



Brentwood
Borough Council

Brentwood Borough Council

Gender Equality Scheme

Version 1.0

February 2010

Foreword from Louise McKinlay, Leader of the Council

Brentwood Borough Council is committed to providing excellent services for citizens and businesses by providing great value and creating and spreading opportunities for all those that live and work in the Borough.

We want to create a Borough of Choice and Opportunity for all where people want to live and work. The Borough Council will ensure that all sections of our community are able to reap the benefits of the beautiful and prosperous place that is Brentwood. Our ambitions can only be realised if our services reflect the needs and aspirations of all of the communities that we serve. We need to help to develop sustainable and inclusive communities, free from unlawful discrimination where everyone has the opportunity to participate in public life and enjoys fair access to all of our services.

Equality and Diversity principals, including Gender issues, are key if we are to achieve our ambitions and remove the barriers that prevent fair access. This Scheme clarifies our ambitions and objectives and sets out how we intend to achieve them both as a provider of services and as a key employer within our Borough.

Louise McKinlay
Leader of the Council

Message from Joanna Killian, Chief Executive, Brentwood Borough Council

Brentwood boasts an enviable geographical position. On the doorstep of London, one of the true global cities, yet enjoying open spaces, beautiful countryside, culture and history. We also enjoy low crime, good schools, high civic pride and good transport links. It is for these reasons that residents choose to live in Brentwood, building careers, raising families and enjoying retirement.

We have developed the Borough of Choice and Opportunity Programme which will provide our vision and direction for the next three years. The purpose of the programme is to harness the energy and ambition of the Borough. By working with our communities we can identify ways to improve their quality of life.

Families, business, volunteering, democratic participation and community leaders help communities build and renew themselves. We must support and enable this civic, place-shaping activity, ensuring that all of the communities and equality groups have a voice and are able to contribute to, and benefit from, an inclusive Brentwood community.

Over the next three years we will continue to ensure that services to our customers are reviewed, planned and provided to take account of the needs and views of all of our citizens and equality groups. This "equality lens" approach will ensure that customers are at the heart of everything that we do.

Our Equality and Diversity Strategy sets out the Brentwood Approach to achieving this "equality Lens" approach, celebrating the diversity and achieving equal and inclusive outcomes. This Gender Equality Scheme forms part of the Equality and Diversity Strategy.

I hope that you will enjoy reading the Gender Equality Scheme and will hold us to account for achieving our goals and reporting on progress.

Joanna Killian
Chief Executive
Brentwood Borough Council

Contents:

| | |
|--|----|
| Introduction | 6 |
| Section 1: The Scheme | 7 |
| What is the Gender Equality Scheme? | 7 |
| Who is this scheme intended for? | 7 |
| Section 2, Our Borough, Our Council and Our Vision..... | 8 |
| The Demographics of Brentwood..... | 8 |
| Our Council | 9 |
| Our Vision | 10 |
| The Equality and Diversity Strategy | 10 |
| Allocation of Resources and Partnership Working..... | 11 |
| Section 3: Gender Equality Scheme Focus. | 12 |
| Section 4. Focus Areas | 14 |
| 4.1 Domestic Violence | 14 |
| 4.1.1 What we know | 14 |
| 4.1.2 What we are already doing..... | 15 |
| 4.1.3 Summary and Objectives | 16 |
| 4.2 Health and Leisure | 18 |
| 4.2.1 What we know | 18 |
| 4.2.2 What we are doing already..... | 19 |
| 4.2.3 Summary and Objectives | 20 |
| 4.3 Transgendered People..... | 22 |
| 4.3.1 What we know | 22 |
| 4.3.2 Summary and Objectives | 22 |
| Section 5: Brentwood as an Employer..... | 23 |
| Employment Standards, Retention and Recruitment of Staff.. | 23 |
| Monitoring of Employee Data and Statistics..... | 24 |
| Training and Development | 24 |
| Consulting with our employees. | 24 |
| Section 6 Monitoring and reviewing the Gender Equality Scheme | 26 |

Appendices:

1. Brentwood Demographic Data
2. Consultation Plan and Summary of Findings
3. Gender Equality Action Plan

Introduction

Brentwood Borough Council is committed to removing the barriers that prevent people from accessing services and employment within the Borough.

The two main pieces of legislation in Great Britain which cover discrimination on the grounds of gender are the Sex Discrimination Act 1975 and the Equal Pay Act 1970. Both of these Acts offer protection against unlawful discrimination to both women and men.

Building on this legislation from 6 April 2007, all public authorities must, in carrying out their functions have 'due regard' to the need to:

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

'Functions' include all of our policies and practices, which includes policy making; service delivery; employment; those services which are carried out via voluntary and private sector providers; our procurement processes and our partnership activity.

This duty will have a significant impact on the way in which all public services are run.

'Unlawful discrimination' in relation to gender means:

- direct and indirect discrimination;
- discrimination on the grounds of pregnancy and maternity leave;
- discrimination on the grounds of gender reassignment;
- direct and indirect discrimination against married persons and civil partners;
- victimization;
- Harassment and sexual harassment.

The gender equality duty is part of the Equality Act 2006. Details of the Equality Act can be found at the link below:

[Equality Act 2006](#)

Section 1: The Scheme

What is the Gender Equality Scheme?

This Gender Equality Scheme is our response to the Gender Equality Duty and provides us with the opportunity to show what we are doing and what we intend to do over the next three years to promote gender equality.

The Gender Equality Scheme demonstrates the commitment of Brentwood Borough Council to ensuring that both men and women in the Brentwood Borough are treated fairly and that gender equality is embedded into the culture of the organisation.

The Scheme is part of our wider commitment and approach to equality and diversity issues, but focuses specifically on gender equality. It identifies the ways in which we plan to influence practice, it is embedded in our mainstream activities with regards to service provision for both men and women and provides a platform for us to identify:

- a clearer understanding of the different needs of service users;
- how we plan to improve the accessibility of services;
- the timescale to achieve improvements;
- what we expect the outcomes to be;
- that our equality duties are being met in procurement and in partnership working.
- How we will ensure Councillors and Senior Managers will empower staff and champion E and D (inc gender) issues.
- more effective use of talent in the workplace.

Who is this scheme intended for?

Whilst there is a tendency to focus on equality for women when looking at gender issues, this Scheme equally applies to men. It is intended to inform the whole community including the services we commission, our staff, voluntary organisations, and the public.

There is also a requirement for public authorities to have due regard to the need to eliminate unlawful discrimination and harassment against transsexual people in the field of employment and vocational training.

Section 2, Our Borough, Our Council and Our Vision

The Demographics of Brentwood

Brentwood Borough is a small local authority in the county of Essex. It covers 15000 hectares with 73,200 residents. Brentwood is one of the least populated Boroughs although most of the population live in a geographically small area. It has good transport links into the city of London and is seen as a very desirable place to live. Brentwood therefore attracts a high number of city executives and our demographics reflect this. The Borough is relatively affluent, and no areas in Brentwood fall into the 10 per cent most deprived areas in England. Unemployment rates are low, with the majority of employment concentrated in the service sector.

Average earnings for people living in Brentwood are considerably higher than the regional and national average. House prices are some of the highest in the county and around 50 per cent higher than the national average. The health of the Brentwood population is generally better than the England average although there are still inequalities, particularly around life expectancy.

There is a relatively high older population, with the proportion of over-75s higher than the regional and national average.

Rates of crime in the Borough of Brentwood are generally very low and the affluent nature of the Borough brings its own challenges with regard to gender equality issues, for example in the area of violent crime against women. Reported incidents of domestic violence are far lower than the Essex or national average, however the percentage of those reported incidents which fall into the “significant” category is very high which suggests that victims of domestic violence in Brentwood will tolerate lower levels and will only report incidents when they become serious or significant.

Local residents are very satisfied with Brentwood as a place to live. The recent Place Survey showed that 89.8 per cent of respondents were very satisfied or satisfied living in Brentwood.

Brentwood has a good understanding of the makeup of residents and is using gathered data and customer feedback to shape the services that it delivers. This scheme will ensure that gender issues receive the focus needed to target services and address or improve the experience and safety of our residents.

See Appendix 1 for Brentwood’s gender, age, ethnicity and status statistics.

Our Council

Brentwood Borough Council employs 320 staff to deliver varied services to its citizens. Brentwood is organised into 5 service Areas:

- Sustainable Communities and Public Places
- Business Improvement
- Resources – Including IT, Finance and HR
- Planning and Regulation
- Governance

Brentwood Borough works in partnership with many key Partners to deliver services. We work closely with Essex County Council, sharing a Chief Executive. We also work with surrounding districts and Boroughs, 1 Health Authority, 9 Parish Councils and a broad selection of public service agencies such as the police and fire authorities. We also work with third sector partners.

We lead the local LSP (Local Strategic Partnership) which is split into 6 Thematic Sub Groups:

- CDRP (Crime and Disorder Partnership)
- Childrens' Trust
- Economic Development
- Environment
- Communities Infrastructure
- Healthy Living

In January 2010 the LSP completed a consultation with the Brentwood Community to develop the Sustainable Communities Strategy. The initial consultation did not capture the views of harder to reach groups. During February, March and April 2010 an additional face to face consultation is being undertaken with specific groups including younger women and families. The findings of these consultations will be included in the strategy and will inform the priority setting process of the LSP.

Our Vision

Our Corporate Strategy echoes and enhances the Sustainable Community Strategy.

Our Corporate Strategy Vision is:

“To create a Borough of Choice and Opportunity for all, providing excellent value for money services and securing the future of its residents and businesses.

This Gender Equality Scheme provides a framework within which Brentwood can remove any gender barriers to services and employment and promote gender equality within the workplace and to users of our services.

The Borough of Choice and Opportunity Programme will deliver our corporate vision. By working with our communities and the rest of our public sector partners we will identify ways to improve quality of life. This is a three year programme based on the results of extensive public engagement. These consultations have informed our Borough Councillors decision to adopt three priorities:

- **Value for Money:** policies that invest in Key services to create opportunities for all, provide better value for Brentwood’s taxpayers and enhance the Borough’s infrastructure whilst modernising and transforming Brentwood Borough Council. We will re-prioritise and focus our resources and be innovative in our approach.
- **Our Borough:** Policies which promote our environment, promote sustainability, and protect our heritage and countryside. We will provide responsive, accessible and forward thinking services for vulnerable residents, supporting people back into work and providing good quality housing,
- **Conditions to Prosper:** Actions to sustain low crime rates to create communities where people are happy, safe and proud to live. Providing responsive, accessible and forward thinking services for the vulnerable. Through partnership working we will support existing businesses by creating the conditions for growth; attracting new business to set up and locate in the Borough.

This Gender Equality Scheme forms part of our Equality and Diversity Strategy and provides a framework within which Brentwood can focus on and remove any gender barriers to services and employment and promote gender equality within the workplace and to users of our services.

The Equality and Diversity Strategy

Brentwood has developed a comprehensive approach to Equality. This includes clear governance which includes the active involvement of members, senior managers and officers at all levels. Brentwood have recently reviewed all it’s services and functions and has developed a 3 year framework cycle of Equality Impact Assessments (EIA) to ensure that all of our functions are considered through an equalities lens. A critical aspect of the framework is the embedding of the actions necessary to address issues found as part of an EIA into the mainstream activities of the organization through

corporate priorities, unit plans and individual objectives and targets. The EIA Framework covers both the Services provided and Community Activities of the Council, and the activities we undertake as a key employer within the Borough.

Most EIAs consult with Gender knowledgeable Stakeholders. All gender related outcomes are also transferred to the Gender Equality Scheme for added focus.

As new policies and strategies are developed, or delivery practices are improved, equality issues, including gender, will be considered through the EIA process. Any potential inequalities will be addressed.

Allocation of Resources and Partnership Working

Brentwood is a small Borough with limited resources. To ensure that we have the level of expertise and resource required to drive our Equalities work forward we have entered into a specific partnership arrangement with Essex County Council. We do not have a dedicated team of Equality and Diversity Specialists to lead this work, therefore Essex County Council provide Equality and Diversity expertise and guidance, flagging up changes in legislation and identifying opportunities for joint working. Brentwood's Equality and Diversity Theme team is made up of officers who are responsible for the Equality and Diversity work within their service area and the day to day activities within Brentwood, as well as fulfilling other roles in the organisation. The administration to support the governance, framework and boards etc is carried out by ECC Equality Officers and named officers within Brentwood's corporate management team. The actions required as a result of the EIA activity will be prioritised and financed as part of the service areas business as usual activity.

Section 3: Gender Equality Scheme Focus.

The Borough Council recognizes that our Gender Equality Scheme must be based on a sound understanding of the gender issues affecting, or likely to affect, our communities.

Our previous Gender Equality Scheme consultation was undertaken in a traditional manner in 2007, inviting potentially interested parties by letter to a focus group. Unfortunately this consultation process proved to be ineffective as no external organizations attended. Therefore to ensure that we gather the views and information that we need we have undertaken our consultations and information gathering in other ways.

We have consulted widely with knowledgeable stakeholders. In most cases consultations have been face to face. However, at times circumstances have meant that consultations have taken place over the telephone. In addition we have used quantitative and qualitative data supplied by our knowledgeable stakeholders and sourced from national organisations and other local contacts and colleagues.

Our knowledgeable stakeholders included: Basildon Womens Aid, Essex Police, Brentwood Domestic Violence Forum, LSP (and CDRP), BBC Housing Department, BBC Revenues and Benefits Department, BBC Leisure, Sports and Arts Team, Other BBC Service Areas, Brentwood Disability Focus Group. Federation of Small Businesses, Chamber of Commerce. Brentwood Gypsy and Traveller Support Group. We have used data from nationally available sources such as NSPCC, Womens Aid, Office for National Statistics, UNISON (National LGBT Committee), SWEPECT, Friends, Family and Travellers Group, NSPCC, Mayo Clinic, NHS, Women's Sports and Fitness Foundation, Active Peoples Survey, Resident Budget Consultation Survey Final Report and The Sports Council

We have collated the key findings of the consultations and data gathering into an information table (appendix 2)

A wide range of gender issues were discussed during the consultations. We have undertaken an analysis of the available information, opinions, views and data and as a result we have decided to focus on three main areas where we can address significant issues and achieve valuable outcomes. We have been mindful that not all of the issues raised can be addressed within the limits of our jurisdiction. Therefore we will also take steps to influence partners to address additional Gender Issues and we will ensure that, wherever possible, maximum impact is achieved through partnership working.

Our focus areas are:

- Domestic Violence – especially against Women and Girls
- Health and Leisure
- Transgender People

The council is also committed to undertake Equality Impact Assessments (EIAs) for all service areas over a three year programme. As EIAs are completed any Gender issues and required actions will be captured and actioned. The specific actions will be added to the EIA monitoring framework. Details of the planned EIAs; consultations planned and undertaken; and required actions are also recorded in all Service Unit Plans.

The EIA Framework which sets out the three year programme of EIAs is published on the Councils Website: [EQUALITY IMPACT ASSESSMENT FRAMEWORK](#)

We have used the information and qualitative data to build the Gender Equality Action Plan (appendix 3). We will continue to add to our scheme action plan as new issues and required actions are identified as part of the ongoing EIA activity.

We recognise that there are other potential gender issues within the Borough such as Women in business and single fathers and we will investigate these further through the EIA Framework and activities.

As part of our wider equalities work we have reviewed our Procurement and Partnership arrangements. We have added a specific action to our action plan to ensure that any potential gender inequalities are addressed in line with our equality duties.

Section 4. Focus Areas

4.1 Domestic Violence

4.1.1 What we know

We have consulted with a range of partners and knowledgeable stakeholders including Police; PCT; Basildon Womens Aid; CAB, Brentwood Borough Council Housing Team; and Brentwood Borough Council Benefits Team. We have also sought additional information from national sources. Summaries of these consultations can be found in the appendices of this document.

We have summarised some of the key data here:

Essex police statistics and data show that many of the reported serious sexual offences occur in the town centre and the ward of Warley. The CDRP has successfully reduced the incidents of serious sexual crime by 25% to just 18 offences over a 12 month period. Brentwood remains well below the regional and national average for alcohol related sexual offences.

During the period 01/10/2008 to 30/09 2009 449 people were victims of an assault. 228 of these victims were women and 131 of assaults on women related to domestic abuse incidents, compared to 47 domestic abuse incidents on men. Only 12 of the victims of domestic abuse had been involved in previously reported incidents of domestic abuse. The incidents of domestic abuse were deemed to be significant by police.

Information received from the Multi Agency Risk Assessment Conference suggests that children are increasingly victims of domestic abuse.

Brentwood Borough Council's homeless statistics confirm that over a 13 month period from January 2009 to February 2010 30 men and 72 women registered as homeless. 1 man and 21 women stated domestic violence was the primary factor in their homelessness and 3 additional women cited domestic violence as a secondary cause. None of the 25 domestic violence victims originally resided within the Borough and it is believed that this is because victims feel that they need to move a significant distance from the perpetrators of the crime to be safe. This view is shared by our knowledgeable stakeholders from Basildon Women's Aid. We do not have data from neighbouring authorities to confirm whether victims from Brentwood are also seeking refuge further afield and this is something we will pursue in our action plan to ensure activities across local council boundaries are not having a negative impact on the support victims receive.

The National Data collected supports the local information, suggesting that domestic violence accounts for between 16% - 25% of all recorded violent crime and women are much more likely to be victims of multiple incidents of abuse, and of sexual violence.

Women's Aid also confirm that 54% of UK rapes are committed by a woman's current or former partners; and 42% of all female homicide victims were killed by current or former partners, compared with 4% of male homicide victims.

Women's Aid also found that 1 in 5 men and 1 in 10 women think that abuse or violence against women is acceptable.

Previous consultations with Local Travelling Communities have not highlighted any significant issues of domestic violence in local communities, many of the existing knowledgeable stakeholders for travellers are women. The Gypsy and Traveller support group felt that that violence against women is not endorsed by the gypsy, Traveller or Romani culture and should never be excused. However they also directed us to the Friends, Families and Travellers website which contained details from the Domestic Violence and the Travelling Community Conference held on 8th May 2009. This report suggests that domestic violence can be accepted as normal, marriage is for life and women who leave a domestic violence situation would have to leave the whole culture. The additional issues to address domestic violence within gypsy and traveler communities are around engagement, awareness and the understanding of the culture.

4.1.2 What we are already doing

The Council and its partners are already undertaking a lot of work in this area which has been summarised here:

Domestic Violence Week: Jointly delivered by Brentwood Borough Council and Basildon Women's Aid. Week long awareness raising "Silent Witness" Event at Town Hall with drop in room for individual advice; Ribbon and good/bad relationship cards distributed through the Borough and posters in all GP surgeries and community outlets such as libraries etc. as well as partner organisation venues

Domestic Violence Forum: Brentwood has an established and effective Domestic Violence Forum which is attended by many partners including Essex Police, Essex County Council Domestic Violence Co-ordinator, Citizens Advice Bureau, Basildon Women's Aid, Brentwood Borough Council officers (Homelessness advisor, ASB Co-ordinator, Sheltered Housing Officer), Victim Support Officer. The forum share information between organizations and helps to co-ordinate awareness raising activities. The Forum feeds back ideas to the CDRP and LSP Board.

Multi-Agency Risk Assessment Conference (MARAC): The MARAC process is part of a countywide strategic response to domestic abuse, that aims to increase identification of victims at very high risk of serious harm from domestic abuse; and then to produce a multi agency risk management plan to reduce the risks to victims, their children and any other vulnerable person in the household.

Basildon Womens Aid: Basildon Womens Aid covers Basildon, Brentwood, Wickford and Billericay. They offer refuge accommodation for victims of Domestic Violence,

receiving referrals from many partners as well as self referrals from victims. Whilst in residence victims are offered support through groups, and specific cultural needs are met where possible. They also provide a range of other services:

- Training for Essex police recruits, PSCOs and other Essex Police front line staff.
- Work with schools within the Borough to run sessions which address bullying, peer pressure, relationships and mutual respect.
- Deliver Community Awareness Workshops to raise awareness around domestic violence with community groups, professionals and service providers.
- Open days aimed at individuals and organizations providing an overview of all in-house and community services – what services are available to victims and how to make a difference.
- Outreach and Development Services. 26 women from Brentwood Borough attended outreach sessions in six months from April 2009 to September 2009; Floating report received by 7 Brentwood families. Personal development courses run for outreach service users.
- Counselling Services provided in Brentwood for children who have experienced trauma of Domestic Violence.

Housing Services: The victims of Domestic Violence can seek alternative housing through the Housing Service at Brentwood Borough Council. The Council has a Domestic Violence Register (part of the Homeless register) to ensure that Domestic Violence cases are prioritized. Co-ordination activities through the CDRP and Domestic Violence Forum ensure that all partners work together to address the needs of the individual quickly and effectively.

The Benefits Service: The Benefits team at Brentwood Borough Council also plays a key role in supporting victims of Domestic Violence, ensuring that existing benefits remain in place and new assessments are undertaken to ensure full access to benefits is achieved.

Sanctuary Project and Careline: In some cases the perpetrator is removed and the victim of Domestic Violence wishes to remain in their own home. The Sanctuary Project operates in Brentwood providing additional security in the home such as additional locks and creation of a safe room. Victims can also use the Careline system from the women's refuge which provides a direct alert to the police.

4.1.3 Summary and Objectives

Brentwood is an affluent Borough with a low crime rate. Although the incidents of domestic violence are relatively low, the severity of these incidents are significant which suggests that victims may put themselves at significant risk by not reporting the perpetrator until the incidents are severe.

National Statistics suggests that there is significant under reporting of domestic violence and this remains a concern in Brentwood. Basildon Women's Aid have confirmed that domestic violence does not respect social circumstances or financial

prosperity, however the social issues connected with admitting domestic violence in a household may result in more victims "keeping quiet" in more affluent families.

There appears to be a good level of facilities and support for victims of domestic violence once they have reported the issue. Many of our residential services and support mechanisms are aimed at women. However we need to be mindful that 26% of victims of reported domestic violence incidents in Brentwood are men. We need to review the provision and support available for male victims as well as BME, transgendered people and people with disabilities.

Early notification and intervention remains a key concern in addressing domestic violence in Brentwood. Significant support services are in place for victims but delays in notifying and accepting help continues to put victims at risk. Although there is a good level of communication and joined up working between partners there may be ways to improve the co-ordinated response of all partners and a joined up review through the LSP using MARAC and the Domestic Abuse Forum should be encouraged.

Objectives

- To raise awareness of the issues surrounding domestic violence with the wider community through further events, leaflets and advertising.
- To encourage the LSP Thematic Groups to carry out a joint review of services offered and adopt actions to address domestic violence, including addressing repeat offending.
- To reduce the number of significant domestic violence incidents by encouraging victims to report issues at an earlier stage. (it is accepted that by adopting and achieving this objective the number of reported incidents may rise)
- To review support and provision for male victims of domestic violence, as well as BME, transgendered people and people with disabilities.

4.2 Health and Leisure

4.2.1 What we know

South West Essex PCT (now known as South West Essex NHS) confirms that females in the Brentwood area who reach the age of 65 will outlive males by an average of 3.2 years. There is little evidence available to demonstrate why this is the case. However it is accepted that if men or women take part in regular exercise their general health, and therefore life expectancy will improve. This is also confirmed by a summary report from the Mayo Clinic which sets out the top 10 causes of early death amongst women, stopping smoking and improved physical fitness are common recommendations to help to avoid these diseases and conditions.

In the Brentwood Area 22.9% of men and 22.6% of women take part in 30 minutes of moderate exercise at least 3 times a week. 35.3% of men and 31.8% of women are club members and 25.1% of men and 29.6% of women received tuition from an instructor or coach in last 12 months. 24.1% of men and 11% women take part in organized competitive sport. 78.4% men and 73.5% women are satisfied with local sport provision.

A report commissioned by Sports England considered national participation levels and this report demonstrates that women do not take part in as much physical activities as men do. Nationally 77% of adult women and 87% of men take part in physical activity at least once a year, 56% of women and 71% of men take part at least once a month.

Apart from walking, women are most likely to take part in non-competitive sports such as keep fit, yoga and swimming. Men take part in cue sports, cycling and swimming. 84% of girls and 90% boys take part in sport outside of school.

Men and boys are more likely to be members of sports clubs than women and girls (22% and 44% compared to 10% and 35%), more females than males are pool users (56%).

The gap between male and female participation has narrowed considerably over the last 30 years.

Following initial consultation with the Brentwood Disability Group, we have found that sports provision for people with disabilities are more focused to team sports such as basketball. Gym membership is available but personal privacy issues are considered to be more of a barrier for women than men. Many women with disabilities prefer swimming to other exercise and supported access to swimming facilities are only available on Sundays when assisted transport is difficult to organize.

4.2.2 What we are doing already

The Brentwood Leisure Trust is responsible for running the Brentwood Centre, a large sports, leisure and conference centre in the Borough. The Borough Council also own and manage the King Georges playing field with football pitches and leisure facilities for families. King Georges is also home to the local Rugby Club. There are also a wealth of clubs and groups throughout the Borough to meet most people's needs, whether male or female. These clubs and groups are advertised in the Borough Councils Directory. The County Council also owns a large country park in the Borough which offers large open spaces and outdoor activities for families.

Many schemes are being developed and delivered to encourage and improve participation for residents of all ages. There are also specific schemes to encourage women to participate:

Brentwood Health Week

During Health Week 450 year 2 pupils were targeted with a healthy lunch box initiative run in conjunction with Chelsea Community Football Club to increase an awareness of healthy eating.

Healthy Nation Station

550 Year 6 pupils were provided with information on physical wellbeing, food label information, free water bottles, fridge magnets, smoothie makers to increase awareness of a healthy lifestyle.

Golden Spoon Play

Targets Year 4 pupils as an early intervention to reduce obesity in Year 6 and increase awareness of healthy eating. It has now been extended to include the whole of the South West Essex NHS area.

Chlamydia Screening

Targets under 25 year olds at Eclipse Nightclub. Over 300 people were engaged and 25 people were tested and 600 goody bags were given out over two nights. Due to the success the exercise was repeated over another two nights in December 2009.

Weald Park Activity Day

The pilot scheme targeted children and parents which included a range of activities such as giant tennis, assault course and crystal maze. 40 people attended and look to repeat in 2010.

Cheerleading, Boxercise and Stability Balls – Women Only

Specifically targeted at women. 15 girls from each school over a four week period as part of an eight week programme. Cheerleading classes are delivered at both primary and secondary schools

Active Living

Come and try sessions for the over 60s at Brentwood Leisure Trust with a selection of low impact sports

Streetball Camps

Diversionary project which offers alternative sporting activities for those that dislike traditional sporting activities

Brentwood Anchor Staying Put

Brentwood Anchor Staying Put is dedicated to improving the quality of life of older people by providing advice and assistance with adaptations, improvements and repairs to their properties that will enable them to remain active, safe and independent in their own homes.

Tea Dance

Tea Dances are held twice a year with approximately 100 people attending. Due to the success it is hoped to make these quarterly. Not only offering some light hearted exercise for the elderly it is also a useful source of information with multi agency representatives attending.

4.2.3 Summary and Objectives

It is difficult to compare our local data to the national data available as the measures are slightly different. However our local data does suggest that participation rates in the Brentwood Borough are higher than the national and Essex average and the difference between male and female rates is not as great. Brentwood Borough Council has made a focused effort over the past three years to provide activity opportunities that will encourage women, older people and families to participate in sports and active recreation and these efforts, combined with a Borough with reasonable affluence could be a cause of this improved participation.

The evidence shows that women prefer to undertake indoor activities such as classes and Brentwood Borough already have taster days and women focused class activities in place. The Borough also benefits from many team sport activity including traditional sports such as football, rugby and cricket and more unusual sports such as handball and basketball.

There is an opportunity to influence both school age boys and girls to live healthier lives and Brentwood has worked with partners such as Chelsea football club to run a variety of fun, informative and healthy schemes for children and their families.

Although the issues for women improving their health and fitness remains a priority, the decline in activity for men is becoming a significant issue too, especially in relation to alcohol related illnesses. Brentwood will continue to work with our health colleagues to find ways to promote gender focused sports activities for both men and women.

Our data does not tell us whether men and women access to sports and active leisure are affected at different ages. We target schools and run tea dances for older people but we need to undertake further work to understand of the provision currently available meets the needs of women and men at different times of life and what the barriers for people in Brentwood might be, for example young mothers needing crèche facilities; low income families or teenage boys.

Our consultation with the Brentwood Disability Focus Group suggested that the inequality may remain more extreme for men and women with disabilities and more work needs to be done with stakeholders to confirm and address these inequalities. The services that are already focused at people with disabilities will also be reviewed as part of this work to ensure that they are easily accessible in relation to timing and transport.

Objectives:

- Continue to promote gender targeted sports and leisure activities to increase participation.
- Undertake further consultation with colleagues and partners to understand participation rates by age, gender and circumstances.
- Review the services and facilities aimed at improving health which are available for men and women with disabilities, identifying gaps in provision and gender barriers to participation.

4.3 Transgendered People

4.3.1 What we know

Transgendered people have been selected as one of our focus areas as we have recognized that we have very little data or information to help us to understand and appreciate potential issues and discrimination for transgendered citizens and service users. We also had no knowledgeable stakeholders in this area.

As part of our consultation we contacted UNISON and were put in touch with a colleague from the National LGBT Committee who has agreed to help us to improve our understanding and develop an awareness raising programme for staff.

The Gender Identity Research and Education Service (GIREs) confirm that 1 in 1000 school children suffer from gender dysphoria, not all will seek gender reassignment surgery. More support is needed for Transgendered people in the workplace who suffer isolation, fear of physical attack, bullying or ridicule.

4.3.2 Summary and Objectives

We now have a transgender knowledgeable stakeholder to consult with but recognize that we need more. We recognise that false assumptions, prejudice, discrimination and stereotyping are widespread in society and that we must take steps to actively promote equality and combat prejudice, discrimination and harassment. Therefore our objectives and action plan will focus on the need to address our lack of awareness, data and stakeholder input.

Objectives.

- We will develop a transgender policy to ensure that:
 - We will not make assumptions about people's gender identity.
 - We will not discriminate either directly or indirectly on grounds of gender identity in the delivery of our services.
 - We will not tolerate prejudice or harassment
 - We will take seriously and investigate any complaints of discrimination or harassment, using the agreed procedures and respecting confidentiality.
- We will improve our understanding of Transgender issues and develop actions to promote improved services, understanding and acceptance for transgendered people.

Section 5: Brentwood as an Employer

Brentwood Borough Council employs 320 staff in varied roles across the Borough. The Council is committed to achieving a workforce reflective of the local community and attracting the best people to deliver quality services for our citizens.

48% of the population within Brentwood are women. 46% of the workforce are women, In December 2009, 20.25% of the Council's highest paid employees were women.

The Council recognises that women have historically been disadvantaged in the workplace due to a number of factors. In Brentwood women fulfil all of the most senior roles, however, the percentage of women in the Council's highest paid employees remains low. Our focus is on the attraction, recruitment and retention of talented people. We wish to develop our workforce to ensure they are best placed to succeed in promotion opportunities. The Council will also develop and nurture local talent to build upon achieving sustainable communities.

Brentwood already offers flexible working, job share and term time only contracts. Creating career development opportunities remains a priority in achieving a workforce culture where individual needs and circumstances can be met where reasonably practical. The Council will build upon its understanding of the local, regional and national talent pool and the changing demography within the Borough to plan for future labour demands within the council and promote equality of opportunity.

Brentwood Borough Council will carry out an equal pay review during 2010 and will implement actions to address any pay inequalities as part of this review. We will then continue to monitor future pay decisions.

Employment Standards, Retention and Recruitment of Staff

The Council monitors its recruitment and selection process. We have a policy statement in relation to equal opportunities and all the Council's advertisements inform applicants that the Council aims to be an equal opportunities employer. Advertisements for vacancies in the Council attract a talented and diverse pool of applicants.

The Council is committed to providing a supportive working environment that is free from harassment and discrimination and we will take action promptly and effectively if it does occur in the workplace. We will ensure that all employees and potential employees are given consideration and treatment and are not discriminated against for their gender or any other reason. Employees are and will continue to be consulted on all aspects of gender equality and understand the Council's obligations set out in the Sex Discrimination Act 1975.

Monitoring of Employee Data and Statistics

The monitoring of applications and workforce will enable the Council to ensure its equal opportunities policies are effective and help it to measure progress. As far as possible, the Council will monitor the recruitment, development and retention of all its employees in terms of:

- Staff in post;
- Applicants for employment, training and promotion;
- Staff receiving training;
- Staff who benefit or suffer detriment as a result of performance assessment;
- Staff involved in grievance procedures;
- Staff subject to disciplinary procedures; and
- Staff who leave the Council's employment.

Training and Development

Brentwood Borough Council offers a targeted suite of training for staff at all levels which reflects our corporate priorities. All of our training courses have been reviewed to ensure that Equality and Diversity principals and issues are an integral part in all of our training experiences.

During 2007, as part of our work with the Essex Strategic Partnership, our staff attended Diversity Training. (Inspiring Diversity, Valuing Others). This training focused on all issues including Gender. We intend to repeat this type of diversity training as the organisation moves forward.

We have also rolled out a programme of specific equality training, briefings and surgeries to train and support staff who are directly involved in Equality Impact Assessments, and provide bespoke training and update sessions for councillors, managers and teams. Some of this activity is undertaken through our partnership arrangements with Essex County Council's Diversity and Equality Team.

Following consultation with colleagues at UNISON, we will be holding Transgender awareness workshops for key frontline staff during 2010.

Borough Councillors and Senior Managers are committed to the Equality and Diversity Framework. Our Senior Management Board and Heads of Service have agreed that equality and diversity will be championed at team meetings and staff will receive on-going briefings and awareness sessions as part of their development.

Consulting with our employees.

We consult regularly with our employees and trade unions through the staff forum, the Communication and Innovation Link Team, the Disability Focus Group and staff

surveys. The Gender Scheme has been discussed at these forums and the notes can be found in the appendices.

Section 6 Monitoring and reviewing the Gender Equality Scheme

The Gender Equality Scheme will set our direction for the next three years. During this time we will complete one cycle of the Equality Impact Framework and the Gender Equality Action Plan will be amended as EIAs are completed and required actions are identified.

To ensure that we deliver real outcomes the scheme focuses on three key areas. The Equality and Diversity Theme Team will continue to consider potential additional areas of concern as data and information becomes available. For example, Women in Business, Single fathers and Carers. If required these and other additional focus areas will be added as initial actions are completed.

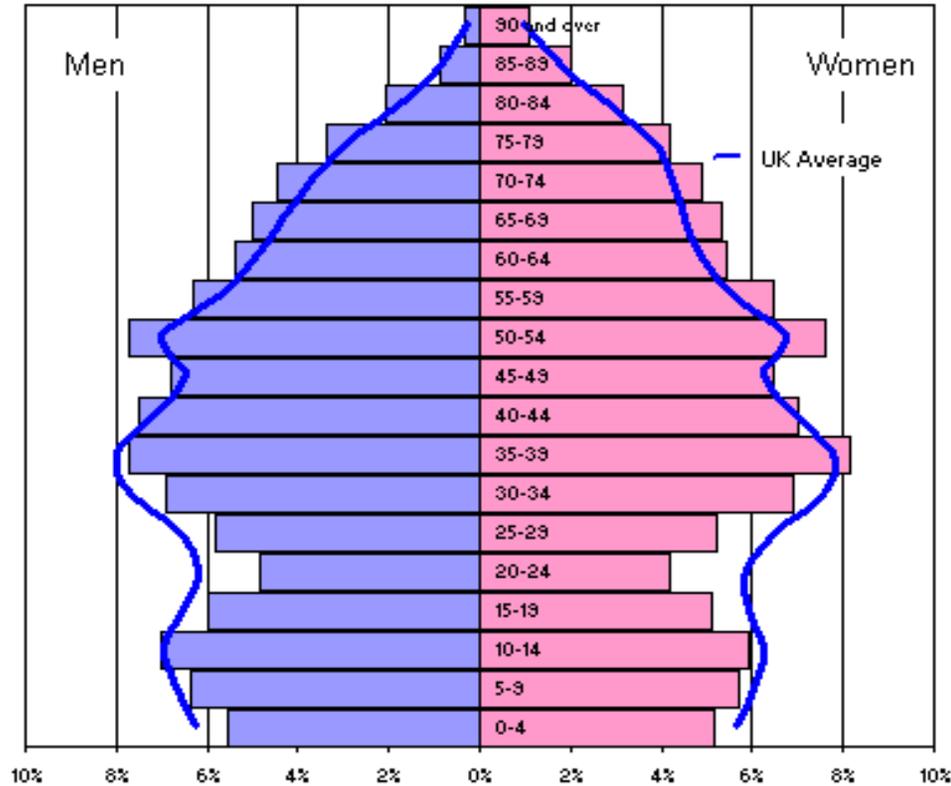
Progress against the Gender Equality Scheme will be presented, by the Theme Team Lead, in an Annual Review and the report will be shared with our partners and published on the Brentwood Borough Council Website.

Progress against our action plan will also be reviewed by the Equality and Diversity Theme Team on a quarterly basis. The Theme Team Lead will present the findings of these reviews to the Equality and Diversity Board and the Overview and Scrutiny Committee as part of their planned updates and communications.

This Gender Equality Scheme will be in place for three years (April 2013).

Appendix 1 Brentwood Demographic Details

Brentwood Statistics.

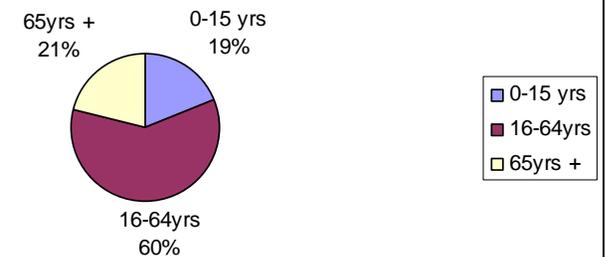


Taken from the 2001 Census, the percentages on the pyramid represent the percentage of 'all males' (to the left) and the percentage of 'all females' (to the right) that are in that age group.

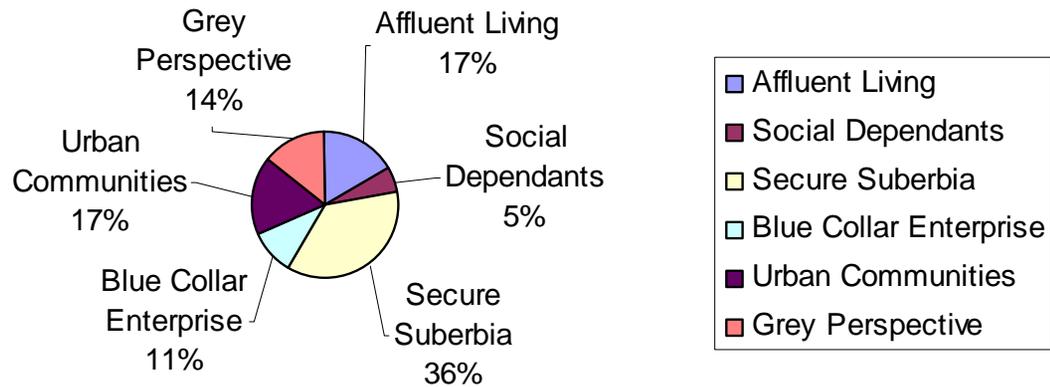
| Age Range | Total | Males | Females |
|---------------|--------------|--------------|--------------|
| 0 - 4 | 3677 | 1848 | 1829 |
| 5 - 9 | 4128 | 2120 | 2008 |
| 10 - 14 | 4416 | 2321 | 2095 |
| 15 - 19 | 3791 | 1986 | 1805 |
| 20 - 24 | 3078 | 1610 | 1468 |
| 25 - 29 | 3765 | 1934 | 1831 |
| 30 - 34 | 4716 | 2289 | 2427 |
| 35 - 39 | 5436 | 2563 | 2873 |
| 40 - 44 | 4968 | 2489 | 2479 |
| 45 - 49 | 4542 | 2259 | 2283 |
| 50 - 54 | 5262 | 2571 | 2691 |
| 55 - 59 | 4359 | 2087 | 2272 |
| 60 - 64 | 3710 | 1791 | 1919 |
| 65 - 69 | 3528 | 1659 | 1869 |
| 70 - 74 | 3209 | 1486 | 1723 |
| 75 - 79 | 2605 | 1122 | 1483 |
| 80 - 84 | 1782 | 677 | 1105 |
| 85 - 89 | 992 | 291 | 701 |
| 90 + | 492 | 100 | 392 |
| Totals | 68456 | 33203 | 35253 |

The Census information is now nearly 10 years old and numbers are likely to have changed over time. The following graphs are more recent estimates relating to age etc. The estimated population in Brentwood has risen from 68K to 73K during this time.

Age Groups in Brentwood (Mid 2008 Estimate)



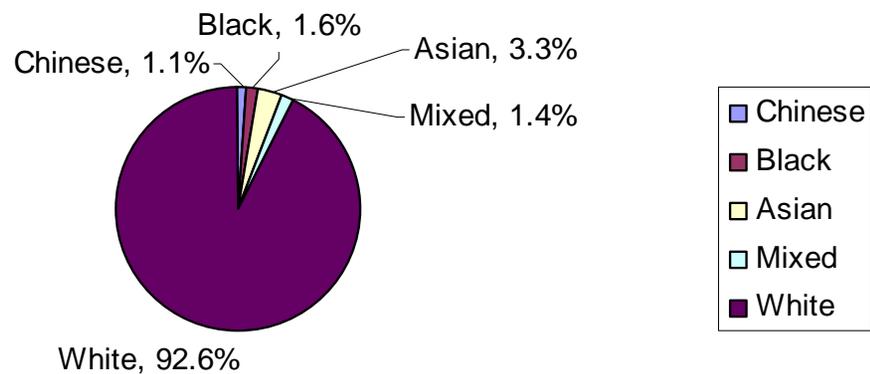
Status (RSE analysis showing Brentwood households by Social Status)



Brentwood Borough Council commissioned a community profiling project which helped us to understand the social makeup of our borough. This gave us a better understanding of the issues for these groups, who uses our services and how residents prefer to communicate with the Council.

This data shows the affluent nature of the residents of Brentwood with only 5% of residents being included in Social Dependants.

Brentwood Population by Ethnic Group (RSE 2009)



Brentwood has a very low proportion of ethnic minority groups. 7% against a national average of 11%.

| Group / Knowledgeable Stakeholders | face to face/data | Key Findings and data gathering |
|------------------------------------|-------------------|--|
| Women's Aid | Data | <ul style="list-style-type: none"> • DV accounts for between 16% - 25% of all recorded violent crime • 45% women and 26% men had experienced at least one incident of inter-personal violence in their lifetimes • Women are much more likely than men to be a victim of multiple incidents of abuse, and of sexual violence • Women are more likely than men to have experienced all types of intimate violence since age of 16. Nearly half of those of women were likely to have been victims of more than one kind of intimate abuse • 54% of UK rapes are committed by a woman's current or former partner • On average 2 women a week are killed by a male partner or former partner • The freephone National Domestic Violence Helpline received just over 250,000 calls during its first 12 months • At least 750,000 children a year witness domestic violence • Nearly three quarters of children on the at risk register live in households where DV occurs and 52% of child protect cases involve DV. • In 75% - 90% of incidents of DV, children are in the same or the next room • Link between child physical abuse and DV is high with estimates between 30%-66% • 70% of children living in UK refuges have been abused by their father • Family Court Welfare Services suggests DV is present in almost 50% of cases • In 2001 there were 55,743 applications for contact orders under the Children Act 1989 of those only 713 (1.3%) were refused • 42% of all female homicide victims, compared with 4% of male homicide victims, were killed by current or former partners in England and Wales. • In a study by Shelter, 40% of all homeless women stated that domestic violence was a contributor to their homelessness • 44% are victimised more than once and almost one in five (18%) are victimised three or more times • 70% of incidents of DV result in injury • 75% of cases of DV result in physical injury or mental health consequences to women • The cost of treating physical health victims of domestic violence is £1,220,247,000 – 3% of total |

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| | | <p>NHS budget</p> <ul style="list-style-type: none"> • The cost of treating mental disorder due to domestic violence is £176,000,000 • DV commonly results in self harm and attempted suicide • 1 in 5 men and 1 in 10 women think that abuse or violence against women is acceptable • More than a third (41%) of cases brought to the courts under the Protection from Harassment Act 1997, the suspect had previously had an intimate relationship with the complainant. • 30% of DV starts in pregnancy • DV identified as prime cause of miscarriage or still birth, and of maternal deaths during childbirth • Between 4 and 9 women in every 100 are abused during pregnancy and/or after birth • 12% of the 378 women whose death was reported to the Confidential Enquiry on Maternal Deaths had voluntarily reported DV to a healthcare professional during their pregnancy |
| <p>Basildon Women's Aid – 8th February 2010</p> | <p>face to face/workshop</p> | <ul style="list-style-type: none"> • Member of Domestic violence Forum which includes representatives from Essex Police, County Domestic Violence Co-ordinator, CAB, Brentwood Borough Council (Homelessness advisor, ASB co-ordinator, Sheltered Housing – Careline Alarms and Safeguarding Officer), Victim Support • Referrals are received from Brentwood Borough Council Housing Department, Social Services, Police, CAB, Hospitals, Health Visitors and self referrals • Attend MARAC – Multi Agency Risk Assessment Conference coordinated community response to domestic violence • Link with the Police and Probation Service to train Essex police new recruits, PSCOs and front line office staff at Police Headquarters • Promote VAWG action through LSP Thematic Groups • Schools sessions – ‘Being Me’ anti bullying programme and ‘Out in the Open’ peer pressure programme in primary and secondary schools, colleges and youth establishments which addresses peer pressure, relationships and mutual respect • Deliver regular presentations to community groups in the area to increase awareness • Deliver Community Awareness Workshop – for professionals and service providers from statutory and voluntary sectors to raise awareness of the dynamics and diversity that have an impact on domestic violence victims and the community • Open Days delivered at the Parklands Centre aimed at individuals and organisations with specialist, experienced staff providing overview of all in-house and community services – what services are available to victims and how to make a positive difference • Awareness at Brentwood Borough Council during Domestic Violence Awareness week – silent |

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| | | <p>witnesses in reception area, use of a drop in room during the week. Ribbon and cards (right and wrong relationships) distributed. Posters and leaflets were distributed to partner organisations</p> <ul style="list-style-type: none"> • Posters distributed to GP surgeries to raise awareness • Propose – increase awareness within Council publications – adverts DV Awareness week, link from Council website to Basildon Women’s Aid • Offers refuge accommodation service. April 2009- September 2009 1 family from Brentwood was accommodated • Whilst resident there are support groups for women and children • Developed outreach and development services - calls to the Outreach service at the Parklands Centre – new referrals April 2009 – September 2009 26 women from Brentwood. Floating support had 7 families from Brentwood. Satellite surgeries are held in Brentwood and Hutton Weekly on a Wednesday morning. New appointments April 2009 – September 2009 20 came from the Brentwood area. Follow up appointments are made as necessary. • Personal development courses run for outreach and floating support service users. ‘Reclaiming ourselves’ rolling 10 week programme of women’s self help support groups. • Counselling service is provided in Brentwood and includes counselling for children who have experienced the trauma of domestic abuse • Leaflets are available in other languages if English is not the first language. • Specific cultural needs are met where possible (such as specialist Asian refuge – Newham, woman traveller to be relocated well away from the area that she normally resides in). Home support plans are also offered and continuously reviewed. With some honour crimes within the Asian community, a specialist solicitor is contacted and generally the client is relocated well away from the area that they previously lived in. • If men are victims of domestic violence are referred to the Respect helpline. • At present no transgender clients have used Basildon Women’s Aid but it has been identified as a potential issue. • At present no clients with physical disabilities have been referred. Where clients have learning disabilities their needs are assessed and the client may be referred to a specialised refuge which can accommodate their needs • Sanctuary Project allows women to stay in their own home by providing extra locks on doors and windows, or create a safe room and wait for the police to arrive. Can be run in conjunction with Careline alarm system. |
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| Domestic Violence Forum - Face to face planned April 2010 | Face to face | |
| CDRP | data | <ul style="list-style-type: none"> • The hotspot for serious sexual offences centres around the town centre, however the most common ward for these offences is Warley. Part of the reason for the hotspot centring around the town centre is the number of offences occurring in the surrounding wards of Brentwood North and West. There has been good progress in reducing the number of serious sexual offences resulting in a 25% decline to just 18 offences. In terms of offenders, of which 5 were detected for the 18 offences, 40% come from outside the district. Brentwood is well below the regional and national average for alcohol related sexual offences. • Women make up 228 of the 499 assault victims. Of those 228 assaults committed on women, 131 of these are related to domestic abuse incidents. This compares with 271 male victims, of which 47 are domestic abuse related. Just 12 of the victims of domestic violence have been a victim to one prior occasion which puts repeat victimisation at a very low 6.74% for domestic violence. Where there were incidences of domestic violence these were deemed to be significant by the police. • Information received from MARAC's also suggests that children are increasingly victims of domestic abuse. • Racially aggravated crime within Brentwood December 2008 – November 2009 – 46 identified crimes. Male victims made up 43.48% of total victims, females 45.65%. The remaining 10.87% of offences were committed without any identified victim. The average age was just over 37 years. In terms of ethnicity 29.27% were defined as African Caribbean, 29.27% as Asian and White Europeans as 36.59%. Of the identified offenders, 70.59% were male and 29.41% were female with the average age for both being just under 31 years. • |
| NSPCC Partner exploitation and violence in teenage intimate relationships September 2009. A confidential survey completed by 1,353 young people, between 13 and 17 year old | data | <ul style="list-style-type: none"> • Girls, compared to boys, reported greater incidence rates for all forms of violence. Girls also experienced violence more frequently and described a greater level of negative impacts on their welfare. • Young participants (13-15 years old) were as likely as older adolescents (16 and over) to experience particular forms of violence. • The majority of young people either told a friend about the violence or told no one. Only a minority informed an adult. Associated factors, both for experiencing and instigating teenage partner violence, included |

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| | | <p>previous experience of child maltreatment, domestic violence in the family and aggressive peer networks. For girls, having an older partner, and especially a 'much older' partner, was associated with the highest levels of victimisation.</p> |
| <p>NSPCC Children and families experiencing domestic violence: Police and Children's Social Services' responses - September 2009 Interviews with 40 young people, survivors and perpetrators, study of professional practice, survey of innovative practice</p> | <p>data</p> | <ul style="list-style-type: none"> • Front line police officers should be provided with an appropriately designed information leaflet or z card to distribute to children and young people at the scene of a domestic violence incident. • Conceptualising children and young people as victims of domestic violence may assist police officers to acknowledge and engage with their needs more fully. • Children's social services should review the practice of sending letters to families following a notified incident of domestic violence in the absence of any further intervention and consider whether such letters act to promote families' engagement with social work services. • Stop-start patterns of intervention should be avoided, and children's social services should work with other organisations and through commissioning to develop opportunities for long-term monitoring and support families with multiple and complex needs. • Children's social workers should be provided with training, supervision and support aimed at increasing skills and confidence in working with abusive men. • Inter-agency approaches to filtering notifications which involve staff sharing access to police and children's social services information should be further developed and evaluated. • Not all incidents of domestic violence need to be referred to children's social services but children's social services should be kept informed of incidents of domestic violence involving children, and social workers should contribute to inter-agency processes for identifying which families should be referred to children's social services. • Multi-agency structures need to be more widely developed with the aim of engaging a range of other agencies, including both universal services and specialist domestic violence services, in delivering early intervention services to families experiencing domestic violence. • Supervised contact services that can be accessed by families on a voluntary basis should be developed as an early intervention for children experiencing domestic violence. • Such services will need to be staffed by trained and qualified staff. Central government funding should be made available for third sector agencies to develop these services. • Government should establish legal means for domestic violence with insecure immigration status to access safe accommodation and relevant support services. • The availability of perpetrator programmes which can accessed on a voluntary basis should be increased. Such programmes should liaise closely with children's social services to ensure that their |

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| | | <p>work feeds into parenting assessments.</p> <ul style="list-style-type: none"> • Services offering therapeutic support to children and young people harmed by domestic violence should be identified as a priority area for development by central government, local authorities and children's trusts. |
| <p>Office of National Statistics – Focus on Gender – September 2008</p> | data | <ul style="list-style-type: none"> • Living arrangements – marriage is the most common form of partnership • Education – Girls continue to outperform boys • Working Lives – Employment rates higher for men than for women • Work and Family – two-thirds of mums are in employment • Personal Finances – Pay gap narrowest since records began • Health – More men die from alcohol-related causes than women • Health-related behaviour - Alcohol: More men than women exceed recommended daily limit • Lifestyles – Watching TV is top activity for men and women • Travel – Men travel further than women • Crime – Majority of offenders, 80%, are male • Housing – More men than women are homeowners |
| <p>Brentwood Borough Council – Housing Department – February 2010</p> | Face to face | <ul style="list-style-type: none"> • Homelessness applications received between January 2009 – February 2010 – 30 men, 72 women. Of those 1 man and 21 women cited Domestic Violence as the primary factor and three cited Domestic Violence as a secondary factor. No applications were received from the Brentwood area where domestic violence was cited at the primary factor • Sanctuary scheme provides security in people's homes as some victims of Domestic Violence want to go back to their own property. If private tenant must get owner authority. • Domestic Violence is of a more serious nature in Brentwood with lots of referrals coming from outside of the area – but we have to deal with in Brentwood. • Must consider if there are cycles of Domestic Violence • Careline system from Refuge – alert goes straight to the police – must have landline for it to be active. • Issues identified with families and history of domestic violence through children and grandchildren • Domestic violence register (if made homeless through DV) prioritises need e.g. children and dependants |
| <p>Brentwood Borough Council Revenues and Benefits Department – February 2010</p> | Face to face | <ul style="list-style-type: none"> • Claims for benefit for people going to a refuge – Follow legislation for DV. Entitled to claim for refuge whilst main home. Can do for up to 52 weeks. Revs and Bens do not suspend claim whilst in refuge. |

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| | | <ul style="list-style-type: none"> • Single people form a large part of their caseload • Work with Housing Benefit legislation laid down by DWP. |
| Lucy Persechino – National LGBT Committee Unison – February 2010 | Face to face | <ul style="list-style-type: none"> • Gender Identity Research and Education Service (GIREs) one in 1,000 school children suffer from gender dysphoria – one pupil for every secondary school. Not all seek gender reassignment surgery. It is quite common for those experiencing and or expressing gender variance to describe themselves as trans-men – female to male and trans-women – male to female • More support is needed for those in the workplace who suffer isolation, fear of physical attack and being bullied, or treated as an object of ridicule. |
| SWEPECT Annual Report – Brentwood Area | data | <ul style="list-style-type: none"> • Months of life lost due to alcohol – Males 4.9, females 3.3 • Life expectancy at age 65 (2004-6) Males 18.2 years, females 21.4 years • Additional Health statistics with Gender differentiation http://www.swessex.nhs.uk/plugins/dms/download/?59466ea5-6787-42cf-a585-a703a45415af |
| MAYO Clinic | data | <ul style="list-style-type: none"> • The biggest threats to women's health are mostly preventable • Top 10 Threats: <ul style="list-style-type: none"> • Heart Disease • Cancer • Stroke • COPD Chronic obstructive pulmonary disease • Alzheimer's disease • Injuries such as motor vehicle crashes. • Type 2 diabetes • Flu • Kidney disease • Blood poisoning (septicemia or sepsis) • It's important to understand common women's health risks, but don't feel intimidated. Instead, do whatever you can to lead a healthy lifestyle — including eating healthy foods, staying physically active, getting regular checkups and paying attention to your environment. Preventive measures can go a long way toward reducing your health risks. |
| Brentwood Disability Group | Face to Face | <ul style="list-style-type: none"> • There are facilities for people with physical disabilities but these are mainly activities aimed at Men. For example Basketball. • Gyms offer assisted sessions but many women do not feel comfortable requesting assistance. • A swimming session is available on Sunday but the bus services do not run on Sundays to meet |

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| | | <p>travelling needs and community transport is difficult to arrange.</p> <ul style="list-style-type: none"> • More female targeted schemes would be welcomed • Gender/ disability data relating to participation in sports and activities is not available. • No knowledge of facilities for people with learning disabilities, either male or female. Suspect gender preferences would not have been considered here either. |
| Friends, Families and Travellers website details from the Domestic Violence and the Travelling Community Conference 8th May 2009 | data | <ul style="list-style-type: none"> • Need to ask and understand the special needs of the different Gypsy & Traveller communities • Experience of racism and bullying is normal for Gypsies and Travellers • Acceptance of DV as normal for many • Marriage is for life – women who leave are ‘spoiled goods’ • The women are not weak – having a number of children, but need to understand their vulnerable situation • Low literacy is an issue for many in the Gypsy and Traveller communities • Leaving DV means leaving the whole culture • Service providers need to have cultural awareness training • Specialist and/or tailored provision DV is needed • Trust in the organisation is key – employing community members helps • Need to recognise the diversity <i>within</i> the communities • Work with men and families is needed to stop the violence • How to engage – need to develop a whole new practice in terms of making contact with people unwilling to come forward • Need to raise awareness of DV within the Gypsy and Traveller communities, including impacts on children • Need to build capacity within Traveller communities to challenge DV |
| Gypsy and Traveller Support Group – Professor Thomas Acton Greenwich University | data | <ul style="list-style-type: none"> • Violence against women and children is not endorsed by Gypsy/Traveller/Romani cultures, and should never be excused because of ‘culture’ by nonetheless as in all cultures it occurs, and those who help women and children in this situation should be sensitive to their culture |
| Federation of Small Businesses | Face to Face | <ul style="list-style-type: none"> • FSB do not hold any gender information. BBC officers have identified several female business women in Brentwood area to consult. This activity will be added to the action plan. |
| Chamber of Commerce | | <ul style="list-style-type: none"> • Awaiting feedback |
| Sport England – Participation of Women in Sport | data | <ul style="list-style-type: none"> • 77% of adult women (16+) and 87% of men take part in sport at least once a year, 56% of adult women and 71% adult men take part at least once a month (GHS, 1996) • 41% walk or hike at least 2 miles for pleasure each month. |

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| | | <ul style="list-style-type: none"> • Apart from walking, women are most likely to take part in keep fit/yoga (17%), swimming (17%) and cycling (8%) on a regular basis (at least once a month). Men cue sports (20%), cycling (15%) and swimming (13%) • Women’s participation has risen since 1987 whilst men’s has fallen. • Sport England Survey in 1984 identified that 84% of girls (6-16) take part in sport outside of school on a regular basis (at least 10 times a year) compared to 90% of boys • Cycling is the most popular sports activity amongst girls at 52%, followed by swimming 51%, aerobics and keep fit 24%, walking 23% and tennis 19%. • The most popular location for participation amongst adult women is at an indoor sports facility (GHS Survey) 23% at least once a month • 10% of women are members of a club, as are 35% of girls. Whereas 22% of men and 44% of boys have club membership • 46% of sports hall users in England are female (11years+), as are 56% of swimming pool users. • Almost half of all female visits to halls are to take part in a keep fit activity (43%), 24% play badminton. With swimming women more likely to take part in general swimming (95% of visits) but are more likely than males to take part in aquafit (6% of visits) • Specific sessions for women are programmed for 2% of available hall time and pool time. • Gap between male and female participation has narrowed considerably over the last 30 years • 19% of women (12% men) more money /lower prices would encourage them to take part • 15% women (7% men) – having friends to take part with • 12% women (3% men) – better childcare provision • Women involved in elite level find access to good quality sports services more difficult than men. |
| <p>Women’s Sports and Fitness Foundation – Barriers to Sports participation for women and girls – August 2008</p> | <p>Data</p> | <ul style="list-style-type: none"> • Lack of time and lack of childcare • Lack of money • Lack of transport • Personal safety • Funding • Access to facilities • Body image • Clothing and equipment • Lack of self confidence • Parental and adult influence |

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| | | <ul style="list-style-type: none"> • Male dominated culture of sport • Attitudes and prejudices about sexuality • Attitudes and prejudices about disability • Attitudes and prejudices about ethnicity • Sexual harassment and abuse • Female invisibility – media representations and lack of role models in sport |
| Active People Survey results for Brentwood 2007 | Data | <ul style="list-style-type: none"> • 22.9% (male) 22.6% (female) take part in at least 3 days a week x 30 minutes moderate participation • 8.2% (male) 4.7% (female), at least 1 hour a week volunteering to support sport • 35.3% (male) 31.8% (female) are club members • 25.1% (male) 29.6% (female) received tuition from an instructor or coach in last 12 months • 24.1% (male) 11.0% (female) take part in organised competitive sport in last 12 months • 78.4% (male) 73.5% (female) satisfaction with local sports provision |
| Resident Budget Consultation Survey Final Report – January 2010 – CELLO mruk research | Data | <ul style="list-style-type: none"> • The environment and surroundings; community wellbeing and value for money appear to be the key priorities identified for the forthcoming year. • Parks and open spaces and public toilet services are those respondent residents appear to prioritise for retention. By contrast Town Twinning, Brentwood in Bloom and Christmas lights/decorations appear least supported. Also nearly one in three respondents to the survey do not think any services should be stopped |
| LSP Consultation with Jocelyn Jordan LSP Co-ordinator | Face to face | <ul style="list-style-type: none"> • LSP have undertaken a borough wide consultation to develop the new Sustainable Community Strategy. The results of the consultation will inform the discussions to set the new LSP priorities. The consultation did not identify any specific gender issues. • However the consultation responses were male dominated and most responses represented older communities. • Recognising that this may be a flaw in the consultation process, the LSP Board have commissioned further face to face consultations targeted at harder to reach groups such as young mothers and families at toddler groups, Women’s Institute, BME groups and Religious groups to seek further views. • These findings will be reviewed and fed into the LSP discussions during priority setting. The information will be shared with all partners and interested parties. |

| Task | Action | Unit Plan | Lead Officer | Start date | Delivery date | Red, Amber Green R/A/G | Impact of action if complete Actions taken to bring on track if not complete by due date Other brief notes on progress |
|------|--|---------------------------------|--------------|---------------|---------------|------------------------|---|
| 1 | Contact national groups and organisations to gain an understanding of Transgender issues and if possible local contacts for further information | Community Services | Kim Anderson | February 2010 | February 2010 | G | Knowledgeable stakeholders engaged to assist with Equality Impact Assessments |
| 2 | Approach neighbouring authorities such as Southend Unitary and Tower Hamlets who have made progress in addressing Transgender issues and learn best practice | Community Services | Kim Anderson | February 2010 | February 2010 | G | Unison undertook work for Southend and Tower Hamlets. They have agreed to provide briefings and training for Brentwood. KA working with Human Resources and UNISON to confirm content, dates and delegates. |
| 3 | Develop a further action plan to identify and address issues for Transgendered citizens, service users and staff | Equality & Diversity Theme Team | Steve Boyle | March 2010 | May 2010 | G | Action plan will follow awareness sessions. All EIAs will take account of Transgender issues. |
| 4 | Undertake an equal pay review | HR | Derry Tucker | January 2010 | April 2011 | G | The review will include all staff. Once completed necessary actions will be taken and new appointments will be monitored. |

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| 5 | Ensure that any Gender issues that arise out of the Equality Impact assessments undertaken by Brentwood Borough Council's service areas appear in unit plans and are also added to the Gender Equality Action Plan | Equality and Diversity Theme Team | Steve Boyle and Heads of Service | February 2010 | March 2013 | G | All gender issue actions will be included and addressed in the appropriate Unit plan and monitored as part of the performance process. |
| 6 | Present progress in the Gender Equality Scheme to key strategic groups as outlined in the Gender Equality Scheme. | Equality and Diversity Theme Team | Steve Boyle | ongoing | ongoing | G | Updates will e provided to the Overview and Scrutiny Committee, Equality Board and Theme Team. The Theme Team Lead will ensure any issues of non-activity are reported to the appropriate Head of Service, Director or Chief Executive. |
| 8 | Review Gender Equality Scheme | Equality and Diversity Theme Team | Steve Boyle | December 2010 | February 2011 | G | Review and publish |
| 9 | Increase awareness within Council publications for Domestic Violence Awareness. Link from Council website to Basildon Women's Aid | Communications Team | Tim Huggins / Emmeline Smith | September 2010 | November 2010 | G | Update BBC website. Review publications and agree where articles and advertising can be included. Post adverts and articles as planned. |
| 9 | Contact Respect to find out what services are available for men in respect to Domestic | Community Services | Kim Anderson | March 2010 | March 2010 | G | Respect representative included in all appropriate partnership activities. Agree joint working opportunities and best practice shared. |

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| | Violence | | | | | | |
| 10 | Approach neighbouring authorities in Essex to gather cross boundary data and review potential issues with knowledgeable stakeholders | Equality & Diversity Theme Team | Steve Boyle, LSP officers, Housing Officer | Ongoing | Ongoing | G | Internal partners engaged and neighbouring authorities contacted. Issues understood and addressed if necessary. |
| 11 | Develop information sheets for staff and members of the public to help to inform victims of Domestic Violence of the options and support available | Housing Team/ Benefits Team/ | E and D Theme team with Housing Team/ Benefits Team/ Domestic Violence Forum | June 2010 | Nov 2010 | G | Possibly include notification of other agencies with clients consent within this action |
| 11 | Undertake projects with partners that will increase awareness of domestic violence issues | Equality and Diversity Theme Team | Steve Boyle, Kim Anderson | Ongoing | Ongoing | G | Promote and highlight issues through LSP during priority setting. Identify projects and deliver |
| 12 | Develop three additional gender targeted sports schemes or leisure activities | Communities Team | Jo Cory, Lucy Gill, Sarah Lawrence | April 2010 (One per year) | March 2013 | G | Introduce one additional scheme per year |
| 13 | Undertake a consultation and data gathering exercise with knowledgeable stakeholders to | Communities Team | Equality Theme Team, Communities Team, Brentwood | Sept 2010 | March 2011 | G | Complete consultation and data gathering. Review findings and plan action. |

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| | understand participation rates by gender with age, and financial disadvantage. Analyse results and identify actions to address equality issues. Add any gender specific issues to the gender equality scheme action plan and other issues to relevant scheme action plans/ unit plans etc. | | Leisure Trust | | | | |
| 14 | Review the sports and active leisure facilities for people with physical, sensory or intellectual disabilities. Work with knowledgeable stakeholders to consider whether the needs of men and women are being addressed and whether facilities are accessible in terms of timing and travel. | Equality and Diversity Theme Team | Equality Theme Team, Communities Team, Brentwood Leisure Trust | Sept 2010 | March 2011 | G | Engage Knowledgeable stakeholders and providers. Agree actions and deliver |
| 15 | Ensure that Procurement and Partnership | Equality and Diversity Theme Team | Steve Boyle | April 2010 | July 2010 | G | The procurement and partnership strategies are now in place. These strategies will identify gender issues |

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| | Equalities review in completed and gender actions are included in this action plan | | | | | | and these must be added to the Gender Equality Scheme. |
| 16 | Complete consultation with to confirm if there are any challenges facing women in particular as they start or develop local businesses. | E and D Theme Team | Steve Boyle | March 2010 | Oct 2010 | G | Initial contact with business organisations have been unsuccessful. Contact will be made with local business women to try and pull information together. |
| 17 | Raising Awareness. Arrange E and D (to include Gender) briefings and awareness sessions for all staff through team meetings etc. | E and D Theme Team | Steve Boyle | Sept 2010 | Dec 2010 | G | Will be designed in partnership with ECC |