

Gender Duty Year 2 Progress report

Corporate Services, Finance Division

In Year Two, the Finance Division did not receive any complaints on matters of Gender from either employees or the public.

Regular discussions covering all general Equalities issues are held at the fortnightly Divisional Management Team meetings, in addition Equality Impact Assessments have been carried out on specific projects including, the Cash in transit and Insurance Tenders, Sales Ledger Operational Procedures, Payment at Point of Sale and the Resource Link projects.

In order to support and promote equalities issues within the Division a further member of staff has been identified to assist in the promotion of equalities awareness.

It has been agreed that a planned series of presentations will be give to key personnel within the Division by the Finance Equalities Representative in 2009/10 on the completion of Equalities Impact Assessments (EIA) to allow the Division to commence the assessment of all policies and operational procedures within their remit.

A revised Actions Report for the Finance Division for forthcoming year is detailed under Appendix A.

Gender Duty Year 3 Progress report

Corporate Services, Finance Division

	Divisional Level Actions to be taken during Year 3 of the Gender Scheme	Intended Outcomes of Actions	Positive Impacts of actions on Employees at all levels and potential applicants	Positive Impacts of actions on Division to benefit men and women
Promoting equality between men and women	<p>Continue to ensure through the management of Finance functions that there is no gender inequality in relation to job and promotion opportunities</p> <p>Continue to provide for appropriate work-life balance for staff.</p> <p>To equality impact assess new projects prior to implementation.</p>	<p>No complaints from staff or customers about experiencing gender inequality in the workplace or in using the service</p> <p>All genders are where possible represented at all levels within the Service</p> <p>Improvements in staff retention, long-term sickness and staff morale</p>	<p>Improved recruitment and retention of staff, together with reduced long-term sickness and increased staff morale</p> <p>Increased staff morale across all genders</p> <p>Improved recruitment and retention of staff</p>	<p>Enhanced productivity. Retention of staff.</p> <p>Improved levels of inclusion for stakeholders and enhanced customer care.</p> <p>Enhanced stakeholder satisfaction</p>
Promoting equality between men and women	<p>Gender equality actively promoted during induction and on all subsequent refresher courses</p>	<p>Make staff aware of consequences of discrimination and promote better understanding of equality issues</p>	<p>Better understanding and tolerance of equality issues</p>	

	Divisional Level Actions to be taken during Year 3 of the Gender Scheme	Intended Outcomes of Actions	Positive Impacts of actions on Employees at all levels and potential applicants	Positive Impacts of actions on Division to benefit men and women
Eliminating unlawful discrimination	<p>Continue to ensure equality training is available to all staff to increase staff awareness of gender equality issues and legislation.</p> <p>Training will be give to key personnel on the completion of EIA's.</p> <p>All line managers actively aware of these issues and monitoring</p>	<p>No complaints from staff or customers of discrimination or bias on grounds of gender</p> <p>Eliminating discrimination and creation of "fairer" workplace.</p>	<p>Better staff morale and reduced stress-related problems through the absence of discrimination on the basis of gender</p> <p>Increased perception of fairness.</p>	<p>Better staff morale and productivity through the absence of discrimination on the basis of gender.</p>
Eliminating harassment	<p>Continue to ensure equality training is available to all staff to increase staff awareness of gender equality issues and legislation</p> <p>Training will be give to key personnel on the completion of EIA's.</p>	<p>No complaints from staff of harassment on grounds of gender</p>	<p>Better staff morale and reduced stress-related problems through the absence of harassment on the basis of gender</p>	<p>Better staff morale and productivity through the absence of harassment on the basis of gender</p>
Eliminating harassment	<p>All line managers actively aware of these issues and monitoring</p>	<p>Eliminating discrimination & creation of "fairer" workplace</p>	<p>Increased perception of fairness</p>	