability, religion or belief, sexual orientation and/or age. The County Councils equal opportunities policy and information on relevant legislation can be found in the County Council's Corporate Equality Plan at:

[www.leics.gov.uk/equality\\_and\\_diversity](http://www.leics.gov.uk/equality_and_diversity)

Or contact:

Policy Officer (Diversity)  
Tel: 0116 265 7446  
Minicom: 0116 265 6048  
Email: [equality@leics.gov.uk](mailto:equality@leics.gov.uk)



## **8. Equality Impact Assessments**

An Equality Impact Assessment is a way of deciding whether an existing or proposed policy, procedure, practice or service does (or may) have an “adverse impact” on some sections of society. The “adverse impact” may often be the result of not taking into account the needs of women or men, black and ethnic minority groups, disabled people, people’s religion or belief, sexual orientation or age.

A number of equality impact assessments on policies and services have been carried out since 2005. Assessments will be carried out on new policies and services, as they are developed and over time on all other existing policies and services. The County Council’s approach to Gender equality issues is that they will be considered alongside other equality issues when equality impact assessments are carried out.

Guidance and training have been, and will continue to be, provided to employees who are responsible for undertaking Equality Impact Assessments.

The results of equality impact assessments are reported to the County Council’s Equalities Board, Chief Officers Management Team and to Cabinet. A revised timetable of assessments is drawn up annually.

## **9. Monitoring of the Scheme**

This Scheme will be reviewed every three years. The Action Plan attached as Appendix A will be reviewed every year. Progress on the Scheme and Action Plan will be reported to the Council's Equalities Board, Chief Officers Management Team and Cabinet on an annual basis.

<b>Gender Equality Scheme Action Plan 2007- 2010</b>				
<b>Action</b>	<b>Outcome</b>	<b>Performance Measure</b>	<b>Responsibility</b>	<b>Target Date</b>
1. Review part-time working and job share practice.	Identify the barriers to part time working and job share opportunities with a view to removing such barriers wherever possible.	% of part time employees in the council by gender and, % of part time employees at senior levels by gender.	Head of Human Resources	March 2008
2. To increase the numbers of part-time and job share opportunities.	More part-time and job share opportunities are available across all jobs.	% of jobs advertised as part-time and as job share.	Head of Human Resources	March 2010
3. Carry out an annual equal pay audit as part of a rolling programme.	Pay differences between women and men in respect of work of the same or equal value have been identified and where necessary remedial measures are put in place to correct differences.	Production of report with recommendations arising from year 1 audit.	Programme Manager (People and Performance)	March 2007 – April 2010
4. Produce guidance to ensure improved recording of information on pay to enable effective comparison between jobs.	Improved levels of information will allow for better comparison between jobs.	Production of guidance	Programme Manager (People and Performance)	April 2007

<b>Gender Equality Scheme Action Plan 2007- 2010</b>				
<b>Action</b>	<b>Outcome</b>	<b>Performance Measure</b>	<b>Responsibility</b>	<b>Target Date</b>
5. Development of equal pay action plan.	Implementation of the outcome of annual equal pay review.	Production of action plans.	Programme Manager (People and Performance)	October 2007 (first action plan)
6. Promote “non-traditional” jobs through, for example, the Council’s website, targeted publications, job fairs and schools and colleges.	An increase in the numbers of females and males applying for and being appointed to “non-traditional” jobs.	The % of males and females applying for a range of different occupations.	Head of Human Resources	April 2008 (and ongoing)
7. Review arrangements for providing support and information to carers.	Employees who have caring responsibilities feel there is an improvement in the support and advice they receive from the Council.	Satisfaction with the Council as a good employer as measured by the annual staff survey.	Head of Human Resources	March 2009
8. Review and implement the harassment and bullying procedure, ensuring that the elements relevant to sexual harassment are fully considered.	Employees and managers are aware of their responsibilities on sexual harassment, how to report and deal with it appropriately to minimise distress for those involved.	Policy in place and training being provided.	Head of Human Resources	June 2007

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<b>Action</b>	<b>Outcome</b>	<b>Performance Measure</b>	<b>Responsibility</b>	<b>Target Date</b>
9. Extend the racist incidents common monitoring project to capture other hate related incidents, including incidents relating to a persons' gender.	Gender related incidents are recorded and mapped.	Establishment of common monitoring system to capture data on hate crime.	Head of Youth Justice and Community Safety	June 2007
10. To build confidence among victims of domestic violence to report incidents, provide victims with support and work with perpetrators to reduce repeat offences.	To reduce overall crime particularly violent crime, domestic violence and hate crime.	<ul style="list-style-type: none"> <li>• To increase the number of reported domestic violence incidents by 5%.</li> <li>• To reduce by a third the percentage of Domestic Violence offences committed by repeat offenders in a twelve month period.</li> </ul>	Head of Youth Justice and Community safety	April 2009 (end date of LAA target)
11. Improve Sex and Relationship services for young people (particularly for boys and young men).	A reduction in teenage pregnancy and sexually transmitted diseases.	Reduction in conception rate.	Director of Children and Young People's Service	March 2009
12. Encourage more girls and women to participate in physical activity.	An improvement in the health and lifestyle of young people.	Increasing the % of school children spending a minimum of 2 hours per week on high quality PE and school sport.	Director of Children and Young People's Service	March 2009

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<b>Action</b>	<b>Outcome</b>	<b>Performance Measure</b>	<b>Responsibility</b>	<b>Target Date</b>
13. Increase the educational attainment of boys at key stage 4.	Improvement in educational attainment results in better life chances for target group.	Average point scores at Key stage 4.	Director of Children and Young People's Service	August 2008 – 10
14. Increase the take up levels of males accessing library and museum services.	Increase in the numbers of males benefiting from library and museum based services.	% of males accessing library and museum services.	Head of Library Services Head of Environment and Heritage	March 2008 (year on year increase to March 2010)

<b>Gender Equality Scheme Action Plan 2007- 2010</b>				
<b>Action</b>	<b>Outcome</b>	<b>Performance Measure</b>	<b>Responsibility</b>	<b>Target Date</b>
15. The newly established transport accessibility forum to be representative in terms of its gender make up and to reflect the issues affecting women	A representative group is established which considers issues affecting women accessing public transport	Representation of accessibility forum Satisfaction of transport services by gender	Assistant Director, Transportation	March 2008
16. Gender equality is included within all contracts and commissioning agreements where equality is a core requirement of delivering the service	All contracts and commissioning agreements where equality is a core requirement in delivering the service includes specific details of how the service will be delivered to women and men in a way which ensures gender equality and which meets the needs of service users.	Full compliance with the equality elements of the procurement procedures	Chief Officers Heads of Service	January 2008
17. Ensure that gender equality is integrated into the delivery of the equality and diversity training strategy	Staff have a good understanding of how gender equality impacts upon all relevant aspects of service delivery and employment, and what their responsibilities are.	All relevant training and development activity include gender equality component	Head of Human Resources	March 2008

<b>Gender Equality Scheme Action Plan 2007- 2010</b>				
<b>Action</b>	<b>Outcome</b>	<b>Performance Measure</b>	<b>Responsibility</b>	<b>Target Date</b>
18. Support the LeicestHERday annual conference and the County Council's own event to mark International Women's Day.	Relevant issues affecting women's lives are identified for the Council to consider for action.	Development and implementation of an action plan.	Equalities Board	March 2008
19. Service areas to carry out equality impact assessments as contained in the annual EIA programme and in doing so to include Gender as one of the six equality areas to be assessed.	EIAs identify any adverse impact for women and men in respect of provision of services and employment.	Number of EIAs agreed to be completed within a 12 month period.	Heads of Service	April 2007 – March 2010
20. All Service Plans to include gender specific objectives and targets.	Meaningful gender equality objectives and targets in respect of service delivery and employment have been set and work started to achieve them.	Objectives and targets to be found in all service plans.	Chief Officers	December 2007



<b>Gender Equality Scheme Action Plan 2007- 2010</b>				
<b>Action</b>	<b>Outcome</b>	<b>Performance Measure</b>	<b>Responsibility</b>	<b>Target Date</b>
21. All service areas to review Gender Equality targets and use information from monitoring to assess whether targets have been achieved.	Service areas are able to use monitoring information to assess whether gender equality targets are being met and begin the process of setting new targets.	Equality Standard	Heads of service	April 2009
22. To have met all gender equality targets and set new targets.	The Council can demonstrate that it has made marked improvements in its gender equality work and can share best practice with other organisations.	Equality Standard	Chief Officers	March 2010

## Appendix B

Performance Indicator Targets								
PI Code	PI Description	05/06 Target	05/06 Actual	06/07 Target		07/08 Target		08/09 Target
BV2a	The level of the Equality Standard for Local Government to which the authority conforms.	Level 1	Level 2	Level 3		Level 4		Level 5
BV11a	The percentage of the top 5% of earners employed by the authority (excluding staff in schools) that are women.	42%	42.55%	43%		44%		45%
LLA*	To increase the number of reported domestic violence incidents by 5%.	-	5504	-		-		5804
LLA*	To reduce by a third the percentage of Domestic Violence offences committed by repeat offenders in a twelve month period.	-	1707	-		-		1195
LLA*	To reduce the under 18 conception rate by 50% by 2010 from the 1998 baseline as defined by Teenage Pregnancy Unit guidance and rebased on 2001 census data	-	2005 conception data available Feb 07	31.9%		34.5%		37.1%
LLA*	Increase in % of school children spending a minimum of 2 hrs per week on high quality PE and school sport (04 /05 baseline of 69% , PESSCL survey)	-	-	75%		80%		87%

\* LLA – Leicestershire Local Area Agreement