

## Appendix 8 Supporting documentation- Gender Equality Scheme (GES)

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## Summary of national research- main findings

### Population:

In mid- 2005 there were 30.7 million females compared with 29.5 million males in the UK population<sup>1</sup>.

In 2005 there were 24 million households in Britain, and 7 million families with dependent children. These included 5.2 million families headed by couples, 1.6 million headed by lone mother and 180,000 headed by a lone father<sup>2</sup>.

The structure of the population is predicted to change over time as the proportion of the population which is elderly continues to increase. This means that more people will be in need of care<sup>3</sup>.

### Gender differences in employment:

Women and men generally have different rates of economic activity. The Census 2001<sup>4</sup> shows:

- The average hours worked by women in employment were 31.4 hours per week.
- Overall 58% of women worked full-time and 42% worked part-time.
- Four out of five women worked between 16 and 48 hours per week.
  
- The average hours worked by men in employment were 42.2 hours per week.
- Overall 90% of men worked full-time and 10% worked part-time.
- Three-quarters of men worked 38 hours or more per week.

The Equal Opportunities Commission highlight that the proportion of women who are employed differs vastly depending on the presence and age of dependent children. Mothers with dependent children are more likely to work part-time than full-time and those with children under the age of five are less likely to be in employment than those with older children. In addition, women with three or more children are less likely to work than women with fewer children<sup>5</sup>.

Working women are much more likely than men to be employed part-time, but the extent of this varies greatly across ethnic groups. The biggest gap was between white women (41% part-time) and white men (7% part-time). There was a smaller but still substantial gap between part-time rates for women and men in employment in most ethnic minority groups, with the exception of Bangladeshi women and men where 38% of each worked part-time<sup>6</sup>.

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<sup>1</sup> National Statistics

<sup>2</sup> Equal Opportunities Commission: Facts about Women and Men in Britain 2006.

<sup>3</sup> Equal Opportunities Commission: Women and men in Britain; The work-life balance

<sup>4</sup> Census 2001

<sup>5</sup> Equal Opportunities Commission: Women and men in Britain; The work-life balance

<sup>6</sup> Equal Opportunities Commission: Women and Men in Britain, Ethnic minority women and men.

Economic activity rates also depended on whether a parent was a lone parent or in a couple. In 1999, the employment rate for fathers and mothers in couples was 90% and 69% respectively. For lone parents the rates were appreciably lower: 60% for lone fathers and 47% for lone mothers [In Wealden, 78% of lone fathers were employed (70% full time and 8% part time), while 58% of lone mothers were employed in 2001 (24% full time and 34% part time<sup>7</sup>). Since 1984 there is widening gap in employment between lone mothers and mothers in couples<sup>8</sup>.

Parents of disabled children are less likely to work than other parents, particularly mothers, although research suggest that it costs at least three times more to bring up a child with a severe disability than one without. This can result in personal and financial hardship and increased stress<sup>9</sup>.

The EOC identify that women are at a higher risk of developing mental health problems, particularly depression and anxiety, which affects their ability to work<sup>10</sup>.

### Hours of work

The hours of work of mothers and fathers differ greatly. In 1999, 38 per cent of all working mothers with dependent children worked for 20 hours or less per week, compared with only two per cent of fathers. Fathers are more likely to work and to work longer hours than men who are not fathers: 65 per cent of fathers worked in excess of 40 hours a week compared with 53 per cent of men who did not have dependent children<sup>11</sup>.

### Carers' economic activity

In 1995, 14 per cent of women and 11 per cent of men aged 16 and over were carers, i.e. looking after or providing a regular service to help someone who was sick, disabled or elderly. As there are more women than men in the adult population, **there are considerably more female carers than male:** 3.3 million compared with 2.4 million. In each age group carers were less likely than people who were not carers to be in paid work. However, a substantial proportion of carers in 1995 were in employment. Of those aged 16 to 64 who were caring in excess of 20 hours a week, 16 per cent of women and 46 per cent of men were working full-time whilst the proportion working part-time was 20 and 5 per cent respectively. Women have always provided most of the care to family members although there is evidence that this is now beginning to change, at least amongst women aged 44 and under. Additionally, women aged 45 to 54 are withdrawing from the labour force more slowly than in the past. This suggests that the proportion of working people who also have caring responsibilities is likely to increase. Women were more likely than men to be the only carer or sole main carer, whether or not they lived in the same household<sup>12</sup>.

<sup>7</sup> Lone Parent Households with Dependent Children (KS22), 2001 Census

<sup>8</sup> Equal Opportunities Commission: Women and men in Britain, The work-life balance

<sup>9</sup> Equal Opportunities Commission: Women and men in Britain; The work-life balance

<sup>10</sup> Equal Opportunities Commission: Working Paper Series No.48 Public Service Agreement targets: a gendered analysis

<sup>11</sup> Equal Opportunities Commission: Women and men in Britain; The work-life balance

<sup>12</sup> Equal Opportunities Commission: Women and men in Britain; The work-life balance

### Gender differences in income:

The Equal Opportunities Commission highlights:

- In 2005, average hourly earnings for women working full-time were £11.67 and for men £14.08. This gave a full-time gender pay gap of 17.1%<sup>13</sup>.
- Part-time women earned £8.68 on average, and comparing this figure with men's average full-time earnings of £14.08 gives a part-time gender pay gap of 38.4%<sup>14</sup>.
- The income gap for all adults is 44%, and is widest in retirement, where women receive 47% lower weekly income than men. This is in a large part due to the effect time out of the workforce raising children or working part-time has on their pensions. Whilst retired men get nearly half of their income from non-state pensions, retired women get only a quarter of their income from this source<sup>15</sup>.

The EOC comments that the effects of unequal pay and income on women include: reduced economic independence; greater likelihood of low pay while working; and greater likelihood of poverty in old age. This economic imbalance between women and men affects choices about participation in family life<sup>16</sup>.

The EOC highlights that difference in gender incomes means there are significant differences between women and men with regard to affordable housing, particularly for single women and lone parents, 90 per cent of whom are women<sup>17</sup>.

- A higher proportion of single men than single women are owner-occupiers (54% and 40%, respectively), pointing to the differences in earnings and purchase opportunities between the sexes.
- Women on low incomes, lone parents in particular, are marginalized from renting or purchasing homes in high cost areas (i.e. South East). The General Household Survey indicates that lone-parent families (most usually women) are three times for likely to live in rented accommodation than other families, with only 37% owning their home, compared to 78% of other families.
- Wider evidence also suggests linkages between domestic violence and inadequate or inappropriate housing.

### Gender differences in life expectancy:

<sup>13</sup> Equal Opportunities Commission: Facts about Women and Men in Britain 2006.

<sup>14</sup> Equal Opportunities Commission: Facts about Women and Men in Britain 2006.

<sup>15</sup> Equal Opportunities Commission: Facts about Women and Men in Britain 2006.

<sup>16</sup> Equal Opportunities Commission: Women and men in Britain, Pay and Income 2001

<sup>17</sup> Equal Opportunities Commission: Working Paper Series No.48 Public Service Agreement targets: a gendered analysis

The EOC highlights that there are important gender differences within the older population in terms of the levels of vulnerability, their health, their needs, their material circumstances and the availability of support from family, relatives and neighbours, all of which may affect the extent to which independent living is possible, as well as their need for services<sup>18</sup>.

- One of the main differences between women and men is life expectancy. Women live longer than men, on average, which means that more of the old and very old are female. Women are also more likely to be without the help of a spouse. In every age group over 65 there are more women than men, but the percentage increases from 52% among those aged 65-69 to 72 per cent among those aged 85 and over. More women live alone than men and slightly more live with their children.
- In older age groups, women are more vulnerable to poverty and deprivation than men for a number of reasons. In particular, women receive lower pensions on average than men as a result of lower lifetime earnings due to lower pay and time spent out of the labour market in caring responsibilities. In addition, for current female pensioners, the ability to opt out of the State Earnings Retirement pension has left many women reliant on lower state benefits. This leaves many older women at risk of poverty.
- There are differences between women and men in their use of both statutory and private home care services. Women are consistently more likely to be in receipt of home care services. More women over 65 than men in this age group use both Local Authority and private home help services.

### **Conclusion**

The above evidence highlights national research which indicates gender inequalities in employment and hours worked, caring roles, income, pensions & social security, and life expectancy. All of which have associated problems, some of which have been referred to in this summary document. Such significant gender inequalities can lead to, or directly affect, demand for public services i.e. housing and benefits and wider policies and practices.

The EOC highlights that local authorities often remain responsible for the housing available to the most disadvantaged and socially excluded groups. Certain groups of women are particularly likely to be included in such groups, for example lone parents and poor single pensioner women<sup>19</sup>.

This snapshot highlights how the services provided by the Council may have a direct or indirect relevance to the gender equality duty.

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<sup>18</sup> Equal Opportunities Commission, Working Paper Series No.48 Public Service Agreement targets: a gendered analysis

<sup>19</sup> Equal Opportunities Commission: Gender Statistics: an evaluation

**Relevance of Council functions to the GED**

The following is an assessment of Wealden District Council's functions and services and the likely relevance to the gender equality. This was undertaken in order to determine the priority of future equality impact assessments. However all service areas and functions will undertake an equality impact assessment in order to ensure that there is no discrimination in the service delivered and identify where equality of opportunity may be promoted.

	Aims of the policy or practice	Relevance to the Gender Equality Duty	
		1. relevant 2. unclear (more research needed) 3. less relevance.	Explanation
<b>Policy &amp; Review</b>			
Communication	To communicate the range, accountability and value of services the Council provides	1.	Our communication strategy must ensure that there is no direct or indirect impact upon gender equality.
Consultation	To co-ordinate consultation corporately to optimise its effectiveness, avoid duplication and minimise fatigue on the part of the public.	1.	Consultation activity is key to understanding the needs and views of the community and our specific service users. Effective consultation will help identify any future gender equality objectives and help monitor the progress of the scheme.
<b>Legal &amp; Dem. Services</b>			
Member services	To provide support and guidance to all Councillors.	3.	Currently 60% of Wealden District Councillors are male and 40% female. The Leader, male and Deputy Leader, female.
Electoral Services	The administration of elections.	3	Administration of elections is bound by Electoral commission codes. These impact on the total electorate, irrespective of gender.  Both men and women over 18 have the right to vote.  We do not know the percentage of men and women who vote in Wealden.
Legal Services	The provision of high quality legal advice.	3	This is an internal service provision.

## GES APPENDIX 8.2

<b>Customer Serv. &amp; Systems</b>			
Customer services- font of house	<p>To provide Council customers with reception facilities at the council offices, and deal with their requirements as far as possible at the point of contact</p> <p>To deal with customers phoning the Council switchboard and help them reach the correct department or organisation to deal with their requirements.</p>	1.	<p>Wider national gender inequalities may impact on the access requirements of men and women due to working hours or caring responsibilities.</p> <p>There are different methods of contacting the Council to help ensure accessibility to our services and information.</p> <p>A customer feedback form has recently been introduced.</p>
IT (e-government)	To provide online internet facilities for customers to find information, apply for services, make payments, report problems and deal with the Council in their own way.		<p>There is an almost equal gender split in usage of online forms.</p>
Complaints	To ensure complaints against the Council and freedom of information requests are dealt with	1.	<p>The service is available to all customers.</p> <p>We have recently started to collect equality data on complainants through a post-complaint survey.</p> <p>The complaints procedure is a method by which an individual may make a complaint about a service.</p>
<b>Corp. Assets</b>			
Procurement	To provide a corporate procurement service to the Council and maximise savings achievable by modern best practice.	1	There is the need to ensure that contracted services take into account the gender equality duty where relevant.
Emergency Planning	<p>Fulfil stat. obligation and support the community in times of need.</p> <p>Provide the council with business continuity resilience to maintain its own service provision and to co-ordinate the Council's Business Continuity service to support the community in times of need.</p>	1.	Emergency planning must take into account the needs of the community, including men and women.

## GES APPENDIX 8.2

Energy Management	To provide energy management, monitoring, and control service for corporate properties, thereby reducing cost, environmental impact and waste.	3.	This service is primarily provided internally to the Council. Consequently it is likely to have a less relevance to gender equality.
Car Park Management	To Manage the Council's public car parks and provide a fair and sensitive service to visitors and residents of Wealden.	1.	This is a service provided for all visitors and residents of Wealden. The provision must consider gender equality e.g. the need for 'parent and baby' spaces etc.
Public Convenience provision	To provide a cost effective range of corporate facilities.	1.	This is a service provided for all visitors and residents of Wealden. The provision of which must consider gender equality e.g. the provision of baby facilities etc.
<b>Finance</b>			
Benefits	To provide a customer focused benefits service that accurately and speedily processes benefit claims, reduces the risk of fraud and error by ensuring the security of the service, identifies and recovers overpayments of benefit and makes customers aware of and assists them to claim the benefits they are entitled to.	1.	<p>Wider national gender inequalities may impact on the service needs of men and women.</p> <p>The gender profile of benefit applicants and those in receipt of benefit is not currently known.</p> <p>The service is tailored to individual need and access requirements. Home visits can be organised and much is done to promote advice and information on benefits available. Each case is different and dependent upon the individual's needs.</p>
Local taxation	To provide a customer focused local taxation service that quickly and accurately processes customers' local taxation accounts, collects Council Tax and Non-Domestic Rates on behalf of other public services, recovers arrears to maximise collection rates, assists local people and businesses to ensure they receive any discounts or relief they are entitled to.	2.	<p>This service is provided to all households within Wealden.</p> <p>The links between this service and the Benefits service should be considered further.</p>

## GES APPENDIX 8.2

Accountancy	To provide a customer focused finance service that supports the Council through high quality, value for money accounting, treasury and exchequer services, collects debts due to the Council quickly, embeds risk management and ensures appropriate risk finance, such as insurance, is in place, ensures the Council makes the best use of its resources and its financial affairs are properly managed.	3.	This service is primarily a financial service provided to the Council. Consequently it is likely to have a less relevance to gender equality.
<b>HR</b>			
Developing workforce skills and capacity	To develop employees across the Council to increase workforce capacity in transferable and adaptable skills.	1.	Gender equality is relevant to the development of the Council's workforce.
Recruitment and retention	To create, develop and implement policies on recruitment and retention	1.	Gender equality is relevant to the recruitment and retention functions.
<b>Planning &amp; Building Control</b>			
Planning application determinations and planning advice	To ensure that all decisions on planning applications are made in accordance with the Development Plan and other adopted policies, unless other material considerations indicate otherwise.  To ensure high quality of professional planning advice and level of service to the Council and its customers, and to improve quality in the planning decision-making process and its outcomes.	1.	This service is primarily determined by wider policies. However there is need to ensure that there is no discrimination in the service provided.
Building control work	To provide a competitive and efficient plan vetting and site inspection service meeting all published timescales.	3.	This service is primarily based on technical standards and processes. Consequently it is likely to have less relevance to gender equality.

## GES APPENDIX 8.2

Planning enforcement	To ensure, within the framework of the adopted Enforcement strategy , that all development that takes place is carried out with the necessary approvals and in compliance with conditions imposed without undue demonstrable harm to the amenities of the District.	3.	This service is primarily based on technical standards and processes. Consequently it is likely to have less relevance to gender equality.
<b>Planning &amp; Env. Policy</b>			
Planning policy and development		1.	Planned developments and decisions may impact upon women and men. This is considered under the Local Development Framework planning process and in consultation with the community.
Conservation & design, arboriculture, landscape & biodiversity		3.	This service is primarily based on technical standards and processes. Consequently it is likely to have less relevance to gender equality.
Tourism & Economic Development	To encourage growth and development in the economy of Wealden, including the tourism sector.	2.	It is possible that some projects that are supported would have a differential impact on men and women. This should be investigated further.
<b>Waste &amp; Comm. Services</b>			
Waste Management	Ensure the Council's waste management service meets all government and local performance indicators.	3.	This service is provided to all households in the district. The provision of this service is unlikely to be relevant to gender equality. However it is important to ensure that the exemption service does not discriminate against individuals .i.e. temporary exemption for pregnant women.
Grounds & Building Maintenance	To provide a range of front-line services including cleansing, building and ground maintenance and building cleaning in an effective and efficient manner.	3.	This service is primarily based on technical standards and processes. Consequently it is likely to have less relevance to gender equality.

## GES APPENDIX 8.2

<b>Housing</b>			
Housing Strategy and Development	To ensure that the Housing Strategy contributes to the improvement of the social, economic and environmental wellbeing of communities in Wealden.	1.	Wider national gender inequalities may impact on the service needs of men and women.
Housing Register and Allocations	To record and assess the District's housing needs and to allocate available housing to those in most urgent need, whilst seeking to maintain sustainable communities.		Men and women may use the housing service in different ways, however this is often in the context of other needs i.e. their individual circumstances.  Wealden has refuge accommodation that women only use.
Housing Advice and Homelessness	To ensure that quality, comprehensive advice services are available free of charge on all aspects of housing, with the emphasis on the prevention of homelessness.		National research identifies that certain groups of women are particularly likely to be housed by local authorities, for example lone parents and poor single pensioner women (EOC Gender Statistics: an evaluation).  Statistically women are subject to a higher proportion of domestic violence than men, which has associated problems.
Private Housing Advice	To promote the repair and improvement of private dwellings in the District, in accordance with standards laid down in housing legislation.	3.	This service is primarily based on technical standards and processes. Consequently it is likely to have less relevance to gender equality.
Unauthorised caravan sites	To address in partnership the issues and needs arising from unauthorised camping with the aim of preserving a balance between the reasonable needs of the travelling community and the protection of the environment and the settled population.	1.	In the delivery of this service the needs of the travelling community, the environment and settled population are considered inline with relevant legislation.
<b>Public Health &amp; Comm. Dev.</b>			

## GES APPENDIX 8.2

Cultural services	<p>To maximise the opportunities for young people</p> <p>to provide the people of Wealden with a broad range of opportunities including sport, leisure, recreation and the arts to improve their quality of life and sense of well being</p> <p>to increase voluntary and community engagement</p>	2.	It is possible that some projects that are supported would have a differential impact on men and women. This should be investigated further.
Crime and Disorder reduction	To work in partnership to reduce crime, anti social behaviour and manage the fear of crime	1.	The Council is working in partnership with the Police and other agencies to look at a variety of crimes (including the fear of crime), some of which will be of more relevance to either men or women. The partnership strategy will identify the priorities and plan for action.
Food safety	To protect and improve the safety of the food that people eat and provide consumers and businesses with a trusted source of advice and information.	3.	This service is primarily based on technical standards and processes. Consequently it is likely to have less relevance to gender equality.
Health and Safety	<p>To ensure the effective control and prevention of disease in the community</p> <p>To safeguard the health, safety and welfare of employees and to protect the public from harm arising from work activities and provide a trusted source of advice and information.</p>	3.	This service is primarily based on technical standards and processes. Consequently it is likely to have less relevance to gender equality.
Public Health Development	To promote better health for all of the people living or working in Wealden either through the Council's own actions or in partnership with others	1.	Gender inequalities may be highlighted through this work. In partnership with the Primary Care Trusts, a multi-agency approach is assumed on specific campaigns.
<b>Environmental Prot.</b>			

## GES APPENDIX 8.2

Pollution Control, pest control, Licensing and registration, coast protection and beach management, animal welfare, contaminated land, engineering.	To provide a high quality, effective pollution control, licensing, engineering, pest control, animal welfare and contaminated land service.	3.	This service is primarily based on technical standards and processes. Consequently it is likely to have less relevance to gender equality.
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**GES APPENDIX 8.3**  
**Results of service user questionnaire**

**Results of the Survey of Wealden District Council Service Users**

Total number of respondents=55

Male = 21/55 = 38%

Female = 32/55 = 58%

Undisclosed = 2/55= 4%

2a. Please rate your experience of the services you received from Wealden District Council..

	Female respondents (to this question)	Male respondents (to this question)
Excellent/Very good/Good	96%	93%
Poor/Very Poor	4%	7%

2b. If you answered poor or very poor what could be done to improve the service?

Female	Poor - relates to service from Environmental services. Been kept waiting 6 mths to know outcome of enquiry.
Female	The one I rate poor is recycling as I have never had a reply from an email I sent 3 months ago, This was a general enquiry as I had just moved to this area. Not a good first impression.
Female	The person from the housing department was very rude to me when I asked about a house exchange/ being rehoused.
Male	Less dictatorial type attitude could be adopted
Male	Return phone calls.

3. Do you feel that you were treated fairly and courteously?

	Female respondents (to this question)	Male respondents (to this question)
Yes	78%	67%
No	22%	33%

**GES APPENDIX 8.3**  
**Results of service user questionnaire**

4. Did you have any difficulty in contacting Wealden District Council?

	Female respondents (to this question)	Male respondents (to this question)
Yes	6%	19%
No	94%	81%

If yes please state

Female	Answer their emails.
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Male	Couldn't contact who we needed to for a week or so
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5. What could the Council do to prevent any difficulties in the future?

Female	Allow members of public access to meetings of steering group on community facilities, as unless they are elected member no means of learning what is going on let alone contributions.
Female	Easier forms

Male	I had no problems.
Male	Be more proactive in communicating with residents
Male	listen!
Male	Not sure. I did not encounter difficulties.
Male	Be open when you say you are. I was met with an answer phone stating your opening hours. Closing at 5.30pm. It is now 1.15m so where are you???
Male	Have mobiles to be contacted
Male	No difficulties
Male	Sort things out faster

6. Was your request or problem resolved in your first visit or contact?

	Female respondents (to this question)	Male respondents (to this question)
Yes	47%	33%
No	53%	76%

**GES APPENDIX 8.3**  
**Results of service user questionnaire**

7. Do you feel you would have the same changes in accessing Wealden District Council's services as anybody else?

	Female respondents (to this question)	Male respondents (to this question)
Yes	75%	95%
No	25%	5%

7b. please state why

Female	I am well known by many of the staff who try to help me.
Female	I live near offices so nice to speak to someone face to face

8. Do you feel that any of the following factors may have affected or impaired your **access** to Wealden District Council's services?

	Total no. of responses to question
Ethnicity	0
Religion or Belief	1
Gender	0
Family Status	1
Sexual orientation	0
Age	0
Disability	1
Other	0
Don't Know	7

8b What could we change?

Female	Assumption - none in my case - but has happened - by people who may not know me - being tried as tiresome old lady who does not know the rules/regulations, therefore "preached at".
Male	Stop wasting money by pandering to certain groups. Make sure council tax money is spent on core services not PC brain washing and social engineering.
Male	Be more flexible with tenant problems and concerned with office edicts, targets etc
Male	Perhaps easier personal access, at the Council's offices, to ask questions of a duty planning officer.

**GES APPENDIX 8.3**  
**Results of service user questionnaire**

Male	No
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9. Do you feel that any of the following factors may have affected or impaired the **quality** or **nature** of the service provided?

	Total no. of responses to question
Ethnicity	1
Religion or Belief	0
Gender	0
Family Status	1
Sexual orientation	0
Age	1
Disability	1
Other	0
Don't Know	8

9b. What could we change?

Female	When I applied for benefit, I felt a bit as though I was considered odd, because I share my home with a friend but we are not in any sort of relationship. Perhaps staff don't understand that such households exist?
Female	For rehousing people I think you should deal with people who originally lived in that area rather than rehoming other people and letting the people who need a bigger home etc be left to wait.

Male	No
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10. What is your preferred method of contacting Wealden District Council?

	Female respondents (to this question)	Male respondents (to this question)
Telephone	33%	18%
By Post	9%	0%
Text Phone	0%	0%
SMS Text Message	0%	0%
The Council's website	12%	5%
E-mail	9%	36%
In Person	37%	41%
Other	0%	0%

**GES APPENDIX 8.3**  
**Results of service user questionnaire**

**Female Respondents\***

	Telephone	By Post	The Council's website	Email	In Person
Work full time	16%	3%	3%	9%	9%
Work part time	16%	0%	6%	0%	9%
Full time education	0%	0%	0%	0%	3%
Full time voc. Training	0%	0%	0%	0%	0%
Retired	3%	3%	3%	0%	6%
Other		3%			6%

\*Percentages total 98 due to rounding to whole figures

**Male Respondents\***

	Telephone	By Post	The Council's website	Email	In Person
Work full time	14%	0%	0%	24%	19%
Work part time	0%	0%	5%	5%	5%
Full time education	0%	0%	0%	0%	0%
Full time voc. Training	0%	0%	0%	0%	0%
Retired	0%	0%	0%	10%	10%
Other	5%	0%	0%		10%

\*Percentages total 107 due to rounding to whole figures

11. Were you able to contact Wealden District Council in your preferred method?

	Female respondents (to this question)	Male respondents (to this question)
Yes	100%	90%
No	0%	10%

**GES APPENDIX 8.3**  
**Results of service user questionnaire**

12. Does the combination of these suit your needs?

	Female respondents (to this question)	Male respondents (to this question)
Yes	81%	81%
No	19%	19%

13. If no, how could Wealden District Council improve its access to services and information for you?

Female	Difficult to answer, as being disabled I do not go to Pinegrove unless attending a particular meeting - so do not see notices or go to library/instructions on using website at home would be useful.
Female	I use the website and email but sometimes you (and other public service providers) require people to attend in person, which can be difficult for people who work full time, maybe not even in Wealden district.

Male	Should be more touch-screen terminals, and info on them and services available should be increased.
Male	Just be open when you say you are
Male	Open Saturday mornings because of work.
Male	Open later ie shop hours 8-8pm

17. Please use this space to add any other comments you have about the access to or quality of services provided by Wealden District Council

Female	By and large they do try. Concerned by some of services to Hailsham. As use Pinegrove for info etc in absence of proper community centre
Female	The staff at the desk are very helpful and also those on the phone.
Female	Overall in my experience, quality of services provided is excellent & meet my needs. Service levels & delivery are more than appropriate given local financial & other constraints. Staff are helpful & respond in courteous & efficient manner. However I would recognise this is probably not universal experience given needs of particular people within community.
Female	I have always experienced courteous staff when dealing with the Council.

**GES APPENDIX 8.3**  
**Results of service user questionnaire**

Female	Claim housing benefit form for council tax was very easy to follow and to understand.
Male	My experience has been good so far with Wealden District Council and I have no reason to think that will not continue, provided the Council is left to run our affairs without much interference from central government. The Council should strongly resist unwelcome orders from Westminster
Male	Friendly, courteous, and professional - exactly as desired.
Male	An extremely helpful staff. Always willing to help. Very professional and well organised.

## GES Appendix 8.4

**Wealden Equality Scheme: Monitoring Data for Job Applicants April 2005-March 2006**

		APPLICANT TOTAL		SHORTLISTED TOTAL		SUCCESSFUL TOTAL	
		283	Applicants	89	Shortlisted	20	Successfuls
		%	Total	%	Total	%	Total
<b>ETHNICITY</b>							
A	British	87.00	884	91.07	296	93.00	66
B	Irish	01.96	20	01.85	6	01.40	1
C	Other White B'Ground	02.65	27	02.46	8	02.80	2
D	White & Black Carribean	00.00	0	00.00	0	00.00	0
E	White & Black Other	00.20	2	00.62	2	00.00	0
F	White & Asian	00.50	5	00.92	3	01.40	1
G	Other Mixed B'Ground	00.20	2	00.31	1	00.00	0
H	Indian	00.60	6	00.31	1	00.00	0
I	Pakistan	00.00	0	00.00	0	00.00	0
J	Bangladeshi	00.30	3	00.92	3	01.40	1
K	Other Asian B'Ground	00.00	0	00.00	0	00.00	0
L	Carribean	00.00	0	00.00	0	00.00	0
M	African	00.79	8	00.62	2	00.00	0
N	Other Black B'Ground	00.10	1	00.00	0	00.00	0
O	Chinese	00.40	4	00.00	0	00.00	0
P/Q	Other/Unknown	05.30	54	00.92	3	00.00	0
<b>TOTALS</b>		<b>100.00</b>	<b>1016.00</b>	<b>100.00</b>	<b>325.00</b>	<b>100.00</b>	<b>71.00</b>
<b>DISABILITY</b>							
YES		03.15	32	03.70	12	02.82	2
NO		96.75	983	96.30	313	97.18	69
Unknown		00.10	1	00.00	0	00.00	0
<b>TOTALS</b>		<b>100.00</b>	<b>1016.00</b>	<b>100.00</b>	<b>325.00</b>	<b>100.00</b>	<b>71.00</b>
<b>SEX</b>							
M		52.75	536	51.70	168	47.90	34
F		47.25	480	48.30	157	52.10	37
<b>TOTALS</b>		<b>100.00</b>	<b>1016.00</b>	<b>100.00</b>	<b>325.00</b>	<b>100.00</b>	<b>71.00</b>
<b>AGE GROUP</b>							
-21		05.31	54	01.85	6	02.82	2
22-35		34.64	352	37.23	121	40.84	29
36-50		32.48	330	38.15	124	40.84	29
51-64		16.44	167	16.31	53	09.86	7
65+		00.30	3	00.30	1	01.41	1
Unknown		10.83	110	06.16	20	04.23	3
<b>TOTALS</b>		<b>100.00</b>	<b>1016.00</b>	<b>100.00</b>	<b>325.00</b>	<b>100.00</b>	<b>71.00</b>
<b>MARITAL STATUS</b>							
Married		41.43	421	49.85	162	47.89	34
Single		37.60	382	33.23	108	43.67	31
Other		15.16	154	14.46	47	07.04	5
Unknown		05.81	59	02.46	8	01.40	1
<b>TOTALS</b>		<b>100.00</b>	<b>1016.00</b>	<b>100.00</b>	<b>325.00</b>	<b>100.00</b>	<b>71.00</b>

**Wealden Equality Scheme**  
**Monitoring data - Statistics 31<sup>st</sup> March 2005 to 1<sup>st</sup> April 2006**

<b>Employees age profile</b>	
<b>Age</b>	<b>Percentage/ number of employees in age group</b>
-21	0.57% (3)
-22-35	23.90% (125)
-36-50	38.81% (203)
-51-64	36.52% (191)
-65+	0.19% (1)

<b>Training received by employees at Wealden (some attendances are by the same people)</b>	<b>Percentage and number of employees</b>
Males	54% (212)
Females	46% (177)

<b>Employees by gender, ethnic group and disability</b>	<b>Percentage and number of employees</b>
Male	51.5% (273)
Female	48.49% (257)
Minority ethnic	0.75% (4)
British, Irish, and other white background	96.79% (513)
Disabled	2.45% (13)

<b>Leavers</b>	<b>number of employees</b>
Male	21
Female	24
Disabled and minority ethnic	0

<b>Employees by marital status</b>	<b>Percentage and number of employees</b>
Married	57.74% (302)
Single	29.25% (153)
other	12.83% (68)

<b>Employees involved in disciplinary procedures</b>
1 female and 4 male (none of these employees were from an ethnic background)

<b>Employees involved in grievances</b>
1 female(none from an ethnic background)

Performance Indicators for Human Resources – 2006/7

Year end (31<sup>st</sup> March 07) Results

Type of PI	Description	Year End 2006	End of year 2007 target	Result – 2007 year
BVPI 11a	Women in top 5% of earners	20.61%	15.6%	10.34 %
BVPI 11b	Black and minority ethnic staff in top 5% of earners	0 %	3.13%	0 %
BVPI 11c	Top 5% of earners with a disability	4.12%	6.26%	6.90%
BVPI 12	Sickness absence per employee	10.64 days	9.56 days	8.30 days to 31 <sup>st</sup> Jan 07
BVPI 14	Early retirements	0.62%	0.40%	0.63%
BVPI 15	Ill health retirements	0.21 %	0 %	0 %
BVPI 16a	% employees with a disability	2.61%	2.80%	3.07%
BVPI 16b	% employees with a disability compared to census	23.41%	25.21%	27.54%
BVPI 17a	% employees from Ethnic minorities	1.18%	1.37%	1.18%
BVPI 17b	% employees from ethnic minorities compared to local population	70.87%	82.53%	70.87%

- BV11a
- i) The reduction in the result reflects the revised organisation structure at senior level. At the end of 2005/6 there were 5 Women in the top 5% of earners, this has reduced to 3 at the end of 2006/7.
  - ii) The denominator for this PI is based upon 5% of FTE's, but all staff on the same salary are included, down to the salary point below. This has resulted in the denominator increasing from 24 at 31<sup>st</sup> March to 29 at 31<sup>st</sup> March 2007.
  - iii) There should be an incremental improvement in the outturn for this indicator over the next three years as women who have progressed to WP2 move through the pay scale. This is unlikely to improve the result in the current year, and the target has therefore been reviewed. The new target reflects one additional woman at senior management level, however this should be regarded as aspirational.

Targets for future years are to increase by 1 woman in the top 5% of earners each year.

- BV11b & c The targets for these indicators have been amended to show a more accurate target of 1 additional black and minority and 1 additional employee with a disability at senior level.
  
- BV14 Result at 31<sup>st</sup> March 2007 represents three employees taking voluntary early retirement. The Council cannot stop employees from exercising this right.

**EQUALITY DUTIES**  
**INFORMATION AND DISCUSSION POINTS FOR FOCUS GROUP**  
**MEETING 9 FEBRUARY 2007**

Checklist for employment actions taken and suggested future action. The issues that may disadvantage groups or be a cause of discrimination are as follows:

- Age
- Disability
- Family Status
- Gender
- Philosophical Belief
- Race
- Religion
- Sexual Orientation

**Fair Recruitment Processes**

- We monitor applicants by Gender, Age, Marital Status, Race and Disability all the way through the recruitment and selection process. Data is analysed annually to check for discrimination, however, we currently do not ask for information regarding Sexual Orientation, Transgender, Religion, Family Status, Philosophical Belief (see Future Action points below).
- Equality question asked at all interviews.
- Equality paragraph included in all job descriptions.
- Equality policy discussed at induction with new staff.
- SHRO's check all job descriptions to ensure qualifications and experience absolutely necessary to avoid discriminating. All shortlists checked by SHRO's
- Equality training provided for recruiters.
- All adverts checked for discriminatory language.
- All jobs advertised as open to Job-share (if operationally viable)
- Adverts placed on reception and at jobcentre plus and on the internet.
- Surveyed staff to ask if Wealden is an equal opportunity employer and the answer was that 82% agree.
- Male/Female split is 51% male and 49% female approximately.

**Future Action:**

- Review with staff focus group where we advertise posts.
- Ask staff focus group, are new staff made to feel welcome irrespective of the issues above, age, gender etc.
- Improve link with careers services (Sussex Careers) to provide information on jobs to a wide variety of people.
- Change emphasis on person specification from similar experience in previous posts to competency based requirements.

- Consider adding Sexual Orientation, Transgender, Religion, Family Status and Philosophical Belief to the Equal Opportunities monitoring form so that we can monitor these issues if staff feel disadvantaged, but is the information too personal to ask?
- Staff focus group to consider if we should add a statement on recruitment advertisements encouraging underrepresented groups to apply.

### **Flexible Working**

- Flexible working for Childcare Policy (the right to ask) introduced from April 2003.
- Flexible working now open to all (provided the service can be delivered that way), homeworking promoted, policies being developed .
- Flexible working extended for carers (right to ask) from April 2007.
- Career break scheme.

#### **Future Action:**

- Should we amend the flexitime core period to assist people with caring responsibilities (this could also promote active fatherhood), also, term time working, 4 day week, 9am to 3pm or 3 weeks on 1 week off for example.
- If we did this, how could we maintain a service to the customer?

### **Supporting Part-Time Workers**

- Child care vouchers offered.
- Salary Sacrifice scheme offered for tax relief on childcare costs.
- Job-share offered at all levels unless there is a compelling operational reason why not.

#### **Future Action:**

- Are there other ways in which we could encourage part time working?

### **Maternity and Other Leave**

- Maternity leave procedures and support in place. Statutory provision for leave has now caught up with Wealden's' enhanced maternity leave but the Council still offer Maternity Pay above the statutory amount.
- Variety of leave given depending on circumstances e.g. parental, special, paternity

#### **Future Action:**

- A questionnaire would help to identify how easy employees find returning to work from maternity leave
- Could provide evidence to find out if these employees usually return to the same job, some part time.

- Could analyse gender patterns of part time staff.
- Focus Group to discuss impact of caring responsibilities on work patterns and type of work.

### **Harassment**

- Policy currently in place.

#### **Future Action:**

- Harassment Policy to be updated to include transsexual employees to collect anonymised data on incidents of harassment and look for trends.
- Ask the focus group if the current policy is adequate? Do staff know where to find it?

### **Training and Development**

- Data on training provided to men and women annually as part of Equality Scheme.

#### **Future Action:**

- Consider how work placements at WDC could be promoted for underrepresented groups, e.g.: young people, female senior managers, disabled people etc..
- Research development programmes aimed at specific groups i.e.: women, ethnic minorities.
- Mentoring and job shadowing opportunities to assist barriers to promotion.

### **Equality Survey**

- We completed a survey of all staff last year. The survey concluded that employees need encouragement to attend equality training. We plan to repeat the survey.

#### **Future Action:**

- Ask the focus group what questions now need to be included in the survey, and should it contain different section for different groups e.g. disabled.
- Do people in this focus group know why some people felt disadvantaged because of their gender (9%) as identified in the previous survey or age(9%) or because of their qualification level(8%).
- Or why a significant number of people in the survey felt they weren't treated with fairness or respect.

- Is there anything that the HR department could be doing to improve the service to recognise the different needs of different groups?

### **Redundancy and Retirement**

- The calculation of redundancy at WDC follows the statutory model which does take age and length of service into account. However there is no direct difference between men and women.

#### **Future Action:**

The policy is to be kept under review although it has only recently been updated to reflect the age discrimination legislation.

### **Grievance and Disciplinary Procedures**

- Data analysed annually shows a predominance of men being affected.

#### **Future Action:**

Does the focus group think there are any problems with the way discipline and grievance issues are dealt with?

### **Equal Pay**

- Undertaking Equal Pay Audit. Results are due February 2007.

#### **Future Action:**

- Focus group to be asked to comment on occupational segregation, where large numbers of males or females undertake specific roles. This reflects jobs traditionally seen as "male" or "female" either at Wealden or in society in general.
- Investigate any pay/grade differences according to gender.

### **Performance Indicators**

- BVPI Equalities statistics available.

#### **Future Action:**

- Should we have other locally agreed performance indicators?
- Statistics on Wealdnet to be updated and taken to focus group.

**EQUALITIES ASSESSMENT 2005**

<b>Service/ section Human Resources</b>	<b>Completed by Isabel Garden</b> <b>Date 9 January 2006</b>
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	Yes	No	Don't know	Supporting evidence/ comments	Peer review - comments
<b>PART 1: SCREENING AND GENERAL AUDIT</b>					
1. Is it possible for your policy/ service to have a differential impact in any of the following areas? <i>RACE/ GENDER/ DISABILITY/ AGE/ RELIGION/ SEXUAL ORIENTATION</i>	4			See part 2.	
2. Is there a potentially negative impact on any of these groups?	4			See part 2.	
3. Could people from different groups encounter any barriers in trying to use your service?	4			See part 2.	
<i>If the answer to any of the above is 'yes' you will also need to complete part 2 of this form</i>					
4. Do you measure equality in service delivery? ( <i>i.e. do you know who your service users are by age/ race/ disability/ gender etc and do you analyse this data</i> )	4			We monitor statistics at point of recruitment, regularly for existing staff, staff receiving training, staff within discipline/grievance processes, staff leavers. In addition we have undertaken an equalities survey for all staff during 2005.	
5. Do you use this information when consulting service users? If not, please indicate if / how you reach under-represented groups?	4			We have followed up all the comments from the staff survey. We use the statistics on recruitment to inform our advertising policies in conjunction with the advertising company.	
6. If your service uses contractors, do you ensure they comply with the Council's equal opportunities policy and relevant legislation?	4			Major contracts awarded via the procurement section ask contractors to explain their own equal opportunities policy. For smaller contracts e.g.	

Please briefly explain how.				recruitment agencies, the department has checked that all the agencies used do comply with our own equal opportunities policy.	
7. Do your staff know who the contact is for equalities issues within your directorate?	4				
8. Have all your staff attended a general equality awareness training session ( <i>please list those who have not</i> )	4				
9. Have all your staff involved in recruitment attended the relevant equality training session?		4			
10. Have you set any equality performance indicators or objectives for your service?	4			Across Council staff as a whole there are Best Value Performance Indicators for numbers of women, ethnic minorities and disabled staff at senior level, also ethnic and disabled staff generally. As more general objectives the HR department are committed to undertaking an equal pay audit, to increasing the use of flexible and home working and to following up the comments from the equality survey.	
11. Do you have any other comments/ concerns regarding equalities issues?					
<p><b>PART 2: IMPACT ASSESSMENT</b> – <i>this section only needs to be completed if you have answered ‘yes’ to questions 1,2 and/ or 3 above. It is a more detailed assessment of the impact that your service may have on relevant groups. Please provide full details</i></p>					
1. Briefly, what are the main aims of the policy/ service? ( <i>i.e. is it designed to meet certain duties or needs? Please</i>				Provide, within budget, an efficient, effective and timely, support service to enable the Council to maximise	

<p><i>refer to your service plan)</i></p>			<p>the management of its human resources through recruitment and retention, learning and development, employee relations and health and safety.</p>	
<p>2. Does it affect different groups of people in different ways and if so, how? (<i>consider if there are negative impacts or barriers to some groups enjoying the benefits of the service; if it challenge stereotypes or gives different communities more choice?</i>)</p>	<p>4</p>		<p>We consider that our employment policies make opportunities open to all, but we must ensure that our managers are trained to ensure this happens in practice and our policies are fully implemented. It is possible that some groups may feel at a disadvantage because of our methods, for example requiring that an application form must be completed may affect people for whom English is not their first language. Requiring staff to complete a medical form may deter older people or those with a disability from applying, although the aim is to ensure that staff are fit for the post no matter what their age and if we discover a disability we will follow the requirements of the Disability Discrimination Act.</p>	
<p>3. Are there positive outcomes arising from your service such as tackling discrimination, promoting good community relations?</p>	<p>4</p>		<p>The results of the equality survey were generally positive, showing that the HR department are doing a good job in raising awareness. The BVPI indicators are mostly showing good progress over the past few years.</p>	

<p>4. <u>Can the impact you have identified above be justified? (some policies/ services have a differential impact because they are designed to promote equality for a particular group – if yours doesn't you will need to consider if it is unlawful discrimination)</u></p>	<p>4</p>		<p>Yes, if there is a differential impact on some groups e.g. of completing application forms or medical forms this disadvantage is outweighed by the advantage for most people i.e. openness and transparency, comparing like with like and ensuring that staff are fit before they start so that they can do a good job.</p>	
<p>5. <u>What information/ data have you used to form this judgement</u></p>			<p>Research and best practice from my profession. Recruitment statistics from Wealden and the improving BVPI profile for ethnic minorities and staff with disabilities.</p>	
<p>6. How have those affected by your service been consulted? <i>(please include details of how you ensured all could participate/ who you consulted and whether you gave feedback)</i></p>			<p>Employee equality survey the results of which were discussed at ECG and Personnel Committee. Questions asked at exit interview.</p>	
<p>7. Have you published the results and where?</p>	<p>4</p>		<p>See above.</p>	
<p>8. Given the answers above, how will your service be changed to reduce or eliminate any negative impact?</p>			<p>Further training is planned on recruitment methods for all staff who recruit to try to raise awareness of the methods used and dispel the misinformation that was evident in the employee survey. Further attention to be paid to the person specification on job descriptions to ensure qualifications asked for are really necessary.</p>	
<p>9. How will you continue to monitor the impact of this policy/ service?</p>			<p>By further employee surveys. By monitoring of recruitment etc statistics (see Part 1 box 4 above) By use of BVPIs. Through consultation with ECG</p>	

**GES Appendix 8.8**

				and Personnel Committee.	
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**People's panel survey results  
Consultation on the draft gender equality objectives**

An equal number of male and female members of the Wealden People's Panel were randomly selected and asked their views on our proposed gender equality objectives.

The following questions were put to the people's panel:

Q1: Do you think that these draft Gender Equality Objectives address the main gender equality issues that you can either identify with, have experience of, or feel exist?

Q2: Do you think that we have missed any gender issues in the development of these objectives?

Q3: Any other comments?

A summary of the response to the first question follows and the anonymous results to all questions can be found in the chart below.

	Number	%		
<b>Gender Split of Respondents</b>				
Total Female Respondents	47	46		
Total Male Respondents	56	54		
Total	103			
<b>Question 1</b>				
	Yes	% Yes	No	% No
Total Female Respondents	47	46	0	
Total Male Respondents	49	47	7	7
Total	103			
<b>Age Groups of Respondents<sup>1</sup></b>				
25-34	1			
35-44	7			
45-54	29			
55-64	29			
65+	37			
Total	103			

<sup>1</sup> The age range broadly reflects that of the People's Panel

### GES Appendix 8.9

Gender	Q1	Q2	Q3
Female	Yes	No	
Female	Yes	As long as these are followed through and not just a tick in the box for having drawn up the objectives.	Domestic violence should be a very high priority.
Female	Yes	No	No
Female	Yes	No	No
Female	Yes		Fine as a broad overview of the issue presumably the specifics will be contained in the scheme when it is published. There is a wonderful french saying on gender equality "equal but different"
Female	Yes	No	No
Female	Yes		
Female	Yes	No, all issues are suitably covered.	
Female	Yes		What is the male/female percentage of senior managers in Wealden?
Female	Yes	My own experience has been more to do with socio-economic discrimination ie single mums vs working women "on benefit" vs employed "titled" members of the community vs average person.	More affordable transport is still needed to help reduce gender gaps in jobs, etc.
Female	Yes		
Female	Yes		It is good to see that transsexual people have been identified. What about other groups of gay and lesbians as there maybe discrimination to these people as will need to address and manage issues that may lead to isolation and stigma.
Female	Yes	No - You have ID objectives that are present but no real info on how you are going to obtain accurate information. You cannot action without information collected being valid, this might mean approaching other bodies for data.	This document indicates that you intend to collect data - but give no precise indications of how it is to be collected. No indication of action on domestic violence statistics. No indication of how you are going to action from findings.
Female	Yes	No	No
Female	Yes		It might be helpful if feedback is sought with a Q & A rather than expecting people to fill in a form. Men in particular often put off writing but will talk to someone who empathises with them.
Female	Yes	Maybe the reasons why an average woman earns less is there a relationship with the type of work undertaken - better qualifications therefore better job. Also opportunity - is the job market for part-time male employment esp with a view to parents sharing their role at home and both working part-time.	
Female	Yes		
Female	Yes		Good work. There are of course numerous issues more important, so lets not spend too much time on it.

### GES Appendix 8.9

Gender	Q1	Q2	Q3
Female	Yes	Can't reallt comment - at least Wealden is aware of the issues.	I've never had a gender problem but so many of these issues that you have highlighted are fine in theory but very hard to put into practice.
Female	Yes	I think that your draft covers the main gender equality issues well but it only seems to be for men and women of working age.	May be you have a separate draft for older citizen and/or disabled people..if not it might be an idea to have an amendment targeting age and disability of gender equality.
Female	Yes		
Female	Yes	Don't forget the professional single mothers who work very long hours and still do all the caring as well. You seem to have an emphasis that it is only fathers who work long hours to keep their families.	
Female	Yes	No	None
Female	Yes		
Female	Yes	Not that I can see - they seem pretty comprehensive.	
Female	Yes	It is important that both sexes are treated equally. Women's rights have been so emphasised in recent years that often it is men who are discriminated against.	It is also important that statistics are not reacted to too simplistically.It is not an inequality that 42% of women and 10% of men work part time. Many woman prefer to work part time and also give time to the family.
Female	Yes	No	
Female	Yes	The differences between help and assistance given in the community to people caring for loved ones at home.	Please ensure that your final document actually makes clear sense to us ordinary mortals.
Female	Yes	No all areas do seem to have been covered.	I hope that your draft gender equality objectives will help any men and women that have been discriminated against.
Female	Yes	Not specifically	Widows are often penalised because their husband's pension either dies with him or is greatly reduced.
Female	Yes		I feel it is time employers looked at staggered work how to help single parents fit their children in whilst being able to work.
Female	Yes	No	No
Female	Yes	I do not see you have missed any points but would like to add that I personally feel respect and politeness to all individuals is also an important factor of life.	I have supported equality for women all my life now I feel that men are in danger of being devalued and we really must now ensure this does not happen. Life has swings and these must be watched for.
Female	Yes	No	None
Female	Yes		Whilst recognising that the needs of transsexual s should be addressed one wonders whether this section or another subsection should consider the gender needs of the homosexual community. Would it be worth/relevant including a section of minority groups - race/religion? Gender vs age, etc?
Female	Yes		Do Wealden have any refuges for battered people yet?
Female	Yes	No	
Female	Yes		Seems excessive
Female	Yes		It should not be forgotten that the human race comes in a package that comprises two

**GES Appendix 8.9**

Gender	Q1	Q2	Q3
			groups that have different functions which go towards the well-being of the whole group.
Female	Yes		I feel that disabled people are still being forgotten on many issues.
Female	Yes	No	
Female	Yes	I feel you have addressed this subject very well. It was an issue that wanted highlighting.	
Female	Yes		I wonder how large the transexual community in Wealden is? I would hope you would concentrate money and efforts towards eliminating domestic violence
Female	Yes	No	
Female	Yes	No	No
Female	Yes		
Female	Yes	No. Some equalities arise not specifically from gender but from low-paid workers. Generally women being worse off from those on benefits due to free school meals, cost of child care etc but these are nationwide issues I realise.	At work I paid the reduced rate due to working part time (starting 1970). Hopefully women will be directed to making pension planning in the future.
Male	Yes	To be honest, these objectives as described are simply too vague or basic to properly assess! They all represent the same point (with the exception to reducing/dealing with domestic violence). All discrimination whether negative or "positive" in nature/intent "is still discrimination". It is important not to lose sight "constantly" that the goal is for "simple equality for all" at the end of the day. Regardless of traditional gender roles, which in an equality based environment have to be regarded as much as personal choices and responsibilities as much as anything else! Unfortunately, over emphasising gender differences simply continues personal discriminations towards others.	
Male	Yes	Is there a need to link with age of customer?	Would be interested to see some of the specific actions that are taken as a result of these high level objectives.
Male	Yes	No	
Male	Yes		
Male	Yes	The indication is that new services will be equally used by both men and women if access is equally available. This is unlikely to be the case, some gender will use some services more than others. The cost of collecting this information should be kept to a minimum.	
Male	Yes	No	
Male	No		No reasonable person would defend the abuse of power within Wealden District Council, or any other place of employment, whether it be based on gender or any other difference.

### GES Appendix 8.9

Gender	Q1	Q2	Q3
			However, it is disgraceful that, whilst our countryside is strewn with litter, our taxes rise inexorably and all forms of provision in the public sector seem to be in freefall, WDC see fit to waste our hard-earned taxes on such a fatuous exercise, this is not what we pay our taxes for.
Male	Yes	No	
Male	Yes	No	This is a total waste of time, effort and my rate payment monies. Haven't you got more important priorities to worry about.
Male	No	Unable to comment on the basis of the document alone. I would need to see the data.	Unsure few service provision could amount to harassment. Domestic violence includes abuse between/involving all "family" members. Eg How would a father in full time employment, say in London, have access to all Wealden services in the same way as a woman in part time work in Crowborough? V. happy to discuss your objectives and what you actually want to achieve. Nick Bennett. 01825 732976.
Male	Yes		
Male	Yes		
Male	Yes	No	No
Male	No		Forgive me but I was unaware that a major gender issue existed in the first place. Can't see the benefit to either gender!! Sorry.
Male	No		Equality of opportunity should be mandatory. However in some positions gender is appropriate. And I think we need to bear in mind that a mother is the focal point of the family. So to accommodate the best person to be on hand for support and care for their children there may always be a difference in pay.
Male	Yes	None that are obvious.	None
Male	Yes	No	No
Male	Yes	No	
Male	Yes		
Male	Yes	It seems to cover every aspect of gender equality.	
Male	Yes		
Male	Yes	None that I can think of.	
Male	Yes	No	
Male	Yes	No	More publicity should be given to reporting domestic violence.
Male	Yes	Not that I can see.	
Male	Yes	No	
Male	Yes	No	I wish you luck on an ambitious project.
Male	Yes		Not a gender issue but as a man of 61 actively seeking employment - what more could be done to get those over sixty back into the workplace?
Male	Yes		
Male	Yes	No	
Male	Yes	Not that I am aware of.	Gender equality will only work and be accepted where its application and implementation is seen by all to be fair and just - any artificial changes that are proposed will have a

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Gender	Q1	Q2	Q3
			disproportionate and detrimental effect on the general public.
Male	Yes	No	No
Male	Yes	You seem to have covered the issue well.	None come to mind.
Male	No		I'm sorry but with the financial position as it is in local government I cannot be part of a survey that is certainly a waste of money
Male	Yes	Most issues seem to be addressed.	Time will tell if this makes any improvements.
Male	Yes		Problems arise when women with no practical experience are put in charge of men who have in some cases been doing the job all their working lives.
Male	Yes	You seem to have covered a wide range of issues. I presume you have some plan for reducing domestic violence - a very difficult area I should think.	
Male	Yes	No but others will no doubt be exposed as time passes.	A very good effort. Success can be measured by the reduction in grumbling.
Male	Yes		
Male	Yes		
Male	Yes	No	I am impressed with this and quite sure you are moving in the right direction.
Male	Yes	Age.Males die in general earlier than females.	
Male	Yes	Not really - though this is a many faceted problem and very difficult to plan I admire your attitude and boldness.	I would like to feel that more emphasis is placed upon a persons ability and aptitude for a job as opposed to a "need" to apply equal opportunity rules simply to comply which may be totally inappropriate.
Male	No		This whole exercise is a disgrace and a complete waste of money and effort. It is a pity that both the effort and time could not be put to a more profitable and futuristic cause.
Male	Yes	No, it's a pretty good all round vision of todays situation but the world of today is very different from years ago, there are of course lots of areas where women are not safe on their own ie car parks, statins, etc so it is a lot for the male really!	I agree fathers work longer hours. They (myself included) need the money more their responsibilities are far greater, or they were in my day (I am 71 years old).
Male	Yes	Do men who are not gainfully employed have the same pensions rights (SRP) when caring for children?	
Male	Yes	I think you covered the issues very well.	
Male	Yes	You have covered all aspects thoroughly and I wish you luck.	
Male	Yes	There will always be more widowed women than widowed men. However, for gender-related reasons, there are more non-drivers among women than among men. It would be interesting to see if there are any statistics that support this statement about non-drivers, though anecdotal evidence suggests that it is well founded. The problem of lack of availability of good and frequent public transport facilities is thus one that "disproportionately affects women". I take it that	

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Gender	Q1	Q2	Q3
		"opportunity" includes the opportunity to lead a satisfying and fulfilled life.	
Male	Yes	No but salary/pay is an important factor for many reasons, not just social/economic.	Your time scale is very short - 2 weeks to respond and 3 weeks to publication.
Male	Yes		It is not too late to make a start - I have always felt that women have a lot to contribute.
Male	Yes	But you have not examined the difference between women who have a clear career objective and work as men in terms of hours and rewards, from those who work part time to increase the total income for the family. The latter group have special duties to care for children at home and other duties, and they cannot give all their time to carry out the necessary career activities. Of course, this happens only at certain times of their life, and this should be investigated. However, if management of a group which is working to time and cost of a project is involved it is not possible to use part time people.	
Male	Yes	No	
Male	No		Sorry - but as a 74 year old widower, I have no experience nor do I personally know of any problems. Newspaper reports are dangerous ways to form an opinion.
Male	Yes	I believe you have interpreted the legislation in a practical, common sense way.	From my personal welfare experience, new widows are a group that need special attention be it in the fields of employment, benefit or administrative support.
Male	Yes	No very well covered.	Press on