

Mid Suffolk District Council

Gender Equality Scheme Executive Summary

2010 - 2013

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Executive Summary

Mid Suffolk District Council has both a legal duty and a desire to produce this Gender Equality Scheme.

The Council recognises that men, women and transgender people do not start from an equal footing. They are often affected by services and policies in different ways. These differing needs, can lead to disadvantage and unlawful discrimination, for some gender groups, in access to goods, services and employment, and undermine relations between people of different genders.

A cross-council task group reviewed the previous Gender Equality Scheme, identifying progress and gaps for further improvement. This new Scheme aims to strengthen our strategic determination and maximise the potential for more co-ordinated and profound change, to the benefit of gender equality. We will address those areas where progress has been slower, including procurement, Member training and the needs of transgender people.

The scheme sets out the steps the Council will take in carrying out our business, to eliminate any unlawful gender related discrimination that may arise and to promote equality of opportunity for people of different genders. The Council will address the most significant and entrenched gender inequalities in our remit, aiming to deliver real improvements for the lives of men, women and transgender people in Mid Suffolk.

Evidence from a range of national and local sources, and people, informed the Council's priorities and gender equality objectives for the next three years, and helped to produce the Action Plan that will achieve these. The scheme sets out eighteen objectives and associated actions in three principle areas: Organisational Development and Service Areas; Community Safety; and Human Resources.

The Mid Suffolk District Council Equality and Diversity Working Group will oversee the implementation and monitoring of the scheme. Reporting systems will ensure that all staff and Councillors are made aware of the requirements and progress of the Scheme. Interim reviews in January 2011 and January 2012 will be followed by a full review March 2013.

Mid Suffolk District Council's Gender Equality Scheme is published for information and / or comment on the Council's website, can be read in hard copy at Customer Service Centres and is also available on request from the Policy Officer who leads on Equality and Diversity. Information on the scheme and its contents is also available, on request, in other languages and formats.

The Council hopes that you will take the opportunity to read through the Scheme and feed back your comments. It is important that employees, residents, statutory, voluntary and private sector partners are involved in the development and delivery of the Scheme, as this will ensure that it really has a positive impact on people's lives.