

## **TAY ROAD BRIDGE JOINT BOARD - GENDER EQUALITY SCHEME**

### **INTRODUCTION**

The Tay Road Bridge Joint Board is opposed to all forms of gender discrimination and harassment.

The Board is committed to taking all steps in its power to fulfil its duties under the Sex Discrimination Act 1975 and any other relevant laws or statutory codes. The General Duty under the Sex Discrimination Act 1975 is to promote gender equality and to have due regard to the need:

- To eliminate unlawful discrimination and harassment;
- To promote equality of opportunity between men and women.

The specific duties under the Sex Discrimination Act 1975 are:-

- a) Prepare and publish a Gender Equality Scheme;
- b) Gather information on the effect of its policies and practices on women and men;
- c) use this information to inform its work;
- d) consult employees, service users, trade unions and others.
- e) assess the impact of its policies and practices or the likely impact of its proposed policies and practices

### **GENDER EQUALITY AIMS**

The Board will continue to work towards achievement of the following aims:-

- To analyse the gender profile of the current workforce and to devise an action plan to redress any imbalances found;
- To ensure that all employees are trained in how to implement this scheme as is relevant and appropriate to their jobs;
- To establish a system for assessing and consulting on the likely impact of the Board's policies on men and women;
- To monitor the Board's existing and proposed policies for any adverse impact on women and men;
- To ensure public access to information and services.

### **GENDER EQUALITY MONITORING**

The Board is required to have in place arrangements for monitoring, by reference to gender, the numbers of

- Staff in post;
- Applicants for employment, training and promotion.

The results of the monitoring are reported to the Board annually.

The Bridge Manager, in conjunction with Dundee City Council's Personnel Department will continue to analyse the monitoring data and develop action plans where appropriate.

### **TRAINING**

The Board is required to identify and put in place arrangements for training its employees in relation to its duties to promote equality of opportunity between men and women. The Board will ensure that the Tay Road Bridge's employees receive adequate training in these areas.

The Bridge Manager will continue to ensure that the induction programme includes information on the Gender Equality Scheme.

### **ESTABLISH A SYSTEM FOR ASSESSING AND CONSULTING ON THE LIKELY IMPACT OF THE BOARD'S POLICIES ON THE PROMOTION OF EQUALITY BETWEEN MEN AND WOMEN**

The Sex Discrimination Act 1975 requires the Board to undertake a Gender Equality Impact Assessment (EQIA). An EQIA is a systematic analysis of how a proposed or existing policy, strategy or function, would affect women and men and considers alternatives where evidence of adverse impact exists. The Board has adopted Dundee City Council's EQIA process and training is provided to all relevant employees.

### **MONITOR THE BOARD'S EXISTING AND PROPOSED POLICIES FOR ANY ADVERSE IMPACT ON THE PROMOTION OF EQUALITY BETWEEN MEN AND WOMEN**

The Board requires all new policies to be screened for adverse impact on equality groups and a full EQIA completed where appropriate. It is also committed to screening all its policies and practices to determine priorities for EQIA and develop action plans. The results of screening of existing policies may be consulted on the Tay Road Bridge website.

### **CONSULTATION**

In accordance with the Specific Duty to consult employees, the Bridge Manager arranged for all employees to receive a draft copy of the scheme. The views of all employees have been sought on the draft scheme and on gender-related issues.

### **PUBLIC ACCESS TO INFORMATION AND SERVICES**

This Scheme will be published and circulated to all members, officers and employees of the Board. Copies will be available from The Tay Road Bridge, Administration Office, Marine Parade, Dundee, DD1 3JB. The Scheme and the annual Employment Monitoring statistics will also be placed on the Board's website at [www.tayroadbridge.co.uk/trb-home.html](http://www.tayroadbridge.co.uk/trb-home.html). Translations will be made available on request using the services of locally identified translators.

### **COMPLAINTS**

To date the Bridge Manager has not received any complaints in respect of Gender Equality issues. The existing methods for complaints will be reviewed and a recommendation made on the most effective method(s) for raising and dealing with complaints.

### **DURATION AND REVIEW**

This scheme is intended to cover the three year period from 29 June 2010. The Board may, if considered appropriate, review the Scheme or any part of it at an earlier date in response to comments made from individuals or organisations or consultation with other bodies.