

## Corporate Equalities Gender Scheme Year 2 Progress Report Chief Executive's Service

Gender Duty Activities	Service Level Actions taken during year 2	Intended Outcomes of actions	Positive impact of actions taken
Impact Assessment	EQIA training developed and delivery commenced for third tier managers as part of an Equality training course	To enable third tier managers to carry out impact assessments in their areas of responsibility	Awareness and understanding developed
Gathering Information	<p>Research, reports, data and other information and links updated on Equality and Diversity intranet site and internet.</p> <p>Equalities share point updated to provide information to support gender duties.</p>	To provide access to information to support implementation of statutory duties	Easy and convenient one-stop access to equalities information for all staff
Communication	Images used in Council publications reflect staff and members of the community. Language is inclusive and appropriate.	Prevention of the use of inappropriate, stereotypical images of men and women are avoided. Language used is inclusive.	The community served is appropriately reflected in Council communications.

<b>Gender Duty Activities</b>	<b>Service Level Actions taken during year 2</b>	<b>Intended Outcomes of actions</b>	<b>Positive impact of actions taken</b>
Consultation	<p>Development of Community Equality Advisory Group, staff networks and community satellite groups.</p> <p>Contributing to Amina Launch In Perth to promote services for Muslim Women and others relating to Domestic Violence</p>	<p>To consult and involve member of staff and the public to progress gender equality.</p> <p>To support the work of Amina as it provides domestic violence services for Muslim women and others.</p>	<p>Raise awareness of issues affecting specific groups. Involving members of groups with supporting victims of gendered violence with Council and partners.</p> <p>Raise awareness of services available for women including those from ethnic minority groups in this area.</p>
Training	<p>On-line Equality and Diversity Training provided for staff with computer access via Learning Management System and CD for stand alone computers. Equality and Diversity classroom based training commissioned and developed for Senior Managers.</p> <p>Training made available</p>	<p>To ensure that all staff have opportunities to develop their knowledge and understanding of equalities including gender duties and raise awareness about transgender.</p>	<p>Enables all staff to develop their level of understanding and build on this with the information supplied on the Equality and Diversity intranet site and through other publications. Enables staff to ensure that in their area of responsibility they are helping the Council to promote gender equality and good relations. To develop Service staff to ensure they have an understanding of issues</p>

<b>Gender Duty Activities</b>	<b>Service Level Actions taken during year 2</b>	<b>Intended Outcomes of actions</b>	<b>Positive impact of actions taken</b>
	for Council Service Equalities contact officers for transgender		affecting transgender people.
Monitoring	Develop mechanisms to monitor Equalities through new customer service/CRM systems currently being developed	To enable mapping of customer contact and customers to identify levels of satisfaction and help to improve to ensure they meet the needs of women and men	New systems being developed take account of equalities including gender requirements at the planning stage to ensure data available for use by services, analysis and publishing purposes
Promote gender equality objectives in community safety.	Working with Council Community Safety Officer, partners etc to help identify and develop strategies around gendered violence	The Council and partners are working together to ensure that preventative and response systems are identified, implemented, monitored and involve members of the community to identify improvements.	Council and partners working together with members of the public to identify a new approach to anti-social behaviour as it impacts on all categories including gender.
Collate, report and publish Council annual progress reports for Gender Equality	Provide a timetable for Services and co-ordinate responses and report to Equalities Strategic Group, E&D Member Officer Working Group	To identify work being carried out to progress gender equality to be recorded, reported, scrutinised and published	To help Executive Directors and their staff and Members of E&D Member Officer Working Group to identify progress and areas for improvement to enable them to ensure they are enabling the Council to comply with the Gender Duties.