



# **GENDER EQUALITY SCHEME AND ACTION PLAN**

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Lead Officer/Contact:

Steve Close

Approved at Board Meeting:

# GENDER EQUALITY SCHEME AND ACTION PLAN

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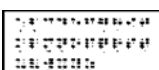
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Gender Equality Action Plan



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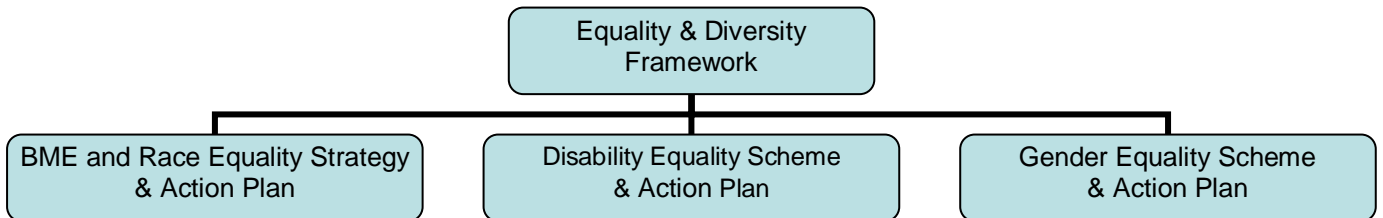
## **Foreword from Steve Close, Group Chief Executive**

We would like to thank everyone who has been involved in drafting our first Gender Equality Scheme and action plan – residents, staff, board members and other key stakeholders and partners. We would also like to thank other members of the Synergy Equality and Diversity Forum. We have worked jointly in order to adopt a series of good practice principles which we hope embrace the spirit of the gender equality duty and will bring about tangible improvements for staff and residents in the area of gender equality.

Chevin has welcomed this opportunity to challenge our current performance in the area of gender equality; to build on what we already do well, and to set challenging goals to address areas of real or potential inequality.

Our gender equality work is part of our ongoing work to address the wider equality and diversity agenda. We have ensured that our commitment to this area of work is reflected in our corporate aims, objectives and values of the organisation, with the ultimate aim of mainstreaming equality and diversity into all aspects of our work.

During 2007, Chevin developed an 'Equality and Diversity Framework'. This Framework covers age, disability, gender, sexuality, ethnicity and religion and brings together all of our Equalities policies, outlining challenging commitments for the next three years.



As with our Equality and Diversity Framework, our separate Gender Equality Action Plan focuses broadly on three key areas of Chevin's work:

- as a provider of housing
- as an investor in the community
- as an employer.

Our GES is a 'live' document, a work in progress which is subject to annual review. We welcome all comments and suggestions, both positive and negative.

Please forward any comments that you have to me:

Steve Close

Group Chief Executive

The Chevin Housing Group

Harrison Street

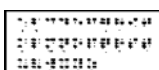
Wakefield

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or e-mail me on [s.close@chevinha.co.uk](mailto:s.close@chevinha.co.uk)



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1. **Introduction**

1.1 **What is Gender?**

The word 'gender' in terms of the Equality Act 2006 refers to men and women. A male to female / female to male transsexual person is recognised as a woman / man for all purposes in law.

The law defines transsexual people as those 'undergoing, intending to undergo, or having already undergone gender reassignment.'

The Gender Trust gives the following definitions:

**Transsexual:** 'A person who feels a consistent and overwhelming desire to transition and fulfil their life as a member of the opposite gender. Most transsexual people actively desire and complete Sex Reassignment surgery.'

**Transgender:** 'A term used to include transsexuals, transvestites and cross-dressers. A transgenderist can also be a person who, like a transsexual – sometimes with the help of hormone therapy and/or cosmetic surgery – wishes to live in the gender role of choice, but has not undergone, and generally does not intend to undergo, surgery.'

1.2 **The Gender Equality Duty**

The duty to promote gender equality is part of the Equality Act 2006 and came into force for public authorities in April 2007. The 'general duty' states that all public authorities need to have 'due regard' to the need to:

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

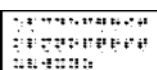
As part of the duty, public authorities are also required to eliminate discrimination and harassment against transsexual people. Designated public authorities, such as Local Authorities, the Housing Corporation and the Audit Commission, have a specific duty to produce a Gender Equality Scheme (GES). The Housing Corporation has said that housing associations should 'develop appropriate outcome-based gender equality action plans of their own.'<sup>1</sup> The Housing Corporation has also revised its regulatory requirements to take account of the new duty and updated its good practice guidance (Good Practice Note 8).

1.3 **National Changes since the 1970s**

(Taken from the EOC Facts about Women and Men 2006)

Then	Now
Only one in four of both boys and girls in England & Wales passed five O levels by the time they left school.	49% of boys and 59% of girls in the UK gain five high grade GCSEs or equivalent by age 16.
Nine out of ten men and six out of ten women of working age were in employment.	Employment rates are 79% for men and 70% for women of working age.
Around one in ten professionals were	Women hold two-fifths of professional

<sup>1</sup> *Delivering Gender Equality - Gender Equality Scheme and Action Plan*, Housing Corporation, 2007



women.	jobs but just 17% are Directors or Chief Executives of major organisations.
The gap between women's and men's full-time hourly pay was 29%.	Women earn on average 17% per hour less than men for full-time work.
Half of mothers with dependent children worked, including over a quarter of mothers of under fives.	Two-thirds of mothers with dependent children work and 55% of those with children under five.
There were only 27 women MPs or 4.3% of the UK Parliament.	Women's representation in the UK Parliament has reached one in five.

## 2. **Developing our Gender Equality Action Plan**

### 2.1 **A 'partnership' approach**

The Synergy Group was formed in 2004 in order to work with other housing associations to provide more cost effective ways of developing new affordable homes. Synergy Housing Solutions Ltd oversees the development programmes on behalf of all the housing associations in the group. The 8 regionally based housing associations in the Synergy Group are Arches Housing, Broadacres Housing, Chevin Housing, Connect Housing, Pennine Housing 2000, Sadeh Lok Housing, Wakefield and District Housing and Yorkshire Coast Homes.

In 2006, the Synergy Equality and Diversity Forum was established in order for housing associations within the partnership to:

- share good practice on equality and diversity
- identify key policy and practice areas for service improvement and
- identify methods for sharing good practice.

The Forum decided that a joint approach to developing our individual Gender Equality Schemes made good business sense. As housing providers and employers we are affected by the same key issues and share a great many goals for service improvement.

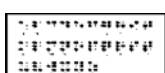
Chevin's Gender Equality Action Plan includes a series of key actions to improve our performance in the key areas identified by our own internal 'review' of Chevin's performance in the area of gender equality, as well as addressing key areas jointly identified by the Synergy Equality and Diversity Forum, residents who have registered an interest in involvement in this area of work and specialist agencies that provide housing related support to some of Chevin's residents.

### 2.2 **Business and moral case to promote gender equality**

The organisations within the Synergy Group recognise that as customer focused organisations the moral and business case for promoting all areas of equality, including gender equality, is overwhelming.



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By embracing gender equality and diversity when we employ our staff, we can benefit from greater staff retention due to reduced staff turnover, reduce absenteeism and increase motivation and commitment. We can create diverse, innovative teams to reflect and cater for the diversity of the communities that we serve. This in turn means we are better placed to understand our residents' needs and therefore we are more likely to retain and attract new custom whilst maintaining increased resident satisfaction. It will also make us more competitive.

Discrimination can have severe consequences for the individual and for the society as a whole. At its worst it can lead to psychological trauma and alienation for an individual or groups. Discrimination can manifest itself in a variety of overt and covert guises and it is something that all of us may experience at some time in our life. If we allow discrimination to succeed we reinforce negative stereotypes and prejudices which ultimately weaken democracy and undermine social cohesion. This goes against values of tolerance, acceptance and respect.

Discrimination, however it occurs will damage the reputation of the Synergy partnership and our relationship with our individual residents and staff.

### 3. **Shared issues - why do we need to focus on gender?**

In March 2008, members of the Synergy Equality & Diversity Forum undertook joint training in order to discuss best practice advice in the area of gender equality and to progress work on respective Gender Equality Action Plans.

The training addressed some of the fundamental and shared gender equality issues affecting all of us as both employers and as housing providers:

#### 3.1 **As Employers**

3.1.1 **Employment opportunities** - In 2004, the Equal Opportunities Commission (EOC) reported that a third of women in some sectors take part-time jobs below their potential due to lack of opportunities for flexible working. In addition, one in five women returning to the same employer after maternity leave came back to a lower grade or level of job.<sup>2</sup> Male employees are sometimes disadvantaged by employers who do not recognise their childcare responsibilities.

Although women make up 66% of the housing association workforce nationally, they are under-represented at senior management and at Chief Executive level.

3.1.2 **Equal Pay** - The law says that men and women are entitled to equal pay for work of equal value. However, a study carried out in 2006 by the EOC highlighted that women in full time employment earned 17% less per hour than men.<sup>3</sup>

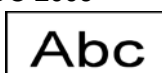
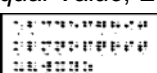
3.1.3 **Governance** - According to recent RSR data (Regulatory & Statistical Returns), women are under-represented on housing association Boards - 61% of board members are male and 39% are female.

#### 3.2 **As housing providers**

3.2.1 **Domestic abuse and violence** - Domestic abuse affects both males and females of all ages, but women are more likely to experience 'repeated and severe forms of

<sup>2</sup> *Britain's Competitive Edge: women, unlocking the potential*, EOC, 2004

<sup>3</sup> *Study on Equal Pay for work of Equal Value*, EOC 2006



violence ... The violence they experience is also more likely to have a sustained psychological/emotional impact or result in injury or death.’<sup>4</sup>

Domestic violence can occur in a range of relationships including heterosexual, gay, lesbian, bi-sexual and transgender relationships.

The Government’s Women and Equality Unit estimates that one in four women experience domestic violence in their lifetime<sup>5</sup> and the Home Office reported in 2005 that one in six men experience domestic violence at some point in their lives.<sup>6</sup> In 2006 a Unicef report stated that nearly one million children in Britain may be suffering the physical and emotional scars of domestic violence.<sup>7</sup>

The issue of forced marriage has been highlighted recently. Official figures from the Home Office show that 300 cases a year are formally reported, often but not exclusively involving people from Britain’s South Asian community. However, the Forced Marriage Unit gets an estimated 5,000 calls a year. Birmingham-based Ashram Housing Association reported that they have had 120 cases in the year up to March 2008.<sup>8</sup> Another form of gender based violence (GBV) includes the trafficking of young women and girls for sexual exploitation, and Europe’s first dedicated centre for victims of people trafficking opened in Sheffield in 2006.

Gender based violence remains a ‘hidden’ crime with the majority of incidents going unreported by both male and female victims.

As housing providers, we need to be clear on our responsibilities in relation to domestic violence and other forms of gender based violence.

### 3.2.2 **Homelessness**

There are many factors which could lead to a person becoming homeless and some of these may be gender specific. For example, young pregnant women, or victims of domestic abuse seeking refuge, who are mainly female and often accompanied by children. Research shows that there are a higher proportion of young homeless males than females between the ages of 16-24 applying for housing via local authorities, but the number of young homeless women is on the rise. In addition, there are a higher number of male ex-offenders being referred to specialist supported housing schemes.

### 3.2.3 **Resident involvement**

As housing associations, we need to ensure that our opportunities for resident involvement reflect the profile of our own customer base and are sensitive to the individual circumstances of our residents.

### 3.2.4 **Procurement**

Whilst employing external contractors and consultants, we need to be mindful of how we influence the organisations we work with in order that they deliver fairer services and promote equality and diversity through their work.

## 3.3 **Issues affecting all areas of our work**

### 3.3.1 **Transgender Equality**

<sup>4</sup> Women’s Aid

<sup>5</sup> *The Cost of Domestic Violence*, Women and Equality Unit, 2004

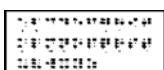
<sup>6</sup> *The British Crime Survey*, Home Office, 2005

<sup>7</sup> *Behind Closed Doors – The Impact of Domestic Violence on Children*, United Nations Children’s Fund, 2006

<sup>8</sup> *Housingnet* – March 2008



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Recent legislation has recognised the discrimination and prejudice often suffered by transsexual people. Legislation includes:

- Gender Reassignment Regulations 1999
- Gender Recognition Act 2004
- Equality Act 2006
- EU Gender Directive 2004/113/EC

This legislation addresses areas including employment and vocational training, the legal recognition of a transsexual person's 'acquired gender', eliminating unlawful discrimination and harassment on the grounds of sex, and discrimination and harassment in goods and services. As housing providers we need to ensure that we are aware of the issues faced by transgender staff and residents and work to address them.

### 3.3.2 **Harassment and anti-social behaviour based on gender**

All harassment constitutes unwanted behaviour that demeans, humiliates and undermines a person. This can include unwelcome physical, verbal or non-verbal conduct. Sexual harassment, based on gender, is an infringement of personal dignity and can seriously affect working and social conditions for men and women, including transgender staff and residents.

As Housing providers and employers we need to treat gender based harassment, with the same seriousness that we treat other forms of harassment and to also make sure that we address issues of harassment or anti-social behaviour based on a person's transsexual status or 'perceived' gender.

## 4. **Background - gathering information and monitoring performance**

### 4.1 **What do we know about our own tenants and staff?**

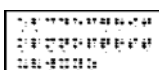
4.1.1 **Tenant profile by gender** - In 2006 Chevin embarked on the task of profiling its tenants and occupants. We called this our 'CENSUS'. As at October 2006, we knew that we had more female (61%) tenants than male tenants (38%). The other 1% was recorded as 'not known'. This is a higher ratio of female tenants than the national average as recorded by CORE for the year 2005/06 (54% female). More up-to-date figures based on April 2008 figures demonstrate that the female to male tenant ratio has not changed much since October 2006. The percentage split of all tenants, including joint tenants by gender is 60% female, 38% male and 2% not known.

As at November 2007, over one fifth of our tenants were aged 65 and over (22.9%). Of this percentage there is a large difference between the numbers of male and female tenants. 61.9% of our tenants aged 65 or over are female and only 38.1% are male.

4.1.2 **Gender profile of supported tenants** - The Supported Housing Department directly manages 260 units of accommodation ranging from shared houses to individual flats, houses and bungalows. The gender split shows a slight bias in favour of women with 124 men and 151 women being accommodated as at 31 March 2008. Of the 260 units in management 115 are extra care apartments and bungalows currently accommodating people between the ages of 60 and 95 and the gender mix reflects the fact that generally, women live to a greater age than men.



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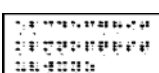
The department also works in partnership with specialist agencies that provide housing related support to their identified client group and in a number of cases our partner agencies also provide housing management for the schemes that they support. For this reason it is not possible to provide information with regard to the gender of residents within these schemes at any given date. However we are able to provide this data for all new residents accommodated during the year, i.e. 1 April 2007 to 31 March 2008.

Managed by	No. of Units	Designated Length of Tenancy	Men	Women
Rethink	40	Permanent/ Medium	1	1
Action Housing Rotherham	12	Short term	23	29
	15	Medium term	10	1
	14	Medium term	2	
Action Housing Sheffield	12	Medium term	4	
Doncaster Alcohol Services	11	Medium term	10	1
Foundation – Cygnet House	8	Medium term	3	7
Horton Housing	20	Short term	41	
New Roots	11	Medium term	1	8
SHAP	4	Medium term	2	
Target	3	Medium term	2	
Richmond Fellowship	8	Medium term		2
YWCA Mexborough	13	Medium term		10
YWCA Rotherham	10	Medium term		12
Wilf Ward Family Trust	9	Permanent	1	
Womens Aid Doncaster	7	Short term		46
Womens Aid Rotherham	10	Short term		38

*Gender Split of Supported Housing Residents 1 April 2007 – 31 March 2008*

The projects managed by the Supported Housing Department have been and continue to be specifically commissioned to meet an identified need within that area and are most often commissioned by the local authority. This does mean that some schemes specifically support one gender only. For example Womens Aid manage refuge facilities for women and children fleeing violence, YWCA provides support to single teenage girls/young mothers. Whilst New Roots do support all young people at risk, slightly more than half of the properties they manage are designated accommodation for teenage parents therefore the majority of their clients are young women. In contrast to these projects Chevin's schemes managed by Horton Housing Association are specifically for single homeless men and clients supported by Action Housing and Doncaster Alcohol Services tend to be predominantly male.

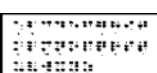
- 4.1.3 **Board and Committee membership by gender** - Chevin currently has ten male and two female Board members on the Parent Board, and we have highlighted this as an area to address in the current review of our Governance structure. As at March 2008, the ratio of male:female members of our subsidiary Harewood Board is a more even split of five male board members and three female board members and for our Operations Committee we have a ratio of six males and four females.



Staff, board and resident membership of our Equality and Diversity Steering Group stands at an even split of 8 female and 8 male representatives.

- 4.1.4 **Domestic Violence** - Recent figures show that Chevin has had only five reported incidents of domestic violence from our tenants between January 2005 and March 2008, despite trying to raise the profile of the issue via our newsletter and publicise our zero tolerance approach. We recognise that many incidents of domestic violence must still be going unreported and we will do our best to tackle this serious problem of under-reporting, and to emphasise our victim-centred approach towards dealing with domestic violence.
- 4.1.5 **Property Sales and Shared ownership by gender** - Figures for property sales over the past year, both outright sales and shared ownership sales, reflect a larger number of single female applicants (32) than male (22) and an larger number of male / female heterosexual couples (37). There were no applications from single sex couples and this could be an area for further investigation. However, once again the numbers involved are small and may need to be treated with caution.
- 4.1.6 **Resident involvement by gender** - As at March 2008, Chevin has a total of 295 residents on our resident involvement 'directory'. These are residents who have said that they would like to get involved in Chevin's work in one way or another. Of this total, 179 are female and 116 are male. However this ratio reflects the fact that the number of 'involved' residents aged 65 and over exceeds other individual age groups. This in turn reflects the higher number of female tenants that Chevin has in the 65 plus age group. Our 'Armchair' panel has 111 members in total, with 42 male and 69 female.  
Representation at Chevin's four regional Residents' panels as at March 2008 is fairly evenly split between men and women (Sheffield – 10 male / 4 female, Selby – 4 male / 8 female, Wakefield – 3 male / 6 female, Leeds – 7 male / 10 female.)
- 4.1.7 **Recruitment / staffing by gender** - Recruitment and employment figures analysed by gender reflect the following:

	<b>Male</b>	<b>Female</b>
<b>Managers in post (as at March 2008)</b>	19 (59%)	13 (41%)
<b>Recruitment – applications received</b>	185 (45%)	224 (55%)
<b>Recruitment - interviewed</b>	61 (45.5%)	73 (54.5%)
<b>Recruitment – successful person (All recruitment figures cover the period April 2007 to December 2007)</b>	15 (36%)	27 (64%)
<b>Childcare voucher system (as at March 2008)</b>	3 (30%)	7 (70%)
<b>Staff leaving (April 2007 to March 2008)</b>	9 (41%)	13 (59%)
<b>Number of cases of sexual harassment</b>	0	0
<b>Staff (Breakdown into type of work - as at March 2008)</b>		
Admin / Clerical / Customer Services	5 (12%)	36 (88%)
Director	5 (100%)	0 (0%)
Manager (2 <sup>nd</sup> Tier)	8 (53%)	7 (47%)



Manager (3 <sup>rd</sup> Tier)	6 (50%)	6 (50%)
Manager (4 <sup>th</sup> Tier)	4 (44.5%)	5 (55.5%)
Manual	20 (71%)	8 (28%)
Officer	32 (36%)	57 (64%)
Estate Officer / Warden	1 (14%)	6 (86%)

Chevin has implemented a wide range of family friendly policies to benefit both male and female staff members (see section 5.3.) and we have highlighted a series of actions in our Gender Equality Action plan that will enable us to build on the progress that we have made to date.

#### 4.2 **What have our residents and staff told us?**

Chevin routinely analyses satisfaction surveys by gender to ensure that residents and staff are satisfied with services, or with Chevin as an employer.

Results of Chevin's most recent staff survey were published in November 2007. Of Chevin's 198 staff, 92 members returned a completed survey, a response rate of 46%. Over two thirds of respondents completed an equal opportunities monitoring form. Of the two thirds who completed a monitoring form, 22 were male and 42 were female. However, as some staff did not complete the monitoring form, it is difficult to establish a full picture of the gender of those who completed the satisfaction survey. It also makes comparison of staff satisfaction by gender difficult and means that the figures need to be treated with caution. Figures for overall satisfaction with Chevin as an employer were male 91% and female 97%, and satisfaction with individual job were male 82% and female 95%.

Satisfaction surveys and key service areas such as applications, lettings, repairs, legal action taken, resident involvement and rent arrears, have also been analysed to establish satisfaction rates amongst residents by gender. Figures for 1<sup>st</sup> July to 30<sup>th</sup> September 2007 for key service areas have highlighted some areas for further investigation – specifically legal action taken against residents by gender, resident involvement by gender and rent arrears by gender. However, once again these figures need to be treated with caution due to the small numbers involved.

The most recent 'STATUS' satisfaction survey carried out in Autumn 2007 indicated that there are only minor differences in satisfaction between male and female tenants. Overall findings suggest that 'female only' households are marginally more satisfied than mixed households and that these in turn are marginally more satisfied than 'male only' households - however the differences are small. Male only households are marginally less satisfied with the services provided 83% (female 86%), ease of contact 69% (female 72%) and the repairs service 81% (female 84%).

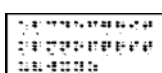
#### 4.3 **Current good practice - employment**

Chevin's vision is to be "The Employer of Choice". In this context we aim to establish a culture where all staff take a pride in working for the diverse communities that we serve and where we manage our staff in a fair manner with dignity and respect.

Chevin is committed to developing the professional skills of all staff regardless of gender. Chevin supports all staff who want to achieve professional/educational qualifications by:



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- Paying the course fees
- Giving day release including payment for mileage and parking
- Giving time off to study for exams
- Paying for professional subscription fees
- Offering a financial reward on achievement of the qualification

Chevin also provides assistance towards non work related training.

All staff have regular 1 to 1 support and supervision sessions and annual appraisals in order to support continuous development.

Chevin supports the personal wellbeing of all staff regardless of gender by providing a generous company sick pay to all staff, including support and counselling services. Chevin allows staff up to 12 hospital appointments per year in work time. In addition, we have implemented a range of family friendly policies:

- **Working hours** – Chevin offers flexible working hours for both male and female staff and the option to work from home.
- **Maternity & Adoption Pay** - We offer the following generous occupational maternity/adoption pay for staff who have completed two year's continuous service:
  - 13 weeks full pay
  - 13 weeks half pay
  - 13 weeks at statutory pay
- **Paternity Leave** - We give 10 days leave at full pay for fathers to support families during a new arrival (including adoption).
- **Child Care vouchers** – Chevin offers a tax-free scheme to help both male and female staff with child care costs.
- **Child Minding** – Chevin pays up to £7 per hour towards any incurred costs for working parents having to work outside of their normal working hours.
- **Domestic Leave** - We give up to three days per year at full pay to female and male staff in order for them to deal with domestic/emergency issues - e.g. caring for sick children/elderly or dealing with school problems.

## 5. **Synergy's shared gender equality – good practice principles**

Members of the Synergy Equality and Diversity Forum have jointly agreed to embrace the following good practice principles:

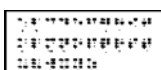
### **As employers we will:**

- 5.1 Seek to provide a working environment free from sex discrimination, harassment or victimisation.
- 5.2 Create a working environment based on good relations where there are high levels of employee satisfaction regardless of gender.
- 5.3 Create an environment where staff feel able to be open about their gender status.
- 5.4 Work to eliminate barriers to employment and career development, ensuring that every employee and prospective employee receives equal, positive treatment regardless of their gender status.
- 5.5 Have policies and practices to support work life balance and dignity at work.
- 5.6 Ensure our pay structures are equal to both men and women.
- 5.7 Conduct Gender Equality Impact Assessments in HR management.

### **As landlords and investors in the community we will:**



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- 5.8 Make the best use of the information that we gather in order that we meet the individual needs of our applicants and existing residents.
- 5.9 Address housing and support needs for all victims of domestic violence, and assess methods of increasing the reporting of domestic violence incidents.
- 5.10 Maintain a zero tolerance stance on gender based hate crime.
- 5.11 Maximise opportunities for male and female residents, including transgender residents to get involved in our work.
- 5.12 As a joint procurer of goods and services, work to maximise positive attitudes towards gender equality amongst our contractors.
- 5.13 Review how we involve men and women, including transgender people in monitoring our performance in the area of gender equality.
- 5.14 Work together to develop links with external stakeholders based on gender.
- 5.15 Compile and undertake a programme of Equality Impact Assessments addressing key areas of service delivery, prioritising policy areas with the greatest impact on gender equality.

6. **Measuring the Impact**

6.1 **Complying with the 'general duty' in terms of gender equality**

Public authorities are expected to take a number of steps in order to comply with the 'general duty' to promote gender equality, as outlined in the Gender Equality Code of Practice 2006. These include:

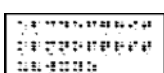
- Collecting and analysing gender-based data in order to compare satisfaction levels between male and female staff and residents and addressing any issues that are highlighted.
- Consulting with men and women, including transsexual people to ensure that their views are taken into account.
- Carrying out equality impact assessments (EIA) to address or prevent any discrimination on the grounds of gender.
- Reporting on and reviewing progress in the area of gender equality.

The individual housing associations within the Synergy partnership have their own monitoring, reporting and reviewing mechanisms. However, members of the Synergy Equality and Diversity Forum have undertaken the same training in implementing a system of Equality Impact Assessments in order that good practice might be shared between members of the Group.

6.2 **Equality Impact Assessments (EIA)**

The Synergy partners are currently at various stages of implementing a system of Equality Impact Assessments (EIA) within their individual organisations, as part of the mainstream monitoring process.

Each organisation will assess the likely impact of new and existing policies and procedures, or new projects that we are involved in, in terms of gender equality. Initial assessment or 'screening' of policies, procedures and projects will determine whether a full EIA is required. If a potential adverse impact is identified at this initial 'screening' stage, the policy, procedure, service or project will undergo a full and wide ranging EIA. By undertaking a system of EIA, individual organisations in the Synergy partnership will ensure that opportunities for ensuring equality are mainstreamed. Some of the partners have already started to undertake EIAs and others are currently implementing systems to begin the process.



Chevin Housing Group's team leaders undertook training to implement EIAs during February 2008 and a small working group is meeting to 'roll out' EIAs across the organisation.

### 6.3 **Ongoing Monitoring / Reporting**

Chevin will assess and provide information regarding performance against the actions outlined in the action plan in the following ways (for further information, please see Chevin's Equality and Diversity Framework.)

#### As a landlord –

- all satisfaction surveys are analysed to compare satisfaction of residents by gender and information used to target any action required; all resident profile reports are also analysed to highlight any anomalies that may need investigating. Figures are compiled by the Policy Development and Service Improvement (PDSI) team via IT software and IBS internal database and presented annually to the Equality and Diversity Steering Group.

#### As an investor in the community –

- By monitoring Contractors on their compliance with Synergy Contractors Framework and provide information annually.
- By monitoring customer profile of regeneration activities annually by gender to ensure proportionate take-up.
- By monitoring customer profile of sales take-up annually by gender and highlighting any issues raised.

#### As an employer –

- Comparable satisfaction surveys on job interviewees reported annually by gender.
- Comparable levels of staff satisfaction survey undertaken every two years.
- Analyse profile of different stages of recruitment process in order to analyse take up by gender and consider positive action.

#### Other actions:

- Undertaking ongoing gender equality impact assessments as part of our mainstream monitoring process.
- Undertaking an ongoing review of Chevin's policies and procedures to ensure that we promote gender equality through our policies / practices.

### 7. **Useful websites**

Equality and Human Rights Commission (EHRC) – [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

The Gender Trust – [www.gendertrust.org.uk](http://www.gendertrust.org.uk)

Women and Equality Unit - [www.womenandequalityunit.gov.uk](http://www.womenandequalityunit.gov.uk)

Press for Change – (trans specific legal advice) - [www.pfc.org.uk](http://www.pfc.org.uk)

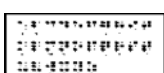
Stonewall Housing – [www.stonewall.org.uk](http://www.stonewall.org.uk)

Broken Rainbow – (support of Lesbian Gay Bisexual and Transgender victims of domestic violence) – [www.broken-rainbow.org.uk](http://www.broken-rainbow.org.uk)

**Chevin Housing has a comprehensive signposting document for victims of domestic violence / abuse available on the intranet for staff or via the website for residents / stakeholders.**



CASSETTE



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LARGE FONT



OR ANY OTHER  
FORMAT