
Gender Equality Scheme

2007 -2010

Respecting Difference

Foreword

Croydon Council believes that gender equality is a benchmark of a healthy and cohesive society. Working in partnership with our strategic partners in the public sector, business and community organisations is a key to achieving that objective.

The Council is proud of its record in developing family friendly employment policies for Council staff, and our initiative in developing the first Family Justice Centre in Europe to support victims of domestic violence. However we also recognise the need to continue to address stereotypes in our society, which institutionalise gender discrimination and lead to pay inequality and job segregation in employment.

The Council therefore welcomes the opportunity that the new statutory duty has brought to review our progress and develop further strategies for making Croydon an inclusive society for all. We look forward to working closely with our partners and stakeholders to share good practice and develop opportunities to overcome the barriers to equality for men and women.

Cllr Steve O'Connell

Cabinet Member for Safety and Cohesion

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1. The Gender Equality Duty

The Gender Equality Duty is the biggest change in sex equality legislation for 30 years and is designed to help women, men, girls and boys overcome barriers to equal opportunity. The duty, which came into force on 6th April 2007, requires public authorities to take action to eliminate sex discrimination and harassment and to promote equality for women and men.

The Council and other public authorities now have a legal responsibility to show that we are treating men and women fairly in employment, service delivery and decision making. We have a positive duty to ensure that we are meeting the different needs of men and women.

Part of meeting our commitments on this duty is to prepare and publish a gender equality scheme which must be reviewed and revised after 3 years. Within this scheme we have to identify objectives for progressing gender equality and targets (the action plan) for achieving those objectives.

2. About Croydon

Croydon's Population Profile:

52% of the population are women,
14% of the population have a disability,
36% of the population identify as being Black or Minority Ethnic,
10% of the population are Lesbian, Gay, Bisexual or Transgender,
70% of the population is aged under 50,
62% of those aged over 75 are women.
9% of households are headed by a lone parent, 92% of whom are women,
Teenage pregnancy rates in Croydon are 13% higher than the London average,
In a survey of single homeless people in 2003, 48% were men and 52% women,
There are 80 languages spoken in Croydon.

Sources: 2001 Census, and Croydon Council Surveys

Employment Rates for men and women in Croydon

▪ Men	88,000	79.3%
▪ Women	75,000	70.4%

Croydon is the 6th highest London Borough for the percentage of its women who are in employment; however Croydon has a lower employment rate for women than most neighbouring outer South London Boroughs.

Source: Annual Population Survey 2005

Staff profile

The majority of jobs within local government, including Croydon Council, are predominantly in occupations “chosen” by women. In local government as a whole, 67.7% of workers are women. Women constitute 70.25% of Croydon Council workforce

The following table shows the gender distribution in each of the Council’s departments:

Department	Total	%	Female	%	Male	%	Female to Male ratio
Education	4530	56	3819	62	711	35	5:1
Finance & Resources	483	6	308	5	175	9	2:1
Housing	425	5	221	4	204	10	1:1
Planning & Transportation	143	2	47	1	96	5	0.5:1
Policy & Corporate Services	492	6	350	6	142	7	2:1
Social Services	1151	14	914	15	237	12	4:1
ECSS	866	11	428	7	438	22	1:1
Blank	56	1	43	1	13	1	3:1
Grand Total	8146	100	6130	100	2016	100	3:1

The ethnic and gender profile shows that employees from white groups (61%) dominate the Council’s workforce. Black groups (12.02%), Asian groups (4.60%) and mixed heritage groups (2.48%) are less represented.

Ethnic Origin	Female %	Male %	Grand Total %
Asian/Asian British - Bangladeshi	0.24%	0.15%	0.22%
Asian/Asian British - Indian	2.54%	1.69%	2.33%
Asian/Asian British - Other	1.16%	1.19%	1.17%
Asian/Asian British - Pakistani	0.64%	0.40%	0.58%
Chinese	0.31%	0.30%	0.31%
Total Asian Groups	4.89%	3.72%	4.60%
Black/Black British - African	3.20%	4.96%	3.63%
Black/Black British - Caribbean	7.47%	5.61%	7.01%
Black/Black British - Other	1.50%	0.99%	1.37%
Total Black Groups	12.17%	11.56%	12.02%

Mixed - Other Mixed Group	0.86%	0.69%	0.82%
Mixed - White & Asian	0.70%	0.64%	0.69%
Mixed - White & Black African	0.20%	0.40%	0.25%
Mixed - White & Black Caribbean	0.73%	0.69%	0.72%
Total Mixed Groups	2.50%	2.43%	2.48%
Other	18.60%	16.91%	18.18%
Total Other Groups	18.60%	16.91%	18.18%
White - British	54.80%	56.99%	55.34%
White - Irish	1.63%	2.88%	1.94%
White - other	3.69%	3.72%	3.70%
Total White Groups	60.11%	63.59%	60.97%
(blank)	1.73%	1.79%	1.74%
Grand Total	100.00%	100.00%	100.00%

For all ethnic groups, except white groups, more women are employed by the Council than men. Reasons for this include the nature of occupations available within the Council, difficulty attracting men to occupations which have traditionally been filled by women and lower employment participation rates of men within the local labour market.

Croydon Vision and values

The Council has the following priorities:

- Make Croydon safer.
- Provide a better environment for people to live and work.
- Ensure that future development retains the borough's character and meets local needs.
- Give everyone a sense of belonging and restore pride in our town.
- Deliver good 'value for money' services at an affordable council tax.

3. Some of Our Past Achievements

Over the past 3 decades the Council has developed a range of flexible working arrangements and family friendly employment policies aimed at creating a work environment which reflects the differing needs of male and female staff. We have also worked closely with community groups to identify gender inequality and to develop initiatives to tackle that inequality.

Flexible & Family Friendly Working Policies

Addressing under-employment will become more urgent as the drive to attract skills intensifies. It is becoming more important that women returning to work are able to fully utilize their skills, experience and knowledge. Often women return to work at lower levels of status and income in order to fit work around their family life. The Council's flexible working policy, Worksmart, provides one mechanism to harness the skills of women returning to work by enabling more flexible ways of working including working from home.

Job sharing, paid leave to care for dependents and career breaks have been at the core of the Council's family friendly human resources policies which have often gone beyond legal requirements. All these policies are open equally to men and women, however in an organisation that has 75% female employees compared to 25% male employees it is reasonable to expect a greater take-up of these policies by female staff. National research has demonstrated that women tend to have primary responsibility for childcare and other dependent care which often results in a greater take up from female staff of family friendly policies.

Staff survey

During 2006 The Work Foundation was engaged to conduct a staff opinion survey on behalf of the Council. The results, which included a gender breakdown or responses, have been analysed and action plans developed within departments. The department returns will be analysed to identify where gender based responses raise corporate equality issues for addressing within the second and third years of the scheme.

Equal pay

In the Council nearly 41% of women work part-time compared to 5% of men and 52% of the total workforce and 45% of female employees earn less than the Council's average salary (£21,000). Information and statistics available nationally show that women and Black and Minority Ethnic groups are concentrated in a narrower range of occupations associated with low pay and part time working (2001 census).

Action to reduce occupational segregation within the Council's workforce and attracting people to work in non-traditional areas forms part of this Scheme. The Council is seeking to address these inequalities through a single job evaluation process and harmonising terms and conditions for all staff.

Domestic violence policies and the creation of a Family Justice Centre.

The Family Justice Centre model is based on the concept that family violence incidents and murders are preventable crimes. Women, men and children are still dying on a weekly basis, families are still torn apart and children are living with the memories of their trauma for a lifetime.

We believe that by implementing this model we can stop the violence that preys upon one generation after another. Family Justice Centres work from the belief that victims of violence and abuse are more likely to live if we wrap them in services and support.

Croydon Family Justice Centre opened its doors in December 2005 and is the first such centre in Europe. It is already demonstrating outstanding results and benefits for families. In particular the centre has created more opportunities for male, disabled and same gender victims of domestic violence to seek support.

The Family Justice Centre initiative in Croydon has arisen from strong formal partnerships we have developed in the area of domestic violence and family violence work between a number of U.S. states, the U.S. Government and London.

Croydon has built a strong network between colleagues in the domestic violence and family violence field in New York, Boston, Atlanta, Florida, San Diego, Minneapolis, Duluth, Phoenix, and Washington. We are privileged to have access to the learning and success of these partners, in particular New York and San Diego.

This knowledge has provided us with new methods of working and 'real' long term solutions to ending the day to day experience of the thousands of families in this country experiencing abuse in the home.

Child Abuse Not Prostitution

The sexual exploitation of children and young people, especially of indigenous young people, is still ignored in most authorities. Despite the existence of a London Protocol, the signs and symptoms of this form of abuse are generally ignored. The exploitation of the most involved children and young people is sometimes visible. In these cases, girls are often referred to as child prostitutes and boys, as rent boys.

The implication that the young person had free choice about the activity is incorrect. Exploited children are most often pushed by something which is unsafe at home, towards exciting, dangerous adults who use attention, affection and threats to create a dependent exploitative relationship.

In Croydon, the Local Authority has actively invited referrals of children and young people showing the signs and symptoms of exploitation, created plans for them and offered specialist outreach to 14 young people in the last year.

Equality in Enterprise.

Croydon Council has identified the need to encourage people from backgrounds traditionally under-represented in business and enterprise to develop the confidence and skills in setting up their own businesses and social enterprises. The Council was successful last year in its bid for Local Enterprise Growth Initiative funding to develop this work which is particularly aimed at disabled people, lone parents, women and people from Black and Asian Heritage Communities.

Crime and fear of crime

Croydon conducts an annual survey to gauge attitudes to crime. A significant outcome of this has been the disparity between experience of crime and fear of crime. While men are significantly more likely to be victims of crime, men feel safer (41%) going out at night than women (30%). The town centre is one area where people feel particularly unsafe in the evenings. We have developed a Safer Taxi Marshall Scheme which not only helps to reduce town centre violence but also reduces the risk of women using unlicensed cabs.

The Council recognises that our current system for recording incidents of anti-social behaviour does not enable us to analyse cases by gender. In future, this should be possible as data on anti-social behaviour will be entered into a new database which is capable of providing this information.

Women living on council estates more often say they are afraid of crime and so programmes to improve community safety are particularly important. The Council has developed a strong, well-resourced anti-social behaviour policy within its housing strategy. All complaints are taken very seriously and investigated, and tough action taken where necessary. The policy deals with all hate crimes, including harassment due to hatred of a person's gender.

There are some specific steps the Council is taking to tackle harassment:

- Our conditions of tenancy have been revised to state that anti-social behaviour, which includes hate crimes, is a ground for obtaining a possession order or demoting the tenancy. The demotion of a tenancy reduces the tenant's rights and enables the Council to evict more easily if the anti-social behaviour persists. Specific reference is also made to domestic violence, which emphasises that domestic violence is a ground for eviction.
- Council policy on anti-social behaviour includes responding quickly to reports

of graffiti. In particular, graffiti that is sexist, racist or homophobic, whether on an individual home or elsewhere on an estate or council-owned property, is removed within 24 hours.

- We will continue to develop the neighbourhood warden service, which provides a strong and visible local security presence on estates, which is particularly appreciated by older people and women with children, who spend more time in their local neighbourhoods.

4. Stakeholder and Community Involvement

Croydon Council has received national recognition for its partnership working and involving communities including Beacon status for getting closer to communities and supporting the voluntary sector. Croydon has also been nationally recognised for its partnership work with our strategic partners in the public and private sector and with the voluntary sector.

Our on going and close working relationships with our strategic partners, and community groups, ensure that we can share good practice and that work in developing new strategies and action plans reflects the priorities of the community. In addition the Council regularly seeks feedback from service users and customers through a range of mechanisms.

Croydon Talkabout is our citizen's panel of volunteers who respond to regular survey questions. The panel responses can be disaggregated by gender, disability and ethnic heritage. Ad hoc consultation through customer surveys, focus groups etc. is also used to identify inequality in delivery of services.

The Housing Department collects information, including about gender, from its customers - council tenants, people applying as homeless or applying to go on the housing register, and others seeking advice and services from the Council. Traditional forms of representation are often unattractive for women with childcare responsibilities and so alternative forms of consultation have been developed, such as the Housing Sounding Board and assistance is given with childcare costs and travel. Social Services have their own equalities "Equa" group for consultation and other service user/customer panels and partnership groups.

Community groups representing both men and women, interested individuals and stakeholders such as strategic partners, the BME Forum and Unions have been consulted on the development of the scheme. The development of the scheme has also been informed by the feedback from the Community Network "Action on Creating a More Equal and Inclusive Croydon" event. In particular the need to ensure that gender equality is better recognised within impact assessments and the need to ensure that services and the way we communicate reflect the

differing needs of men and women were highlighted. These priorities have been addressed in the scheme.

The published scheme was published on 30th April but also allowed for further consultation with the opportunity for final revision at the end of May. Specific focus groups on the scheme are being organised for May. The scheme will be a “live” document with the first year of the scheme and action plan also subject to a full review. This review will include the further involvement of community groups and stakeholders.

5. Equality Impact Assessments

Equality impact assessment is the process of assessing the impact of existing or proposed policies and practices in relation to their consequences for equality for different groups of people e.g disabled people, gay men, women, people with a minority ethnic heritage. It includes looking for opportunities for positive impact on equal opportunity that may have been missed or that could be better exploited, as well as the detection of actual or potential discrimination.

Croydon Council has a policy of carrying out full generic equality impact assessments on all its high level policies and all other decisions which could have a significant impact on equality for one or more groups who experience discrimination. In addition all reports to Cabinet and/or Committee should include a report of the outcome of the impact assessment.

The Council believes that effective equality impact assessments are key to promoting equality through the Council’s policies and practices. Training for managers conducting impact assessments has resulted in over 90 managers receiving training on our generic equality impact assessment scheme. A review of impact assessments that have been conducted shows however that there is still some inconsistency in approach across the Council.

It is believed that the process could be more effective with more guidance available for managers and a revision of the template for recording impact assessments. As part of the review of the equality impact assessment process Equalities Officers will be preparing new guidance which will include specific guidance on identifying the potential impact of decisions for gender equality.

6. Our Objectives

- Reduce occupational segregation.
- Increase opportunities for women to run their own businesses.
- Close the gender pay and skills gap.
- Develop greater awareness of the differing needs of women and men among decision makers.

- Improve our communication methods to ensure women and men are communicated with in ways appropriate to them.
- Support victims of gender based crime, e.g. domestic violence.

7. The Corporate Strategy

The Gender Equality Scheme and Action Plan represent our corporate objectives and actions to promote equality for women and men. Departments also have within their core strategies and action plans areas of work which are relevant to meeting the gender duty. Further information on work being undertaken in individual departments should be requested from the respective department.

a. Strand: Mainstreaming gender equality into all decision making and practices.

Mainstreaming means placing the promotion of equality for men and women at the heart of everything the Council does. Management practices and processes at all levels which raise the profile of gender equality are core to this process. Mainstreaming is achieved through effective leadership and commitment to equality at all levels of the organisation.

Objective: Ensure Equality Impact Assessments are meeting the gender duty objectives

A full review of the Council's Equality Impact Assessment Scheme is presently being conducted. Part of this review is to ensure that in assessing for impact due weight is being given to assessing the impact on equality for men and women. The Council believes that effective equality impact assessment is an essential tool to eliminating discrimination and promoting equality.

All decisions reported to Cabinet or Council Committee require a statement setting out the main findings of the impact assessment. This includes the actions identified for overcoming any negative impact and any opportunities which will further promote equal opportunity for men or women. Clear guidance on assessing the impact will be included in a new toolkit for impact assessments.

Objective: Meeting the communication needs of men and women

The way we access information can differ depending on our gender, age, social/economic status, marital status, disability, culture and belief. For example young mothers may find that information provided through a nursery or play group will be more accessible than via the internet or news media. The Sahelee (Girlfriend) Project in 2003 identified problems for young Asian women getting information about support and services.

The Council is reviewing the way it communicates to develop a standard which should ensure we can meet the differing needs of a diverse community. The standard will be based on a number of principles which will include;

- Consulting service users and customers on preferred methods of communication.
- Providing information through a range of formats and channels.
- Signposting other services.
- Ensuring information meets service user's needs.

Objective: Provision of guidance and training on gender equality.

Equalities staff will be working with Learning Development Staff to identify the equalities training needs of staff, particularly focusing on short briefing sessions on particular topics rather than formal training days. This will enable us to be more flexible in providing training and tailoring training for specific groups of staff.

Equalities staff are also working closely with the Customer Focus team on the "Think Customer" campaign to improve customer care. As part of the campaign there will be a specific focus on equalities in November 2007. Gender issues will be included in the activities for this month.

During 2007 Equalities staff will be developing an equalities and diversity handbook for staff on the internal "Intranet" site. This will bring together all the Council's equalities policies and guidance. As part of this work we will be identifying opportunities for new guidance to assist staff in meeting the gender equality objectives.

Develop a policy on equality for transgender men and women

The gender duty means that from April 2007 public authorities will be required to have due regard to eliminate discrimination and harassment on the grounds of gender re-assignment in the field of employment and vocational training (including further and higher education). From December 2007 this duty will extend to the provision of goods and services.

Transgender people are those who identify their gender to be different from their biological sex. Some undergo a process called gender re-assignment which may include medical treatment and surgery in order to live their lives in accordance with the gender in which they identify.

Transgender people often experience harassment, including verbal abuse and physical violence and discrimination in recruitment, promotion and other employment aspects as well as in receiving goods and services. Since 1999 the Council has had a policy of supporting staff going through gender re-assignment. The Council will develop a policy to protect all transgender people from

harassment and discrimination in employment with, or in receiving goods and services from, the Council.

b. Strand: Mainstreaming gender equality into all Human Resources policies and practices.

Objective: Implementation of Single Status for employee pay and conditions of employment.

At present local authorities have different systems for determining the pay and conditions of staff based on broad occupational groupings. As a result historic anomalies in pay and conditions have developed which cannot be justified under gender equalities legislation. The council is seeking to address these inequalities through a single job evaluation process and harmonising terms and conditions for all staff. A priority for the Human Resources Division is to achieve one set of conditions covering all staff. This is called "Single Status".

Objective: Data gathering and analysis of gender equality in Croydon Council

Historically, up-to-date and accurate monitoring information has been difficult to gather and analyse within the Council for reporting purposes. A data audit in 2006 of all Council employees enabled Human Resources & Organisational Development to up-date employee information, including information relating to equalities. Information from the data audit has been uploaded into CHRIS, which is the Council's new human resources and payroll system.

Currently the priority for implementing CHRIS is payroll and once fully developed and implemented it will enable better monitoring and reporting of equalities information too. During the first year of this scheme HR & OD will continue to gather and analyse statistical data relating to gender equality. This quantitative data will be supplemented with information gathered and analysed from the Staff Survey, focus groups and surveys to determine actions for years 2 and 3 that reflect the needs and make-up of Croydon Council.

c. Strand: Promoting equality for men and women through partnership working and community leadership

Objective: Ensure under-represented groups within business and enterprise are assisted and given equal opportunity through the local enterprise growth initiative.

Historic stereotyping of men's and women's roles has led to the under-representation of men and women in certain occupational groups. The Council will continue to use its community leadership role and partnership working to

develop opportunities for, and encourage, men and women to choose training and occupations that have traditionally been the choice of the opposite gender.

Working through Croydon Enterprise the Council is developing strategies for addressing the under representation of women and men in certain areas of business and enterprise. The particular focus of the strategy is to ensure people from BME backgrounds, people with disabilities, lone parents, women etc are given access to all opportunities presented through the Croydon Enterprise programme.

Objective: Work with our strategic partners and community groups to ensure the gender duties are implemented across Croydon

Through our close working with community groups and Croydon Voluntary Action we will be seeking to identify objectives for guiding our work in years 2 and 3 of the scheme. This will form part of the first year review of the scheme and development of a new action plan from April 2008.

In September 2007 the Safer Croydon Partnership will be conducting a survey of people's views about crime through Croydon Talkabout. The responses to this survey will be analysed to identify specific issues in relation to the gender of respondents. This information will inform the partnership's gender equality objectives for 2008/9.

Croydon Police have just established a new Diversity Forum with partner and community representatives. The Council will play a full role in the Forum to ensure that in conjunction with our strategic and community partners we can work together to reduce inequalities caused by crime.

Teenage pregnancy rates in Croydon are higher than the average for England and 13% higher than the London average, with 362 under 18 conceptions in 2004. The local population has high levels of vulnerable groups of young people known to be at higher than average risk of teenage conceptions e.g. looked after children and certain BME groups. National best practice guidance drawn from 'Deep Dive' exercise is being used to review local action.

Current focus is to strengthen: Sex and Relationship Education (SRE) in schools; Targeted work with looked after children; SRE training for Connexions, Youth Workers and Social Workers; Youth service delivery of sexual health related curriculum; local sexual health promotion.

A high proportion (46%) of homeless applicants are lone parent households, usually headed by women. Single parents are treated in the same way as couple households for rehousing purposes. The Council currently has a target through the Local Area Agreement to reduce homelessness affecting families with children caused by exclusion from the home of parents, relatives and friends by 27% between 2006 and 2009. Already significant reductions in homelessness

and the use of bed and breakfast accommodation have been achieved and greater choice in rehousing options is now available

d. Strand: To tackle gender based crime

Objective: Work towards developing borough-wide strategies for Family/Domestic Violence, Hate Crime and Sexual Offences including sexual exploitation.

Croydon has the country's first Family Justice Centre, a multi-agency one-stop shop providing advice to victims of abuse, their children and close relatives on a range of matters including medical and legal services, police officers, probation officers, doctors, counselors, advocates, social workers, housing providers, benefit advice, education providers, children's services, and adult education groups, all from a centralised location.

Support can be accessed equally by women, men and same gender partners experiencing abuse or violence in family relationship. The aim of the service is to ensure that all victims of domestic violence receive support appropriate to their needs.

The Housing Department provides a housing adviser once a week to give advice to the centre's clients on housing options available, including measures to protect rights to their home, where appropriate. If necessary, emergency accommodation is arranged. Already significant reductions in homelessness and the use of bed and breakfast accommodation have been achieved and greater choice in rehousing options is now available.

We have developed a short stay safe house for women who are waiting for security works, or for legal actions such as injunctions and exclusion orders, to be carried out. This provision opened in August 2006 and offers 5 self contained units. This is a major improvement in local facilities for women from minority cultural backgrounds who may have been discouraged from leaving a violent home by the prospect of sharing cooking or bathing facilities in a bed and breakfast hotel or a refuge.

In 2004, the Housing Department set up the Sanctuary Project which provides help to make people's homes safe and secure from ex-partners or other perpetrators. This ranges from locks to the outside of properties and safe rooms inside should external security be breached. The security works are identified by the police and funded by the Housing Department. As a result, there has been a downward trend in homelessness due to domestic violence since 2004/05, when there was a 34% drop, followed by a 71% fall last year.

Following a successful Invest to Save Bid the Council will be recruiting new staff to offer outreach to 30 young people at medium and high risk of sexual

exploitation and undertaking work with 50 young people who go missing from home or care (the most frequent indicator of exploitation). The Police will be providing a specialist officer placed within a revamped Missing Persons Unit in order support exploited young people who report crimes and take action against the areas most prolific offenders.

We will be providing training, co-working and supervision to build capacity within the voluntary sector, as well as building an intelligence network, so that we can continue to deal with this issue in the long term.

e. Strand: Monitoring progress on meeting objectives

The Corporate Equalities Board has the main on going corporate responsibility for ensuring that the Council’s actions to meet the equalities duties are implemented. The Board is comprised of Senior Managers and Equalities Leads from each Department and reports regularly to the Council’s Corporate Management Team.

The Corporate Equalities Board will receive reports quarterly on progress in meeting the objectives in the scheme and on actions within departments to meet the statutory duties. This in turn will be reported to the Council Management Team. The Corporate Equalities Board is chaired by the Director of Policy and Corporate Services who is a member of the Council Management Team and will ensure two way communication between the Board and the Management Team.

Progress on meeting our objectives in the action plan will be reported annually to the Cabinet. This report will be a publicly available document published on the Council’s website and available in hard copy and accessible formats on request. Meetings of the Council Cabinet are also broadcast live on the Council’s website.

While the government sets indicators for Council performance through mechanisms such as Best Value, Local Area Agreements and the Equality Standard, the Council will be asking Croydon people what equality for men and women should look like. Through this process we will endeavour to set indicators of progress which are relevant to people’s everyday lives.

8. Glossary of Terms

Best Value	Government regime for setting performance targets for councils
BME / Black and Minority Ethnic	Refers to people who identify as having heritage other than White British.
Cabinet	The main policy making body of elected Members of the Council
Croydon Enterprise	A not for profit company set up by the

	council to deliver the Local Enterprise Growth Initiative
Corporate Equalities Board	The committee of senior managers from each department of the Council with responsibility for ensuring equalities policies and strategies are implemented
Council Management Team	Effectively the Council's Board of Directors chaired by the Chief Executive
CHRIS	Croydon's Human Resources and payroll information System
Equality Standard	A scheme where public bodies self assess their performance in promoting equality against government set standards
Gender based crime	Primarily refers to crimes where people are victims because of their gender e.g. rape, domestic violence but can refer to crimes where the victims and/or perpetrator are usually of one gender e.g. young men
Human Resources & Organisational Development (HR&OD)	The Council division responsible for setting staffing policies
Local Area Agreements	Performance targets agreed with partners at local level but reported to Government
Local Enterprise Growth Initiative	A government funded scheme for encouraging local people to set up their own businesses and social enterprises.
Worksmart	A system of flexible working arrangements which enables staff with specific needs, e.g. dependent care or disability, to agree work patterns which meet their and the council's requirements

9. Gender Equality Action Plan

Mainstreaming Gender Equality into all decision making and practices			
Objective: Ensure Equality Impact Assessments are meeting the gender duty objectives			
Action	Year	Responsibility	Progress to date
Develop clear guidance for staff on assessing for impact on men and women	1	Equalities & Community Partnership Unit	
Conduct briefings sessions for relevant staff on assessing gender impact of policies	2	Equalities & Community Partnership Unit with Human Resources	
Develop clear gender equality criteria for the Impact Assessment Toolkit	1	Equalities & Community Partnership Unit	
Regularly review Equality Impact Assessments to ensure the effectiveness of the process for promoting gender equality	On going	Corporate Equalities Board	
Objective: Ensure all council communication meets the differing needs of men and women			
Action	Year	Responsibility	Progress to date
Ensure that the Corporate Communication Standard recognises the need to make information accessible to men and women	1	Corporate Equalities Board	
Research through community groups the specific differences in communication needs for men and women	2	Equalities & Community Partnership Unit	
Develop policy and guidance on the specific communication needs of men and women	3	Equalities & Community Partnership Unit	

Objective: Provide guidance and training for staff on meeting the needs of men and women in service delivery			
Include gender equality into the Think Customer Campaign through the equality month in November 07	1	Equalities & Community Partnership Unit/ Customer Focus Team	
Develop guidance and briefings for staff on meeting the gender duty	1	Equalities & Community Partnership Unit with Human Resources	
Promote equality for trans men and women through the development of a transgender policy on employment and service delivery	1	Equalities & Community Partnership Unit	
Mainstreaming Gender Equality into all Human Resources policies and practices			
Objective: Implementation of Single Status for employee pay and conditions of employment.			
Action	Year	Responsibility	Progress to date
Carry out an Equalities Impact Assessment	1	Human Resources	
Re-evaluate all job grades (including consistency checking)	1	Human Resources	Programme of Job Evaluation started
Harmonise terms and conditions for all staff, other than those covered by teaching terms and conditions	1	Human Resources	Negotiations with trade unions under way
Adopt a single job evaluation model	1	Human Resources	
Objective: Data gathering and analysis of gender equality in Croydon Council			
Action	Year	Responsibility	Progress to date
Collate and analyse equalities data from CHRIS to determine gender inequalities in HR practices within the Council	1	Human Resources	

Conduct focus groups to gather information (attitudes/perceptions) on gender equality in the Council	1	Human Resources	
Design and conduct an internal survey/questionnaire on gender equality in the Council	1	Human Resources	
Promoting equality for men and women through partnership working and community leadership			
Objective: Ensure under-represented groups within business and enterprise are assisted and given equal opportunity through the local enterprise growth initiative.			
Action	Year	Responsibility	Progress to date
Develop a tool kit / action plan to ensure that appropriate actions are taken to ensure that the target groups – people from BME backgrounds, people with disabilities, lone parents, women etc are given access to all opportunities presented through the Croydon Enterprise programme	1	Croydon Enterprise	
Provide support and training to all delivery partners so that they are aware of their obligation to adhere to the relevant equalities legislation	1	Croydon Enterprise	
Work will be delivered with SENSE, the Social Enterprise Network for Social Entrepreneurs, who represent 15 women's social enterprises in Croydon & South London, that network with local women predominantly from BME,	On going	Croydon Enterprise working with SENSE	

disabled and low income communities;			
The WOVEN (Women Of Vision Ethnic Network) will organise workshops, seminars and conferences, building the self-esteem, confidence and opportunities for women to create their own enterprises and gain employment.	On going	Women Of Vision Ethnic Network)	
The Mighty Men of Valour events will be supported to address male issues that need to be addressed to allow more women to thrive.	On going	Economic and Strategic Development Unit working with Mighty Men of Valour	
Objective: Work with our strategic partners and community groups to ensure the gender duties are implemented across Croydon			
Action	Year	Responsibility	Progress to date
Work with all our partners to close the skills gap, widen occupational choice and reduce gender segregation	Ongoing	Corporate Equalities Board and Equality & Diversity Partnership	
Conduct a gender equality audit with community groups to identify key areas for action in years 2&3	1	Equalities & Community Partnership Unit	
Work with the Croydon Police Diversity Forum to develop responses to gender based crime.	On going	Equalities & Community Partnership Unit	First meeting attended
Analyse responses to crime survey in September 07 Croydon Talkabout by gender to identify actions for years 2 &3 by Safer Croydon Partnership groups	1	Safer Croydon Partnership & Equalities & Community Partnership Unit	
Reduce inequalities in conception rates for under 18s between neighbourhood renewal areas and the Croydon average	On going		
Tackling gender based crime			

Objective: Work towards developing borough-wide strategies for Family/Domestic Violence, Hate Crime and Sexual Offences.			
Action	Year	Responsibility	Progress to date
Ensure the Family Justice Centre provides the following services to all victims of Family/Domestic violence: <ul style="list-style-type: none"> ▪ Lay Advocacy; ▪ Legal Advice; ▪ Support to victims of family/domestic violence 	On going	Director of Family justice Centre	Family Justice Centre opened December 2005
Ensure the Family Justice Centre provides civil and criminal enforcement to prevent future domestic violence.	On going	Director of Family Justice Centre	
Develop a mechanism for consulting with the victims of domestic violence about whether they were satisfied with the service provided by different agencies	On going	Director of Family Justice Centre	
Objective: Reduce the risk of young people becoming sexually exploited			
Action	Year	Responsibility	Progress to date
Recruit new staff to offer outreach to 30 young people at medium and high risk and undertaking work with 50 young people who go missing from home or care	1	Social Services	
Provide training, co-working and supervision to build capacity within the voluntary sector, as well as building an intelligence network, so that we can continue to deal with this issue in the long term.	1	Social Services	

Monitoring progress on meeting objectives

Action	Year	Responsibility	Progress to date
Fully review the action plan after the first year in consultation with community and staff groups to develop key actions for years 2 &3	1	Corporate Equalities Board	
Report progress annually to Cabinet	On going	Head of Equalities	
Corporate Equalities Board to review progress quarterly and report to Corporate Management Team	On going	Corporate Equalities Board	
Develop with community groups local performance indicators of equality for men and women	1	Equalities & Community Partnership Unit	
Full review of scheme and development of new scheme with involvement of community and stakeholders	3	Equalities & Community Partnership Unit	

Hard copies of the scheme are available on request from: 0208 604 7114 (Typetalk)

If you would like a copy of the scheme in a format which is accessible to you, e.g.

Large print, Braille, Audio tape or in a community language other than English,

Please contact: Sue Jones tel: 0208 604 7114 or e-mail sue.jones@croydon.gov.uk

Comments on the scheme can be sent to Sue Jones, Policy and Corporate Services, Croydon Council, 7th Floor Taberner House, Park Lane, Croydon CR9 3JS.