

GENDER EQUALITY DUTY – Year 2 Report (Housing and Community Care)

Objective/Outcome from Service Equalities Plan	Action/Activity from Service Equalities Plan	Baseline position	Positive impact of actions on service to benefit men and women
Promote positive attitudes towards minority groups	Include a positive message about equalities in our induction programme as part of customer care training	Induction programme commenced	Improved levels of inclusion for stakeholders and enhanced customer care Better understanding and tolerance of equality issues
Encourage participation in public life by minority groups	Develop equalities 'proofed' communications plan	Plan produced in August 2008	Improved levels of inclusion for stakeholder and enhanced customer care
Promote equality of opportunities for minority groups	Monitor staff profile for: <ul style="list-style-type: none"> • Age • Disability • Gender • Ethnicity • Sexual Orientation • Religion / Belief 	Gender is one of the areas recorded at present	Increased staff morale across all genders as information should be used to enhance policies and procedures in place for staff
Endeavour to meet the needs of our service users who may be a member of a minority group	Monitor service use profile for age, disability, gender and ethnicity for: <ul style="list-style-type: none"> • Residential/ Nursing Home Care • Day Care • Care at Home • Community Care Assessments • Welfare rights • Housing benefits • Council tax 	Gender is recorded for all areas at present	Improved levels of inclusion for stakeholder and enhanced customer care

	<ul style="list-style-type: none"> • Anti-Social Behaviour referrals/complaints • Tenants • Housing Applicants • Homeless Applications • Housing Transfer Applicants • Right to Buy Applicants • Right to Buy Successful Applicants 		
Promote equality of opportunities for minority groups	Ensure commissioning procedures oblige providers to comply with equalities legislation	Expectations for commissioned providers outlined in current procedures	Improved levels of inclusion for stakeholder and enhanced customer care
Promote equality of opportunities for minority groups	Implement a programme of Equalities Impact Assessments	Initial audit of strategies/programmes completed and established. Key staff training across service carried out. Follow-up briefings being arranged in May to support staff carrying out Impact Assessments.	Improved levels of inclusion for stakeholder and enhanced customer care
Promote equality of opportunities for minority groups	Undertake Local Housing Needs Assessment	Final report due April 2009	Improved levels of inclusion for stakeholder and enhanced customer care
Promote equality of opportunities for minority groups	Undertake consultation events with equalities groups as part strategy/policy development (e.g. care group/ Local Housing Strategy)	All Equalities Groups – H&CC are promoting the use of the VOiCE (Visioning Outcomes in Community Engagement) Toolkit when they are planning engagement activities. The use of this toolkit embeds an inclusive approach and requires the planner to identify marginalised groups and how they will address	Improved levels of inclusion for stakeholder and enhanced customer care

		<p>the barriers to their involvement in the activity.</p> <p>Engaging The Whole Community- H&CC staff have been involved in the organisation of a multi agency seminar to be held in Eastern Perthshire to explore how we can improve our services to the more marginalised groups in our communities</p>	
<p>Endeavour to meet the needs of our service users who may be a member of a minority group</p>	<p>Provide housing support funding for Women's Aid</p>	<p>£35,058 funding currently provided</p>	<p>Absence of harassment on the basis of gender</p>