

Emma Marsh, March 2008



**CHESHIRE**  
PEAKS & PLAINS  
HOUSING TRUST

**Cheshire Peaks & Plains Housing Trust**

**Gender Equality Scheme and Action Plan 2008-2011**

## **Cheshire Peaks & Plains Housing Trust's Gender Equality Scheme and Action Plan**

### **Introduction**

This is our first Gender Equality Scheme and action plan. It provides the foundation for the Housing Trust to work towards continual improvement in equality performance for men, women and transgender people.

We see it as a core component of our wider approach and commitment to equality and diversity – a commitment to delivering effective outcomes for people irrespective of race, gender, disability, sexual orientation, religion and age.

In order to keep sight of the long-term aims of the gender duty, the Trust need to develop a vision of what gender equality looks like for the organisation. Studies show that gender roles structure men's and women's lives, and often result in significant disadvantage and inequality. Women are more likely to have caring responsibilities, which can limit their working lives and income, leading to poverty in old age. They are less likely to be represented in decision-making posts. They are also more likely to be victims of gender-based violence. Men are disadvantaged by workplace cultures which do not support their family or caring responsibilities.

Discrimination and harassment based on gender identity is widespread, and we intend to measure our objectives for equality against human rights standards such as ensuring dignity and respect for all of our staff and customers.

We have identified four broad outcomes on gender equality that need to be developed through consultation with customers and partners:

These are:

- making sure that we are an equality exemplar as an employer;
- ensuring that our housing and services are accessible for men, women and those who are transgender;
- developing greater understanding about those factors and the barriers that affect men, women and those who are transgender; and
- making sure that we involve appropriate stakeholders who understand the needs of men, women and those who are transgender in the development of services.

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Housing associations are not public organisations and therefore do not have a statutory duty to publish a Gender Equality Scheme, however here at the Trust we consider that it is good practice to develop a scheme as an effective way of analysing, coordinating and implementing our approach to gender equality.

It is also very important to the Trust that we involve our customers in the development of our action plan to further evidence our clear commitment to demonstrating that improvements to the homes and services we provide to people are made. This process commenced with setting up links with the local Transgender Support Group.

We also placed an advert in PlainSpeaking, our Tenants magazine, March 2008 to encourage Gay, Lesbian, Bi-Sexual and Transgender (GLBT) customers to come and get involved (see text below). Ideally we would like to set up a dedicated group, which will amongst other things monitor the progress against the Gender Equality action plan.

### ***Gender equality***

*Are you lesbian, gay, bisexual or transgender? If so, we would like to hear from you to help us develop our Gender Equality Action Plan. Please contact Emma Marsh, Diversity Champion, on 0800 012 1311.*

The development of a Gender Equality Scheme is a further demonstration of our compliance with the Housing Corporations Regulatory Code and Guidance with respect to gender equality and equal opportunity.

Gender equality is seen as one more regulatory burden, requiring compliance. The major focus for developing the Trust's Gender Equality Scheme and action plan is to "mainstream" gender equality within the organisation.

The scheme and action plan will be published and accessible to all. Progress against the targets in the plan will be reviewed quarterly at SMT and progress reported to Board and publicised where appropriate.

### **Legislation and Regulation**

The Housing Corporation expects all housing associations to develop gender equality action plans by April 2008. When assessing compliance the Housing Corporation will undertake a more detailed review in accordance with their normal regulatory process and will take account of and include any relevant findings from inspection reports in undertaking a risk assessment.

The Housing Corporation will use a variety of ways of measuring our compliance with these requirements. They will expect all housing associations to certify they have met the requirements of Circular 10/07, "Housing Association disability and gender action plans", either via an annual self assessment compliance statement or by other means.

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The Circular compliments the Corporations Regulatory Good Practice Note 8: Equality and Diversity (revised November 2007).

## **The Law and the Gender Equality Duty**

### **The General Duty**

The Equality Act 2006 places a statutory duty on public authorities, when carrying out their functions, to have 'due regard' to the need:

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

This is called the 'general duty'. The legislation, for the first time, requires public authorities to be pro-active in tackling sex discrimination whereas in the past they were not legally obliged to take action in the absence of a complaint or serious problem. Secondly, certain public authorities not only have to show that they have plans to meet the duty, but that they have taken action on those plans in respect of identified priority areas. Thirdly, for the first time, public authorities have to show that they have considered the need to take action on gender-based pay discrimination in their organisations.

The 'general duty' applies to public authorities in respect of all their 'functions' that is policy making, service provision, employment matters, regulatory and enforcement activities and decision making. It also applies to a public authority in relation to services and other functions that it contracts out.

Public authorities must actively consider whether they are treating women and men fairly and meeting their different needs and take steps to ensure that sex discrimination and equal pay law is being complied with. In practice, authorities should prioritise actions to address the most significant forms or incidences of gender inequality and take actions which are likely to deliver the best outcomes for gender equality.

The gender duty also breaks new ground in that authorities must have 'due regard' to the need to eliminate unlawful discrimination and harassment in employment and vocational training for people who intend to undergo, are undergoing or have undergone gender reassignment. The Equal Opportunities Commission Code uses the term 'transsexual people' however our preferred term is transgender people.

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## **The Specific Duties**

The general duty is accompanied by a set of requirements called the 'specific duties'.

In brief, the specific duties are:

- To prepare and publish a gender equality scheme showing how the public authority will meet its general and specific duties and setting out its gender objectives
- In formulating its overall objectives, to consider the need to include objectives to address the causes of any gender pay gap
- To gather and use information on how the public authority's policies and practices affect gender equality in the workforce and in the delivery of services
- To consult stakeholders (i.e. employees, service users and others, including trade unions) and to take account of relevant information in order to determine its gender equality objectives
- To assess the impact of its current and proposed policies and practices on gender equality
- To implement the actions set out in its scheme within three years.
- To report against the scheme every year and review the scheme at least every three years

This covered over 40,000 public organisations and challenged many to develop Gender Equality Schemes that demonstrated how those organisations were working to improve gender equality. A similar duty was introduced on disability equality in 2006; and the Trust has developed its Disability Equality Action Plan that will complement this plan.

We have decided against having one action plan that combines our responses to all three duties of race, gender and disability as the Disability Rights Commission cautions against a single approach to equality.

## **Consultation**

The specific duties require listed public authorities to consult stakeholders when identifying their gender equality objectives. The requirement is to consult employees, service users and others (including trade unions) who appear to the authority to have an interest in the way the authority carries out its functions. In addition, the scheme itself must include an outline of the actions which the authority intends to take or has taken in order to consult.

Consultation can bring many benefits to our work on the gender equality duty, including:

- Building a better picture of the most important gender issues in our work.
- Gathering evidence to use in determining priorities
- Gathering evidence for the impact assessment process
- Receiving feedback on the draft objectives
- Improving ownership of the gender equality objectives
- Improving accountability to staff and customers
- Building a useful baseline for use in monitoring

We will consult with men and women and ensure we have a representative sample of stakeholders. We will also consult with local voluntary and community organisations. We will use a variety of methods such as focus groups, surveys or interviews as well as formal consultation meetings and will adapt our existing consultation processes to take account of the duty where appropriate. In some situations it may be appropriate to hold consultations for specific groups or in a single-sex environment

We recognise that we have struggled to engage with customers in the development of the Gender Equality Scheme and Action Plan; however this is the priority objective within the action plan.

## **Context**

The Chartered Institute of Housing recently delivered Gender Equality Duty training and provided the following contextual information on gender inequality :-

## Service Provision

- More women than men live in the social housing sector as it is generally cheaper than private rented or home ownership
- Women generally have a lower income than men and this translates into fewer housing choices and impacts on access to owner occupation (inc shared ownership). Single mothers and women pensioners are particularly likely to be found in low income groups.
- Men and women are homeless for different reasons. For e.g. 16% of families that are re-housed by local authorities are homeless because of DV and a majority of these are women.
- Although domestic violence is chronically under reported, research estimates it:

accounts for 16% of all violent crime  
will affect 1 in 4 women and 1 in 6 men in their lifetime  
77% of victims of domestic violence are women

has more repeat victims than any other crime (on average there will have been 35 assaults before a victim calls the police)

on average, two women are killed every week by a current or former male partner  
one incident of domestic violence is reported to the police every minute

(Source: Crime in England and Wales 2006/07 report)

- Men's hostel accommodation often doesn't have facilities for children or it is not suitable for children to stay or visit

## Employment

- There are more women than men working in local government, but comparatively few reach senior management positions
- There is still a major gender segregation of the workforce, with predominantly men in manual work and women in caring and clerical work

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- Equal pay remains a challenge for local authorities and LSVT's.

### **Wider role of Housing**

- Women are more likely than men to live in deprived areas
- Women spend more time in their neighbourhood but are less likely than men to be involved in planning it
- Barriers that men experience attending resident meetings include lack of trust, poor information, and unwelcoming venue.
- Barriers that women experience include lack of childcare, transport difficulties and timing of meetings
- Almost half of housing employees are women but most do not work in professions that construct the environment
- Women are underrepresented on bodies representing business therefore their interest are less likely to be heard.
- Women are more likely than men to work close to home fitting paid work around their caring responsibilities often in unskilled or semi-skilled jobs that do not use their skills.

## **2. The Trust's Gender Equality Action Plan**

The action plan sets out the key actions that we will take to promote gender equality over the period of the Gender Equality Scheme 2008-2011. It addresses all functions of the Trust that impact on customers, including harassment and encouraging involvement of customers in the running of the organisation.

The plan is a SMART plan with Specific, Measurable, Achievable, Realistic and Timely objectives and includes measurable success indicators of progress, identification of resources and ownership of specific actions under specific headings.

The development and implementation of our gender equality objectives is at the heart of the gender equality duty. This is in order to ensure that, when we implement the duty, we focus on taking action to achieve specific outcomes in gender equality.

The specific duties for England, Scotland and GB bodies require listed public bodies to set out the overall objectives which they identify as necessary for them to meet the general and the specific duties and publish them in a scheme. Those objectives must be informed by information collection and chosen in consultation with stakeholders. They must then be implemented within three years.

- to increase numbers of girls and boys opting for non-traditional work placements
- to increase numbers of women taking up small business loans and support services
- to increase numbers of men using primary care services
- to increase numbers of single fathers taking up family support services
- to reduce repeat offending rates for domestic violence
- to increase numbers of male and female staff taking up flexible working options
- to ensure transsexual staff have confidence in your procedures and feel supported

### **ACCESS TO HOUSING AND TRUST SERVICES**

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Targets/Timescale</b>
Review in-house and local information on gender.	Identify services being received differently by different genders and appropriate action taken to address any negativity, disadvantage or discrimination. Identification of services being	Head of Customer Services	Customer profiling project commenced March 2008. Satisfaction monitored by gender April 2008 onwards.	Target of 70% to be returned by June 08.

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Targets/Timescale</b>
	received by hard to reach groups			
Review Tenant Selection, Allocation and Transfer Policy to ensure fathers have access to suitable accommodation when have access to children	Customers with caring responsibilities are receiving appropriate support and accommodation	Head of Housing	Policy under review as part of Sub Regional CBL scheme.	Policy to be signed off by Aug 08
Ensuring sensitivity, privacy and confidentiality for staff and customers	High levels of customer satisfaction	Head of Housing and Head of Customer Services		Status Survey results 08/09
Making Trust services accessible to all	<p>85% customer satisfaction from all customers. Fully operational Gender Equality Group.</p> <p>Customers notice that services are more accessible and better tailored to their needs and service outcomes by gender begin to improve.</p>	Head of Housing/Head of Customer Services/ Communications Manager	Teams do offer same sex staff to carry out interviews with customers where appropriate.	<p>March 2009 Status Survey due Summer 2008 to compare 06/07 performance. Target 85% overall customer satisfaction.</p> <p>Reception survey in place from Jan 2008 to ensure 85% satisfaction from all visitors to reception. Results to be monitored and reported</p>

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Targets/Timescale</b>
				<p>to Board quarterly and to Customer Services team meetings monthly.</p> <p>Mystery shopping carried out from Jan 08 at Ropewalks to improve staff confidence and customer satisfaction.</p>
<p>Ensure our offices are accessible for transgender customers</p>	<p>Positive feedback from mystery customers.</p> <p>Customers notice that services are more accessible and better tailored to their needs and service outcomes by gender begin to improve.</p>	<p>Head of Housing/Head of Customer Services</p>	<p>First visit carried out Feb 08, positive feedback from Transgender support group.</p>	<p>Reception survey in place from Jan 2008 to ensure high satisfaction from all visitors to reception. Results to be monitored and reported to team meetings monthly.</p>
<p>Publish Diversity directory including services specific to address the needs of all customers.</p>	<p>Increase awareness of accessibility of facilities and support services in the borough</p>	<p>Head of Housing</p>	<p>Completed Dec 07</p>	<p>Completed</p>

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Targets/Timescale</b>
Analyse complaints by gender to identify any trends to ensure that we are not unfairly discriminating against any group	S\satisfaction levels are as high for all customers	Head of Customer Services	From April	April 08
We will make best use of our computer systems and share information with other service providers in order to make our services more responsive for all customers	Increased customer satisfaction.	Head of ICT/Communications Manager	Implementation of IBS will dramatically improve data held on customers and enable the Trust to tailor services to individual needs of our customers.  Link to Community Initiatives targets set for partnership working.	Customer profiling exercise commenced March 08 to ensure we are able to tailor services to individual customers. Target 70% returned by June 08.

**RESIDENT INVOLVMENT AND COMMUNICATION**

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Targets/ Timescale</b>
Consult with customers on the Gender Equality Scheme and Action Plan	Fully representative groups/customers	Head of Housing/Community Initiatives Manager	PlainSpeaking article March 08 calling for GLBT customers to contact.  Intranet request for staff to join a gender group week comm 31-03-08	June 08
Continue to work with CHWREC and other partners in making the Trust better at understanding and serving the needs of men, women and transgender people	Positive partnership working to the benefit of our customers.	Community Initiatives manager/Head of Housing	Completion of external audit by CHWREC and recommendations incorporated into the E&D Action Plan. CHWREC to continue to offer advice to the Trust on how we can improve. Links made with Macclesfield Transgender support group who have carried out mystery shopping to increase staff confidence and awareness.	Review Dec 08  Mystery Customer feedback reviewed at SMT Jan 08, to be cascaded to teams Feb 08 with specific learning outcomes.
Address underrepresentation of men/women and transgender customers actively involved with the Trust	Fully representative groups/Tenants Panel.	Community Initiatives Manager	Under review as part of R.I SIG, Resident Involvement undergoing full service review.	To commence March 08 and complete Sept 08 following recommendations from HQN mock inspection.

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Targets/ Timescale</b>
<p>Making sure the results of what we do involve all customers and meet their needs</p>	<p>Improved satisfaction amongst customers.</p> <p>Good mystery shopping results.</p> <p>Increased diverse Residents Register.</p>	<p>Head of Customer Services</p>	<p>Community Initiatives team is developing relationships with the 3<sup>rd</sup> sector. Target and establish relationship and focus on partnering initiatives with customers with disabilities.</p> <p>Front line resource pack developed for customer facing staff detailed with advice on how to work with customers with diverse needs.</p> <p>Training to be delivered on the front line resource pack.</p>	<p>Targets set within Community Initiatives SDP.</p> <p>Completed Jan 08, training to be rolled out Feb 08.</p> <p>Feb 08. Staff fully confident when speaking with all customers and offering good sound advice. To be tested by random reality checks by Head of Customer Services and bi-monthly mystery shopping exercises.</p>
<p>Promote positive attitudes in Trust advertising and marketing.</p>	<p>Raise community awareness of gender equality</p>	<p>Communications Manager</p>	<p>Content and images of PlainSpeaking and Trust leaflets all reviewed to portray a more balanced image.</p>	<p>Completed Dec 07</p>

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Targets/ Timescale</b>
Wherever possible, provide practical support for stakeholders' activities which promote gender equality	Raise community awareness of gender equality	Community Initiatives Manager/Head of Housing	Community Investment Grant launched June 07, small scale funding opportunity for local groups/projects that make a positive contribution/impact on the community. Plans to have a gender themed approach.	Review funded projects after 6 months from issuing grant. Annual review of impact of grants 08/09 to EMT and Board. Annual budget requirements reviewed by Community Initiatives Manager.

## **HARASSMENT**

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/ Timescale</b>
Investigate and take appropriate action on all reported cases of harassment against transgender people.	Efficient reporting procedures, confidentiality and confidence instilled in customers when prompt resolutions reached.	Enforcement Team Leader	Hate Crime Policy developed Summer 07 to ensure immediate action for customers who are victims of harassment.	Case by case basis, to be included in bi-monthly P.I's to Board.
We will challenge discrimination	Customer safety and satisfaction, Good reputation  Identify any harassment on the grounds of sex	Enforcement Team Leader	Harassment Policy reviewed Dec 07 approved at Board Feb 08.	Case by case basis but randomly reality checked as part of mystery shopping exercises bi-monthly.
Identify any discrimination or	Efficient reporting procedures,	Head of HR	Bullying and Harassment Policy to be produced by	Sept 08

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/ Timescale</b>
harassment against existing or potential transgender staff	confidentiality and confidence instilled in staff when prompt resolutions reached.		HR	
Encourage reporting of gender and transphobic hate crime	Efficient reporting procedures, confidentiality and confidence instilled in customers when prompt resolutions reached.	Enforcement Team Leader		From Summer 07, review August 2008
Monitor hate crime reporting by gender	Efficient reporting procedures, confidentiality and confidence instilled in customers when prompt resolutions reached.	Enforcement Team Leader	Accepted as a third party hate crime-reporting centre for the Police.	From Summer 07, review August 2008
Ensure all staff are aware of the Domestic Abuse policy and contact with the Trust	All front line staff are able to deliver a supportive, sensitive service to customers experiencing DV.	Enforcement Team Leader	Policy reviewed Nov 07, Policy of the Month Dec 07. Enforcement Team Leader key contact at the Trust for staff/customers.	To be randomly reality checked as part of bi-monthly mystery shopping exercises.
Promptly deal with offensive graffiti and vandalism committed with intent to harass	Our estates are free from graffiti	Assistant Director of Property Services /Head of Housing	Service standard in place and ASB and Hate Crime policies commit to removing all offensive graffiti within 24 hours.	April 08
Publicise the action we will take to remove graffiti and	Positive reputation, an organisation that keeps its promises	Communications Manager	Service standards leaflet in production, to be completed Feb 08.	Feb 08

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/ Timescale</b>
the actions that will be taken against perpetrators	and cares about its homes and communities		Neighbourhood agreements to address local priorities on estates.	May 08
Ensure that residents are aware of the stance that we take against harassment and domestic abuse	Public awareness increased	Housing Options Manager/ Enforcement Team Leader	Robust Harassment, ASB, Domestic Abuse and Hate Crime policy and procedures in place.	Policy reviews all timetabled.

### **GOVERNANCE AND STAFFING**

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/Timescale</b>
Collect info and analyse info on pay to address all three causes of the gender pay gap – pay systems discrimination, occupational segregation and care responsibilities in order to understand risks.	Fully aware of risks associated with gender differences and understanding of any causes of pay gaps	Head of HR		Sept 08

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/Timescale</b>
Collect and analyse information on caring responsibilities, part-time working and issues for transgender people as well	Employees with caring responsibilities receive greater support.	Head of HR	Review existing documentation to ensure we are meeting needs of all staff.	May 08
Encourage number of female staff in Repairs Team when/if vacancies arise	Women and men are represented at all levels of the workforce and in all areas of work	Head of HR/Communications Manager	Need to actively promote images of female operatives with positive images in all Trust literature. Need to ensure whole recruitment and selection process is reviewed to ensure positive advertising, interview panels are mixed etc.	Images reviewed following E&D audit 07.
Ensure dignity at work for all transgender staff	Transgender staff feel supported and valued and harassment is dealt with promptly and systematically and tolerance of harassment drops with the organisation.	Head of HR	Bullying and Harassment policy to be developed Sept 08, Annual E& D Training to include transgender issues by July 08	Sept 08  July 08

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/Timescale</b>
Provide regular training to all relevant staff on gender equality issues.	Fully aware, confident staff that promote gender equality and know how to respond appropriately to staff/customers that have been through gender reassignment and their legal rights to confidentiality	Head of HR	To be included in the learning and development programme for 08/09	July 08
Develop policy and procedure for the provision of reasonable adjustments to the workplace for staff to meet the needs of different genders where necessary	To ensure all staff including transgender staff know how to access support	Head of HR	To be included in the Health & Safety policy review.  To be included in all inductions  To be included in annual E&D training.	July 08  May 08  July 08
Dissemination of guidelines on the new Gender Equality legislation to staff	Ensure awareness amongst all employees when new legislation is introduced	Head of HR	To be completed in line with recruitment review.	July 08
Include the requirements of the Gender Equality Act, Scheme and Action Plan in staff induction and training programmes	Ensure that all employees have the relevant information about the Scheme and the Act commensurate with their post	Head of HR	Induction package under review Dec 07, presented to SMT Jan 08. Feedback 6-02-08 for implementation.	Completed

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/Timescale</b>
Annual reporting and dissemination of employment monitoring information	Production of annual employment trends and development of action plans arising from trend	Head of HR	Monthly info recorded and reported bi-monthly to Board and Tenants Panel. New HR system "Visual" going live April 08 to support data production.	Reviewed April 08 for P.I's 08/09
Meet recommendations made from mystery shopping		Head of Housing	Programme planned for 08/09	Review Dec 08

**PERFORMANCE MONITORING, REVIEW OF THE GENDER EQUALITY SCHEME**

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/ Timescale</b>
Increase awareness and involvement in the monitoring and delivery of the action plan	Interested staff and customers involved with the review process, communicated widely and recognised as good practice.	Head of Housing		Review Dec 08
Review Board Performance Indicators	Meeting challenging P.I's consistently	Head of Performance and Quality	08/09 targets in place	Review monthly
Develop benchmarking targets with other landlords within the North West Equality and Diversity	To be upper quartile performers	Head of Housing/Head of Performance and Quality	Members of the North West Equality and Diversity Network from Dec 07, all agreed to develop	April 09

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/ Timescale</b>
Network			benchmarking.	
Gather and analyse evidence in order to consider disability issues in Equality Impact Assessments of all Trust policies and services as they are produced or amended	Determine whether there is any adverse impact on any customers and to address any such issues.  Ensure that gender equality issues are being 'mainstreamed' within the Trust	All Managers		May 08
Carry out equality monitoring of applications on the re-housing register, all allocations, all current tenancies and tenancy terminations	Fully knowledgeable about new customers and demand patterns.	Head of Housing	With implementation of IBS recording and reporting in place.	Review June 08 in line with Customer Profiling returns.
Communicate outcomes of Equality Impact Assessments to stakeholders (including website and other communication channels, as appropriate)	Ensure information is made available to stakeholders	Head of Housing/ICT and Communications Manager		April 09
Publish the Gender Equality Scheme in accessible formats (including on the Trust's website)	Raise public awareness in all community groups of the Trust's commitment to eliminate discrimination on the	Head of Housing, ICT and Communications Manager	.	April 2008

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	basis of gender			
Publish progress within the Annual Report	Demonstrate progress made as a result of the Scheme	Head of Housing	First Report to be made 2009	August 09

**ASSET MANAGEMENT**

<b>Action</b>	<b>Success Indicators</b>	<b>Responsible Manager</b>	<b>Progress/Comments</b>	<b>Target/ Timescale</b>
<p>Work in partnership with our contractors to ensure that our services reflect the needs of our communities and individuals</p>	<p>Only work with contractors and suppliers that have an E&amp;D policy that includes gender and transgender</p>	<p>Assistant Director of Property Services</p>	<p>All constructors are required to provide their equality policies as part of their tender submission. The Trusts policy is used as the benchmark of quality assessment of each constructor. Dependant on the individual polices action plans will be jointly agreed with each constructor to either a) bring their polices up to the Trust standard during the course of the contract (timescale will depend on length of contract) or b) the Trust amends their policy to recognise good practice from constructors policies.</p>	<p>Full report of E &amp; D breakdown and E&amp;D monitoring of contractors went to board 28/04/09 agenda item 16</p>