

REPORT TO: TAY ROAD BRIDGE JOINT BOARD
REPORT ON: GENDER EQUALITY SCHEME 2007 – 2010
REPORT BY: BRIDGE MANAGER
REPORT NO: TRB13-2007

1. PURPOSE OF THIS REPORT

1.1 The purpose of this report is to seek the Board's approval for the adoption of a Gender Equality Scheme which ensures compliance with the Equality Act 2006.

2 RECOMMENDATION

It is recommended that the Board:

2.1 Adopt the Gender Equality Scheme attached at appendix 1.

3 FINANCIAL IMPLICATIONS

3.1 The financial implications are minimal and will be contained within the existing budget.

4 LOCAL AGENDA 21 IMPLICATIONS

4.1 None

5 EQUAL OPPORTUNITIES IMPLICATIONS

5.1 The Gender Equality Scheme promotes equality of opportunity between men and women in accordance with the Equality Act 2006.

6 BACKGROUND

6.1 The Equality Act 2006 gives the Board a general duty to promote equality of opportunity between women and men and eliminate unlawful discrimination and harassment.

6.2 Under the specific duties covering policy and service delivery, the Board must publish a Gender Equality Scheme which states the functions and policies they have assessed as being relevant to the general duty to promote equality of opportunity between men and women.

6.3 The Gender Equality Scheme sets out the arrangements the Board has made to meet its duty by:

- monitoring policies for any adverse impact on gender equality;
- assessing and consulting on the likely impact on gender equality;
- publishing the results of the assessments, consultation and monitoring;

- ensuring that the public have access to information and services;
- training staff on the general duty;
- monitoring existing employees, and applicants for jobs, promotion and training, by reference to gender.

6.4 The Gender Equality Scheme (Appendix 1) details the actions the Board will take to meet these requirements.

7 **CONSULTATION**

7.1 The Clerk to the Board and the Assistant Chief Executive (Management), Dundee City Council, have been consulted in the preparation of this report.

8 **BACKGROUND PAPERS**

8.1 None.

9 **SIGNATURE**

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John Crerar
Bridge Manager

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Date

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 Equality Act 2006 and any other relevant laws or statutory codes. The General Duty of the Equality Act 2006 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 Equalities Act 2006 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.

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 ensure that the induction programme will include 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 Equality Act 2006 requires the Board to undertake a Gender Equality Impact Assessment (GEQIA). A GEQIA 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. The Bridge Manager will ensure that 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. An initial screening of existing policies has been undertaken and 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 were sought on the draft scheme and on gender-related issues. (Response/Action)

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. 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 2007. 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.