



Wolverhampton Primary Care Trust Gender Equality Scheme



Foreword and Executive Summary

In accordance with the Sex Discrimination Act (SDA) 2005 the PCT has produced a Gender Equality Scheme. This scheme encompasses the background to the legislation and detailed action plans for each part of the organisation. These action plans will need to be built on at a local level to ensure the PCT meets all the requirements of the Act.

Gender equality is championed at Board level with myself as Chief Executive taking overall responsibility and a Non Executive Director overseeing the delivery of the scheme. The Director of Human Resources and Organisational Development has delegated responsibility for implementation.

The PCT is committed to making changes to improve services to ensure gender equality. The first step is to involve people in determining what needs to be done. This involvement process will continue to underpin the scheme as it evolves.

The SDA sets out the requirements for public organisations in terms of the general duty and specific duties. The PCT has considered these duties and what must be done to comply with the legislation and respond to the issues raised through the involvement process. The action plan summarise what each part of the organisation intends to do over the next three years and we are confident that we will deliver on this plan. We recognise that this is just the first step of the journey to achieving gender equality. This scheme does not include everything that could be done but it is important that we publish a realistic scheme that will be achieved.

The implementation of the scheme will be closely monitored by our Gender Equality Scheme Steering Group which is chaired by the Director of Human Resources and Organisational Development. We will continue to listen to the views of service users and their carers and collect information to review progress and assess future needs (please see appendix 3) and will keep the Primary Care Trust Board and other stakeholders informed of developments.

Chief Executive
Wolverhampton City Primary Care Trust

Please send your comments to the Equality and Diversity team by 31st May 2007

Equality and Diversity Office, 10H Tettenhall Road, Wolverhampton WV1 4SA
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Introduction

From April 2007 amendments to the Sex Discrimination Act (SDA) 1975 will require public authorities to comply with a general duty to proactively promote gender equality. In addition to the general duty the PCT, as an NHS organisation, must also meet specific duties, one of which, is to publish a Gender Equality Scheme by 30th April 2007.

Purpose of the Gender Equality Scheme (GES)

The purpose of the Gender Equality Scheme is to help stop discrimination and lessen inequality between women and men. As a major employer, provider and commissioner of services the PCT has a role to play in challenging this.

The PCT must ensure all its functions meet the needs of women and men. The Gender Equality Scheme will ensure that the way we operate as an employer and our services are appropriate and accessible to women and men. Some initiatives are specifically targeted and a particular group to meet their needs e.g. men's sexual health service. Where services are offered to both men and women work will be undertaken to ensure they are appropriate and accessible to everyone.

The Gender Equality Scheme is being introduced to bring about:

- better informed decision making and policy development
- a clearer understanding of the needs of service users
- better quality services which meets various needs
- more effective targeting of policy and resources
- better results and a greater confidence in public services
- more effective use of talent in the workforce

Women and men, including transsexual women and men, experience different forms of disadvantage. In order to understand and address questions of gender equality the PCT will need to consider what disadvantages are being experienced by specific groups.

Gender equality is part of the wider equality and diversity picture. The PCT is developing a Single Equality Scheme which will draw together the different strands of work underway throughout the PCT to tackle discrimination. This Single Equality Scheme will encompass our Race Equality Scheme, Disability Equality Scheme and our Gender Equality Scheme. This integrated approach to addressing equality and diversity will strengthen what we do and how we do it.

Meeting the General and the Specific Duties of the Gender Equality

The PCT will review all policies and procedures with a view to identifying their impact on gender equality. Any changes or amendments will be incorporated into our Gender Equality Scheme. It is anticipated that all procedures and policies will be relevant but some will have greater significance or be of greater urgency.

How will the Gender Equality Scheme be enforced?

From late 2007 the Commission for Equality and Human Rights (CEHR) will have the power to conduct formal assessments and to issue compliance notices in connection with a breach of the general duty which will be enforceable in the courts. In addition it is likely that relevant inspection bodies will require evidence of compliance with the general duty and the specific duties of the Gender Equality Duty.

The General Duty

The Sex Discrimination Act (SDA) 1975 has been amended by the Equalities Act of 2006 and has been extended to cover all public functions. This legislation places a statutory duty on all public bodies, including NHS organisations, to have due regard to the need to:

- Eliminate unlawful discrimination and harassment that is unlawful under the Sex Discrimination Act 1975 and in relation to employment and vocational training, eliminate discrimination and harassment against transsexual individuals.
- Eliminate discrimination that is unlawful under the Equal Pay Act 1970.
- Promote equality of opportunity between men and women.

This general duty comes into effect on 6th April 2007.

The Specific Duties

In summary the specific duties are to:

- Prepare and publish a Gender Equality Scheme showing how a public body intends to fulfil the general and specific duties and setting out its gender equality objectives.

In preparing a scheme the PCT must:

- Consult employees, service users and other including Trade Unions.
- Take into account any relevant information it has gathered or considers relevant as to how its policies and practices affect gender equality in the workplace and in the delivery of its services.
- Ensure that the scheme sets out the actions the organisation intends to take to:
 - gather information on the effects of its policies and practices on men and women, in employment, services, and performance of its functions
 - use the information to review the implementation of the scheme objectives
 - assess the impact of its policies and practices on gender equality
- Consult relevant employees, service users and others.
- Ensure implementation of the scheme objectives.
- Review the scheme every three years.
- Report on progress annually.

What is unlawful sex discrimination?

Unlawful sex discrimination in the Sex Discrimination Act and gender equality duty means:

Direct or indirect discrimination against women and men in employment, education, in goods and facilities and services and in the exercise of public duty.

Harassment, sexual harassment and discrimination on the grounds of pregnancy and maternity leave.

Discrimination on the grounds of gender reassignment in employment and vocational training.

Direct or indirect in the employment field on the grounds that a person is married or a civil partner.

Victimisation, harassment and sexual harassment.

Pay Discrimination

In the field of employment the Sex Discrimination Act prohibits discrimination in non contractual pay and benefits such as discretionary bonuses. Sex discrimination related to contractual pay and benefits is dealt with under the Equal Pay Act.

The Duty in relation to transsexual and transgender people

The existing sex discrimination legislation protects transsexual people from discrimination and harassment on the grounds of gender reassignment in employment and vocational training.

Putting this Scheme into practice

The Primary Care Trust (PCT) aims to ensure that equality for men and women is at the centre of our work when we develop a policy or strategy, provide a service, commission a service or employ people. The PCT will also ensure that its gender equality priorities and action plan are part of the PCT's business plan.

The Gender Equality Scheme (GES) action plan will be monitored and progress reported on every year in the equalities report which forms part of the annual report, with disabled people playing a key role in providing feedback and making recommendations.

The Gender Equality Scheme Steering Group will support directorates and departments by giving advice and guidance, monitoring action plans, and providing feedback on the impact assessment of new policies and procedures.

Local background information

The Wolverhampton Context

Some facts about women and men in Wolverhampton taken mainly from the 2001 census:

- Women constitute just over half the total population of the city (51%) and over 59% of the over 70's.
- 6 times more females (9.6%) than males (1.6%) are employed on a part time basis.
- Men account for 66% of the total of unemployed people.
- Men account for only a small fraction (0.65) of those looking after home / family.
- Women hold just 8% of skilled trade occupations, 32% of managerial positions and 78% of admin / secretarial posts.
- Life expectancy for women in Wolverhampton is 80.1 years and for men 74.5 years (source ONS 2004).
- In Wolverhampton 61% of girls and 47.8% of boys achieve A* - C at GCSE.
- In 2004 / 05 the Haven refuge had a total of 2330 referrals of domestic violence, 1264 were women and 1066 were children.

PCT Background Information

If the PCT is to meet its legal obligations we need to proactively forward plan to incorporate gender within our everyday business. The PCT has a strong commitment to Equality and Diversity which is embedded into its policies and strategies.

Wolverhampton City PCT enters its fifth year in 2007 / 08, welcoming the significant opportunities to improve the health and well being of the citizens of our City. Working closely with our partners in health, the Local Authority and the many voluntary sector agencies, the PCT is focused on driving forward the five strategic priorities of the PCT as given in the PCT's Strategic Plan 2005 – 2008 agreed by the Trust Board in December 2004:

- Improving the health of our population.
- Reducing inequalities in health and access to healthcare.
- Improving the management of chronic illness and vulnerability.
- Improving experiences of healthcare services.
- Increasing the contribution of the NHS in Wolverhampton.

And thereby the achievement of our Mission:

“Improved health for the people of Wolverhampton and a future where there is less deprivation and disadvantage. Providing good quality services that are equitable, speedy, convenient and treat people with dignity.”

And the four main aims of the Primary Care Trust:

- Improving the health of the community.
- Securing the provision of service (Commissioning).
- Providing high quality services.
- Integrating health and social care.

PCT Functions, Policies and Procedures

The PCT considers all its policies and functions are relevant to disability equality. Our impact assessment will cover the following broad functions:

- Human Resources (including Training and Development, Occupational Health and Equality and Diversity).
- Commissioning.
- Performance Management.
- Clinical Quality and Audit (including Research and Development).
- Access (to services and information).
- Estates and Facilities.
- Public Health.
- Communications.
- Procurement.
- Finance.
- Information Technology.
- Service Planning.
- Service Delivery.

All of these functions are relevant to the general duty to positively promote gender equality and have a significant impact on gender equality objectives. By assessing functions and policies it is intended to reposition gender equality so it features as a central theme in all areas of activity.

Gender Impact Assessments

The PCT must assess the impact of its policies and practices on gender equality. The purpose of an impact assessment is twofold,

- to ensure that neither sex is disadvantaged by a decision or activity
- to identify where the PCT can promote equality of opportunity between men and women

An impact assessment is not an end in itself, it is a process to identify issues that impact on equality and is a useful technique for implementing the general and specific duties of equality schemes.

Communicating the Scheme

Following the extensive involvement process in developing this scheme, communication will continue through the following routes and will be available in different formats:-

- 1) PCT's Internet site (<http://www.wolverhamptonhealth.nhs.uk/>)
- 2) PCT's Intranet
- 3) The Health and Community Care Information Service Centre, 10 King Street, Wolverhampton, WV1 1ST
- 4) Equality and Diversity office
- 5) All other PCT premises

Monitoring and Reporting

Progress on delivering the Gender Equality Scheme action plans will be provided by departments / directorates and will be monitored by the PCT's Gender Equality Steering Group. Monitoring information will be published on the PCT's Intranet / Internet every quarter, focusing on the annual targets. An annual Equality Report which will detail progress on implementing the Gender Equality Scheme will be produced for the Trust Board and included in the PCT's Annual Report.

The report must also contain the results of carrying out information gathering, for example what evidence has been obtained and what it indicates. In addition, the report should include what has been done with the information gathered, for example what actions will be taken as a result of what the information indicates.

Acknowledgements

The Primary Care Trust would like to thank everyone who has been involved with the development this Gender Equality Scheme.

Gender Equality Scheme (GES) Action Plan

Gender Equality and the Workforce

Wolverhampton City PCT (WCPCT) prides itself on being a Good Employer.

Embedding equality in the employment experience has always played a key role in maintaining this status and continues to be a priority of the Workforce Directorate. All Human Resources Policies and Practices are regularly audited in line with employment legislation and best practice, and although the main beneficiaries of our family-friendly policies are female; all policies remain gender neutral.

In 2004 WCPCT commenced Agenda for Change, which is a national pay and reward programme using a job evaluation system that has been developed and tested nationally for its objectivity and unbiased basis. The job evaluation scheme has been implemented both nationally and locally in partnership with Staffside, and its intention is to produce an objective and bias-free method for grading jobs, by giving due consideration and weighting to various factors including those that would traditionally be associated with male dominated roles (e.g. physical effort) and those that would normally be associated with female dominated roles (e.g. emotional effort). Outcomes of job evaluation are subject to a process of consistency checking to validate comparative job values, ensuring a grading structure based on equal pay for work of equal value. The programme has now been completed.

WCPCT boasts a comprehensive portfolio of family-friendly and flexible working policies and practices that encompass the ethos of work-life balance. Maternity leave, paternity leave, carers leave, adoption leave, parental leave, job sharing, annualised hours, staggered hours and career breaks are to name but a few of the practices employed by the Trust. These practices support carers of all genders to fulfil their responsibilities as care providers (for dependants of all ages), whilst simultaneously retaining valuable skills, experience and organisational memory within the Trust. The number of staff participating in the Trust's Childcare Voucher scheme is on the increase and efforts to advertise awareness of this benefit further are ongoing.

The Trust operates a zero tolerance policy with regards to all forms of bullying and harassment including that which relates to sex, gender, gender reassignment or sexual orientation. Allegations of bullying and harassment are dealt with under the Trust Bullying and Harassment Policy, and if proven are deemed to be Gross Misconduct. Workplace Advisors are on hand to support any staff that wish to discuss issues or fears with regards to bullying and harassment.

With regards to Recruitment and Selection, the Trust employs the use of the online e-recruitment system (www.jobs.nhs.uk) this system is designed to ensure that at no point prior to the interview are the recruiting manager's party to any candidate's equal opportunities information. The number of male applicants from this source stands at approximately 24.7% which is relatively in proportion with a workforce of 17% male.

DIRECTORATE	Workforce – Human Resources		
RESPONSIBLE OFFICER'S NAME	Director of Organisational Development and Human Resources (OD and HR)	TELEPHONE No.	444277

No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2=Med 3=Low	TIME-SCALE	PROGRESS
1	Pay and Reward Systems	Ensure all new posts are subject to an objective and bias-free job evaluation process	Job Evaluation scheme is in place and will continue to be applied for all new posts and re-grades.	Head of HR		Ongoing	Ongoing
2	Recruitment and Selection	Ensure all Recruiting Managers have received recruitment and selection training, encompassing employment law and best practice	Training programme is currently running	Recruitment Manager		Ongoing	Ongoing
3	Equal Opportunities Monitoring	Ensure a robust system of equal opportunities monitoring is applied during recruitment and selection	Implement the ESR Recruitment Package to capture this data	Recruitment Manager		July 2007	To be monitored
4	Childcare Vouchers	Raise awareness of the benefits of this scheme	Continued internal promotion of scheme and benefits to all staff	Childcare Co-ordinator		Ongoing	Ongoing
5	Bullying and Harassment	Ensure equal opportunities information with regards to claims of Bullying and Harassment is monitored	Annual monitoring of information to continue	Head of HR		Ongoing	Ongoing

DIRECTORATE	HR – Training and Development		
RESPONSIBLE OFFICER'S NAME	Julie Orrillard	TELEPHONE No.	445382

No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2=Med 3=Low	TIME-SCALE	PROGRESS
6	Quality of monitoring information on Trust Training and Development database for staff	Improve quality of reporting on gender issues e.g. uptake on courses, non attendees	a) Implement upgrade to database system	JO	1	Sept 2007	
			b) Review appropriate reporting arrangements to Trust committees and board	JO	2	From Sept 2007	
7	Increasing access to and uptake of appropriate training opportunities for staff including on diversity issues	Maintain/improve access to National Vocational Qualifications for staff	a) Research and obtain Train to Gain funding to enable staff such as porters, drivers and domestics to gain support Services NVQ	JO	2	From July 2007	
			b) Market business administration NVQ to independent contractors to improve access to courses	JO	2	July 2007	
			c) Introduce e-learning opportunities to increase knowledge on gender issues	JO	1	June 2007	
8	Improving knowledge and skills of young le in Wolverhampton in order to meet their educational needs	Introduce the Health Tec concept in partnership with education providers	a) Convert the premises already identified at West Park hospital as a learning resource centre	BP	1	Sept 2007	
			b) Work with educational providers to identify curriculum opportunities	JO/EH	1	Aug 2007	
			c) Launch and open the Centre	JO/EH	1	Sept 2007	

DIRECTORATE	Community Services		
RESPONSIBLE OFFICER'S NAME	General Manager Community Services / Locality Support Managers	TELEPHONE No.	444050

No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2=Med 3=Low	TIME-SCALE	PROGRESS
9	More male and female practitioners delivering interventions	To provide community services patient information about male and female practitioners	a) Develop information leaflet to include an explanation of care by male and female practitioners	General Manager	3	March 2008	
10	Ensure services are appropriate to gender needs	Provide services that meet gender needs.	a) Review service specifications to identify gaps and areas for development to meet gender needs	General manager	2	March 2008	
			b) Develop an action plan to address issues identified				
11	Toilet facilities	Improve provision of toilet facilities to meet the needs of all gender groups within Community Health Centres	a) Review each building regarding the current provision and address as necessary	Locality Support Service Managers	3	March 2009	
12	Baby Feeding facilities	To provide separate baby feeding facilities for all gender groups within Community Health Centres	a) Review current position for separate feeding and changing facilities in each Health Centre and address as necessary	Locality Support Service Managers	3	March 2009	

Domestic Violence

Domestic violence is a key gender equality issue impacting on PCT services as an employer and a service provider and there a number of key actions for the PCT and other partners. The PCT is involved in work being undertaken in relation to the impact of domestic violence on children and families.

In 2005 a Health Scrutiny Review examined the effect of domestic violence on children. The Review's final report made several recommendations including the development of a multi-agency domestic violence unit in the city.

Ongoing partnership work aims to improve overall provision and effectiveness services to victims affected by domestic violence, this includes participation in the MARAC process and involvement in the city's Domestic Violence Forum both operationally and strategically.

The PCT has its own domestic violence policy and has started to provide awareness training to all staff to enable them to recognise and support those affected by domestic violence related issues.

DIRECTORATE		Public Health					
RESPONSIBLE OFFICER'S NAME		Hillary Williams			TELEPHONE No.		444064
No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2=Med 3=Low	TIME- SCALE	PROGRESS
13	Domestic Violence	Improved support to PCT staff on Domestic Violence	a) Regular review of the implementation and effectiveness of the PCT Domestic Violence policy	Hilary Williams?	1		
			b) Roll out Domestic Violence training for all PCT staff as part of induction programme and mandatory training	Hilary Williams Training dept		Ongoing	

DIRECTORATE		Public Health					
RESPONSIBLE OFFICER'S NAME		Hillary Williams			TELEPHONE No.		444064
No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2=Med 3=Low	TIME-SCALE	PROGRESS
			c) Develop training package for key workers involved with MARAC process			Aug 2007	
14		Increased information available to victims of Domestic Violence	a) Provision of Domestic Violence resource packs in all PCT bases			Sept 2007	
			b) Engage with victims to publicise support available in the city				
15		Establish a multi-agency approach to working with children and young people affected by Domestic Violence through the Domestic Violence Sub group of the Wolverhampton Safeguarding Children Board	a) Support the involvement in the consultation and research into good practice in other areas	Wolverhampton Safeguarding Children Board			
			b) Assist agencies in working together to provide a more seamless response and support service to children and young people affected by domestic violence through processes such as MARAC				

Mental Health Gender Equality Programmes of Work

The Women's Strategy Group has been operational since 2001 and has held three successful events in that time. The group consists of professionals within all sectors (social, health and voluntary sectors) and is supported by service users. The group has been instrumental in many PCT developments, including the Women's Policy and Child Visiting Policy.

The group is now supporting the initiative of the single sex wards at Penn Hospital. A women's centre is operating within the City and many women's groups are in progress. The self harm network is also operational which has developed guidance for all. Meetings, events and policies are available on the intranet.

The Lesbian, Gay, Bisexual and Transgender Group is also a sub group of the Local Implementation Team for Mental Health. This group has developed a resource pack and is engaging in equality and diversity training. It also hopes to gain funding from Department of Health Pacesetters Scheme to enable it to gain momentum over the next 3 years in a number of other initiatives. The Directorate is also examining data which is gender based. Mental Health affects men and women differently and much evidence exists to support the fact that men and women have different experiences of services and gender stereotypes still exist in services. A lecture was presented at the University of Wolverhampton in 2006 which explored these issues.

A group supported by the Black and Minority Ethnic (BME) sub group is also examining gender issues relating to the BME community and over representation of BME males in the inpatient wards, and under representation of some BME groups in integrated psychotherapy service delivery.

In developing the scheme the PCT has gathered and reviewed relevant information.

Consulted staff and service users and agreed corporate and directorate action.

The actions, as set out in the action plans listed below, outline the actions and agreed by PCT directorates and departments. This will form part of the business plan for the PCT, (mentioned earlier) and shows specific actions to move towards gender equality.

DIRECTORATE	Mental Health		
RESPONSIBLE OFFICER'S NAME	Vanessa Scott	TELEPHONE No.	445822

No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2=Med 3=Low	TIME-SCALE	PROGRESS
16	Lesbian, Gay, Bisexual and Transgender (LGBT) access to mental health services	To improve access to services	a) Through Pacesetters to provide a resource directory to all clinical areas	LGBT group	1	Ongoing	EMF complete
		To improve professional understanding of LGBT issues	b) Through Pacesetters to improve training within directorate on LGBT issues	LGBT group	1	Ongoing	Completed
		To promote positive Experiences within LGBT community of mental health services	c) Though Pacesetters to provide a safe zone within the directorate	LGBT group	1	Ongoing	Outstanding
17	To examine the number of young BME males who are admitted under section	To ensure that where ever possible alternatives to admission are given and to reduce BME admissions for young males	a) Group set up to examine activity and to action plan	BME sub group	1	Ongoing	Group to meet BME group meets monthly. Posts in situ
			b) Continuation of commitment to BME workers in younger and older adults services				
			c) Continuation of work of BME group				
	To ensure access to men	Increase access to men and women to alternatives to	a) Group set up to examine activity and to action plan	BME group			

No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2=Med 3=Low	TIME-SCALE	PROGRESS
	and women from BME community to primary mental health services to Home treatment and integrated psychotherapy	admission including home treatment Integrated psychotherapy and primary care services	b) Continuation of commitment to BME workers in younger and older adults services c) Continuation of work of BME group				
18	Historical evidence to suggest negative experience of women in mental health services	To improve experiences of women in mental health services	a) Refreshing women's strategy group	VS JV	2	Summer 2007	Meeting to be set
			b) Examine single sex wards at Penn Hospital	VS SR	2	Ongoing	Audit suggests women wish to move to single sex wards

DIRECTORATE	Rehabilitation
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RESPONSIBLE OFFICER'S NAME	Alison Grieve	TELEPHONE No.	444287
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No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2=Med 3=Low	TIME-SCALE	PROGRESS
19	Chaperoning policy to be re-vamped	To ensure the policy reflects the requirements of the Gender Equality Scheme	a) Identify who needs to be involved in the group to look at the policy	M Riley	1	July 2007	
			b) Set up the group				
			c) Update the policy and consult with identified personnel and groups	M Riley		July 2007	
			d) Agree at the DMB and distribute	M Riley		July 2007	
20	There is a high % of females to males within the Directorate	Increase the number of male employees within the Directorate during the next 12 months	a) Collect the Directorate data with the ratio of female to male employees, and agree the % increase	S Malhotra	2	May 2007	
			b) Liaise with Human Resources to word adverts to address this issue when jobs become vacant	Jo Cotterell			
			c) Re-assess the situation after 12 months	Clinical Team Leaders			
21	To increase the membership of BME and older people on the Directorate User	An increase in the number of BME and Older people attending the User Group	a) Share User Group information with Age Concern and the resource centres for older people	Support Services Manager	3	April 2008	
			b) Contact BME groups and share the User Group information				

No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2-Med 3=Low	TIME-SCALE	PROGRESS
	Group		c) Produce a flyer to encourage new older and BME members	Support Services Manger		April 2008	
			d) User group information board to be put up in the out patients department				
			e) Directorate Management Board members to be requested to identify Care of the Elderly or BME patients who may be interested in joining the User Group				
22	African Caribbean women to be involved in shaping the older people's services	African Caribbean women being represented on forums to shape the services for the hospital	a) To set up a meeting with All Saints AC Womens group.	General Manager	3	April 2008	
			b) Encourage African Caribbean groups to have minutes of the West Park User Group, and get involved if appropriate				
23	Asian women to be involved in shaping the older people's services	Asian women being represented on forums to shape the services for the hospital	a)To set up a meeting with AWAAZ	General Manager	3	April 2008	
			b) Encourage Asian community groups to have minutes of the West Park User Group, and get involved if appropriate				

DIRECTORATE

Families and Children

RESPONSIBLE OFFICER'S NAME	Margaret Grizzell	TELEPHONE No.	
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No.	ISSUE	AIM / OUTCOME	ACTION PLANNED TO REDRESS ISSUE	LEAD	Priority 1=High 2-Med 3=Low	TIME-SCALE	PROGRESS
24		In partnership with other agencies consider strategies for achieving a better gender balance with the workforce e.g., recruit more males into typically female dominated professions	a) Continue to raise awareness of the issue in the partner workforce strategy groups		2	Dec 2007	
			b) Explore how this has been addressed in other areas in the country.		2	30 Sept 2007	
25		Respecting the role of fathers in their parenting capacity including teenage fathers and proactively engaging them in the care and development of their children	a) Staff training in gender equality and the implication for their service.		2	June 2008	
			b) Audit of activities to highlight gaps in service or areas for improvement and agree a consistent approach for addressing this.		1	Dec 2007	
26		Developing patient material / information which show male role models	a)				

What do you think?

This Gender Equality Scheme will be finalised in line with the feedback we receive over the next few weeks.

We welcome your comments on our Gender Equality Scheme in general and particularly would like to know:-

One thing the PCT does well to achieve gender equality

One thing that needs to be improved to achieve gender equality

One thing you would like done to achieve gender equality

Please send your comments to the Equality and Diversity team

**Equality and Diversity Office
10H Tettenhall Road
Wolverhampton
WV1 4SA**

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