

## GES Consultation Responses

Consultation Period: 2 weeks

Consultation Start Date: 20.01.2010

Consultation End Date: 05.02.2010

Responses from: Internal Services/Local and National Data/ External Organisations

Please note Human Resources information is available separately in narrative form.

### Internal services consultation part one

	<b>Commitment in GES 2007-10</b>	<b>Progress made and date</b>	<b>Consultee/s</b>
1	Ensured that the views and concerns of men, women and transgender people are considered when policies are altered and new working practices are proposed?	Most Contract and Property services are mainly provided to internal customers. Consultation with various groups which are directly affected is done on an ad-hoc basis	Contracts and Property, MSDC
		No policies altered.	Cultural and Community, MSDC
		Tourism service is not gender specific.	Cultural and Community, MSDC
		Allocations Policy consultation was carried out sub-regionally in 2008 and included consultation with a wide range of organisations both statutory and voluntary. More details can be provided if required.	Housing Services, MSDC
		Homelessness Strategy consultation included a wide range of statutory and voluntary agencies including a local womens refuge. Part of the action plan was to introduce a sanctuary scheme for victims of DV	
		Yes.	Cultural and Community, MSDC
EqlAs.	Performance and Audit, MSDC		

	Commitment in GES 2007-10	Progress made and date	Consultee/s
		Yes. The Environmental Health section is largely an enforcement function which does not differentiate on grounds of gender.	Environmental Health, MSDC
		All Policies and changes to working practices are subject to an Equality Impact Assessment (EIA) review process to ensure all six equality strands are reviewed for impact.	CSD Public Access
2	Continually monitored services in terms of men, women and transgender people?	Most Contract and Property services are mainly provided to internal customers. Consultation with various groups which are directly affected is done on an ad-hoc basis	Contracts and Property, MSDC
		Complaints form has section to denote ethnicity (tick box) and disability. Very rarely completed as complaints received by other means (letters, emails, telephone etc). This is provision for this information to be recorded on the Complaints Register but due to lack of uptake it would not be effective as a diagnostic tool. No gender information is recorded and I would consider that it would be inappropriate to do so. Ongoing Activity.	Complaints, Democratic and Legal, MSDC
		Monitoring of play activities has been done by counting boys and girls attending. School holidays.	Cultural and Community, MSDC
		Review of the sub-regional Allocations Policy currently taking place. Includes an equality impact assessment. This includes an analysis of the percentage of men and women applicants and applicants housed compared to percentage	Housing Services, MSDC

	Commitment in GES 2007-10	Progress made and date	Consultee/s
		<p>in local community. (see table part two, point 3)</p> <p>Nil.</p> <p>No.</p> <p>Additional information about women who approached us because of DV but who were not accepted under the homeless legislation.</p> <p>Made homeless application but not accepted</p> <p>07/08 1 not homeless 08/09 1 not homeless 09/10 1 pending</p> <p>Approached for advice only - did not make a homeless application</p> <p>07/08 2 08/09 2 09/10 4</p> <p>The following stats relate to the number of people who we have accepted a duty to house under the homeless legislation where the reason they have lost their last accommodation was violent breakdown of a relationship involving a partner or involving an associated person</p> <p>2007/08 Violent breakdown of relationship involving partner 6 Violent breakdown of relationship involving associated person 1</p> <p>2008/09 Violent breakdown of relationship</p>	<p></p> <p>Performance and Audit, MSDC</p> <p>Environmental Health, MSDC</p> <p>Housing Services, MSDC</p>

	Commitment in GES 2007-10	Progress made and date	Consultee/s
		<p>involving partner 8 Violent breakdown of relationship involving associated person 0</p> <p>2009/10 Violent breakdown of relationship involving partner 2 (for first three quarters) Violent breakdown of relationship involving associated person 0</p> <p>These are just the people who made a homeless application and were accepted.</p>	
		<p>All service areas are subject to regular monitoring and service measures. Feedback is collected via customer satisfaction surveys and specific user feedback.- Ongoing</p>	CSD Public Access
3	<p>Ensured that men, women and transgender people all have equal access to service?</p>	<p>Most Contract and Property services are mainly provided to internal customers. Consultation with various groups which are directly affected is done on an ad-hoc basis</p>	Contracts and Property, MSDC
		<p>Information on how to make a formal complaint is available on the website together with tel. no. of complaint co-ordinator. Reception areas hold complaint forms. Service is available to all members of public regardless of gender. Ongoing Activity.</p>	Complaints, Democratic and Legal, MSDC

	Commitment in GES 2007-10	Progress made and date	Consultee/s
		All activities are advertised to all families and are free to attend so no families are discriminated against. School holidays.	Cultural and Community, MSDC
		<p>See point 4 below</p> <p>The Homelessness Strategy contains the following statement:-</p> <p>We are committed to giving an equal service to all. This means we will not treat individuals any differently because of sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief or sexuality. It also means our work will focus on individual groups within our community who may be disadvantaged and therefore require help the most. We also look to ensure that we have robust policies in place that reflect our wish to promote good race relations and our commitment to the Key Lines of Enquiries set by the Audit Commission.</p>	Housing Services, MSDC
		Yes, distribution of print and other marketing material not gender biased.	Cultural and Community, MSDC
		Yes.	Cultural and Community, MSDC
		EqIAs.	Performance and Audit, MSDC
		Yes, services are equally available to all residents in the district.	Environmental Health, MSDC
		The EIA process ensures that	CSD Public Access

	Commitment in GES 2007-10	Progress made and date	Consultee/s
		access to service is appropriately achieved by all community groups and service users.- Ongoing	
4	Ensured that all allocations of local authority rented property are considered on the basis of need and conduct within the tenancy conditions, and not gender?	<p>Allocations Policy sets out clear criteria for prioritizing applicants. It includes the following statement :-            "Our aim is to prevent discrimination on the grounds of race, religion, sex or marital status, sexual orientation or disability".</p> <p>And</p> <p>"The partner organisations will be responsive to the needs of all applicants. The partner organisations will not tolerate prejudice and discrimination and will actively promote equality"</p>	Housing Services, MSDC
5	Ensured that resources allocated to services to promote the rights/opportunities for men, women and transgender people are equal and fair?	<p>Most Contract and Property services are mainly provided to internal customers. Consultation with various groups which are directly affected is done on an ad-hoc basis</p> <p>When formal complaints received these are recorded and passed initially to the relevant HoS to deal with. If complainant still dissatisfied they are then passed to either Corporate Legal Advisor/Monitoring Officer. My role is that of co-ordinator. I do not deal with the actual complaint. Ongoing Activity.</p> <p>No evidence</p>	<p>Contracts and Property, MSDC</p> <p>Complaints, Democratic and Legal, MSDC</p> <p>CSD Public Access</p>
6	Worked with statutory and other community partners to ensure that issues of gender are fully	When play areas are being planned, the differing needs of	Cultural and Community, MSDC

	<b>Commitment in GES 2007-10</b>	<b>Progress made and date</b>	<b>Consultee/s</b>
	considered when working on community issues in the district and joint projects?	boys and girls are always taken into consideration. E.g. Play Builder sites 2008-2010	
		Partnership tourism decisions geared to interest and geography, not gender.	Cultural and Community, MSDC
		Yes.	Cultural and Community, MSDC
		Wider working with partners in Suffolk County Council e.g. Diversity Champions Group. MSDC representation at CSD Equality Action Group.- Ongoing	CSD Public Access
7	Carried out Equality Impact Assessments on services/decisions/strategies/policies/contracts within Mid Suffolk to ensure that they do not directly or indirectly unfairly disadvantage either gender or transgendered people?	All new revised MSDC policies have been through an EqIA assessment.	Contracts and Property, MSDC
		No EqIAs have been carried out.	Cultural and Community, MSDC
		Non gender specific marketing.	Cultural and Community, MSDC
		As per guidance.	Performance and Audit, MSDC
		Yes, where appropriate to EH.	Environmental Health, MSDC
		EIA's are completed as and when changes to services and policies are proposed.- Ongoing	
8	When procuring services: Ensured you are fulfilling your responsibility for compliance with gender equality duties? Monitored the contracts you have made and the services provided on MSDC's behalf in terms of the needs of males / females / transgender people?	All services procured prior to the departure of the MSDC Contracts and Procurement Officer considered all of these matters- and tended to be procured through OGC which ensured these were covered. All future procurements will also be considered in these terms.	Contracts and Property, MSDC
		No contracts have been made on behalf of MSDC. Current projects are funded by the Big Lottery.	Cultural and Community, MSDC
		Compliance to equality and diversity criteria is built into the procurement process.- Ongoing	CSD Public Access
9	When procuring services:	All services procured prior to the	Contracts and Property, MSDC

	<b>Commitment in GES 2007-10</b>	<b>Progress made and date</b>	<b>Consultee/s</b>
	Ensured that the service providers you use are aware of gender inequality and have addressed it?	departure of the MSDC Contracts and Procurement Officer considered all of these matters- and tended to be procured through OGC which ensured these were covered. All future procurements will also be considered in these terms.	
		Yes.	Cultural and Community, MSDC
		No.	Cultural and Community, MSDC
		Nil.	Performance and Audit, MSDC
		Compliance to equality and diversity criteria is built into the procurement process.-Ongoing	CSD Public Access
10	When procuring services: Please provide the results of your monitoring and the needs identified	All services procured prior to the departure of the MSDC Contracts and Procurement Officer considered all of these matters- and tended to be procured through OGC which ensured these were covered. All future procurements will also be considered in these terms.	Contracts and Property, MSDC
		Notes: I have paper copies of the monitoring for 2009. school holidays 2009.	
		Nil.	Performance and Audit, MSDC
11	Made changes to tailor your services to suit men, women and/or transgender people?	All services procured prior to the departure of the MSDC Contracts and Procurement Officer considered all of these matters- and tended to be procured through OGC which ensured these were covered. All future procurements will also be considered in these terms.	Contracts and Property, MSDC

	Commitment in GES 2007-10	Progress made and date	Consultee/s
		Complaints form has section to denote ethnicity (tick box) and disability. Very rarely completed as complaints received by other means (letters, emails, telephone etc). This is provision for this information to be recorded on the Complaints Register but due to lack of uptake it would not be effective as a diagnostic tool. No gender information is recorded and I would consider that it would be inappropriate to do so. Ongoing Activity.	Complaints, Democratic and Legal, MSDC
		Activities are mixed to suit boys and girls.	Cultural and Community, MSDC
		Yes. Use e marketing to replace some specific gender biased advertising.	Cultural and Community, MSDC
		Consideration-expectant mothers.	Performance and Audit, MSDC
		No.	Environmental Health, MSDC
		Child friendly service centres, extended opening hours on weekends.-Ongoing	CSD Public Access
12	Identified what single sex services are needed and facilitated their provision?	All services procured prior to the departure of the MSDC Contracts and Procurement Officer considered all of these matters- and tended to be procured through OGC which ensured these were covered. All future procurements will also be considered in these terms.	Contracts and Property, MSDC
		Formal complaints are relevant and available to all genders. When formal complaints received these are recorded and passed initially to the relevant HoS to deal with. If complainant still dissatisfied they are then passed to either Corporate Legal	Complaints, Democratic and Legal, MSDC

	Commitment in GES 2007-10	Progress made and date	Consultee/s
		Advisor/Monitoring Officer. My role is that of co-ordinator. I do not deal with the actual complaint. Ongoing Activity.	
		None identified.	Environmental Health, MSDC
13	<p>Used the following methods to ascertain customer needs:</p> <ul style="list-style-type: none"> <li>• your own customer and resident surveys;</li> <li>• formal user satisfaction surveys required by the government;</li> <li>• staff and councilor surveys</li> <li>• focus groups;</li> <li>• analysis of complaints;</li> <li>• service/policy specific monitoring and consultation</li> <li>• locality networks</li> <li>• other, specify</li> </ul>	All services procured prior to the departure of the MSDC Contracts and Procurement Officer considered all of these matters- and tended to be procured through OGC which ensured these were covered. All future procurements will also be considered in these terms.	Contracts and Property, MSDC
		Analysis of complaints is undertaken on the basis of: the no. of complaints per service area; whether they were responded to in the required time period; no. of complaints upheld- mainly used to identify problems relating to specific service areas. This info is provided to the Management Board and then goes to Scrutiny Committee. No gender information is recorded. Ongoing activity.	Complaints, Democratic and Legal, MSDC
		The need for play rangers was based on consultation carried out in 2008.	Cultural and Community, MSDC
		New e message sign ups available. Feedback forms for Walking Festival Programme. Analysis of forms to ensure access to all.	Cultural and Community, MSDC
		Internal audit questionnaire. Place Survey.	Performance and Audit, MSDC
		Customer/resident surveys, complaint and compliment monitoring, county wide best practice groups for all EH	Environmental Health, MSDC

	<b>Commitment in GES 2007-10</b>	<b>Progress made and date</b>	<b>Consultee/s</b>
		functions. Site surveys.	
		Public Access conduct 'point of contact' customer satisfaction' surveys and provide customers with the option to leave feedback.  CSD use a staff survey where measures are taken each quarter. All feedback, positive or complaints are examined to ensure changes to process, training, skills, procedures can be considered.  If changes to service are significantly different an EIA would be conducted.-Ongoing	Countryside, Cultural and Community, MSDC CSD Public Access
14	Promoted training and awareness raising regarding gender equality in your service area?	Regular agenda item as part of the monthly team meeting. Also minutes of E&D Working Group are circulated to all team members. No. Nil. No.	Contracts and Property, MSDC Cultural and Community, MSDC Performance and Audit, MSDC Environmental Health, MSDC
		20 employees within Customer Service Direct (including some within Public Access) have been trained to conduct an EIA. They know how to complete an assessment, when a review should take place and the benefits to different service users because of equality strands.- 2009	CSD Public Access
15	Ensured that all job ads you have written promote equal opportunity for people of all	Advice is given corporately with CSD HR.	Contracts and Property, MSDC

	<b>Commitment in GES 2007-10</b>	<b>Progress made and date</b>	<b>Consultee/s</b>
	genders?	Adverts content overseen by HR. Advice from HR- all adverts clearly state the posts are open to all irrespective of gender/race/age et al.	Performance and Audit, MSDC Environmental Health, MSDC
		Customer Service Direct recruits staff under Suffolk County Council or Mid Suffolk District Council as appropriate based on the exiting staff. All Adverts comply with the host employers policy and procedures. Stonewall and double tick standards have been met.- Ongoing	CSD Public Access
	<b>Other responses/information...</b>		
	<b>Subject area</b>	<b>Response</b>	<b>Consultee/s</b>
16	Bus Passes	With regards to National Bus Passes MSDC accepts whatever title and name the applicant chooses to be known as, providing there is relevant documental evidence as required re: identity and residence.	

### **Internal services consultation part two**

	<b>Question</b>	<b>Response</b>	<b>Consultee/s</b>
1	What service users / community groups / forums / and external organisations do you currently have contact with? (please provide names etc)	All MSDC staff, all visitors to and users of the Council's main offices, CSD Business Partners.	Contracts and Property, MSDC
		All service users that have registered a formal complaint. The register can be made available.	Complaints, Democratic and Legal, MSDC
		Parishes, Children's Centres, Youth Clubs, Stowmarket Town Council, Suffolk County Council, Children and Young People in Mid Suffolk, Families in the district, Extended Services.	Cultural and Community, MSDC

		Women's Refuges	Housing Services, MSDC
		Choose Suffolk, East of England Tourism, Babergh DC, individual walk leaders, tourism businesses, Design and Print and marketing businesses.	Cultural and Community, MSDC
		Numerous service users and groups: individual artists (all art forms), arts organisations, cultural venues, event organisers, design companies, arts agencies, arts funders, schools, extended schools services, general members of the public at events, arts officers from other LAs and teachers.	Cultural and Community, MSDC
		Other local authorities. Audit Commission.	Performance and Audit, MSDC
		West Suffolk Community Safety partnership, Mid Suffolk Joint Agency Action Group (ASB), Suffolk Environmental Protection Group and Suffolk Health and Safety Liaison Group.	Environmental Health, MSDC
		None.	Countryside, Cultural and Community, MSDC
		Attendance at Suffolk County Council's community Disability Involvement Day.  Suffolk County Council and Mid Suffolk District Council have relationships with service user community groups.  Customer Service Direct engages with customers that use external and internal services.	CSD Public Access
2	Can you think of any monitoring that takes place for any services you provide which relates to gender equality?	Not at present although have been asked for it to be looked at as part of the Public Access Forum.	Contracts and Property, MSDC

		No-but it would be possible to differentiate between women and male complainants (based on title). In which case transgender would be included within their preferred/relevant gender.	Complaints, Democratic and Legal, MSDC
		No.	Cultural and Community, MSDC
		Monitoring of housing register applicants and applicants who have been housed from the housing register.	Housing Services, MSDC
		No.	Cultural and Community, MSDC
		Nil.	Performance and Audit, MSDC
		No.	Environmental Health, MSDC
		No.	Countryside, Cultural and Community, MSDC
		No.	CSD Public Access
3	Do you have any information to show the uptake of services specifically for men, women and transgender people? If yes, please detail your evidence.	No.	Contracts and Property, MSDC
		Monitoring of the play sessions records of numbers of boys and girls.	Cultural and Community, MSDC
		Applicants on the housing register (shows gender of lead applicant)  62.7% female 37.3% male 0% transgender  Applicants housed 64.3% female 35.7% male 0% transgender  Housing of applicants is roughly in proportion to the proportion of applicants on the register	Housing Services, MSDC
		No.	Cultural and Community, MSDC

		Nil.	Performance and Audit, MSDC
		No.	Environmental Health, MSDC
		No.	Countryside, Cultural and Community, MSDC
		No.	CSD Public Access
4	Do men, women and transgender people have similar or differing needs in relation to the services you provide? If yes, please explain	Potentially in terms of facilities in the building at MSDC HQ in Needham Market.	Contracts and Property, MSDC
		All have right and access to complaints system.	Complaints, Democratic and Legal, MSDC
		No.	Cultural and Community, MSDC
		No.	Cultural and Community, MSDC
		No.	Performance and Audit, MSDC
		Similar.	Environmental Health, MSDC
		Differing needs. Women are more likely to be concerned about safety and also are more likely to be accompanied by children who have different needs. Know this from anecdotal information and personal reflection.	Countryside, Cultural and Community, MSDC
5	Do you do anything differently for men, women and transgender people to meet their differing needs as service users? If yes, please explain	Potentially in terms of facilities in the building at MSDC HQ in Needham Market.	Contracts and Property, MSDC
		As co-ordinator no-complaints received dealt with in same way by being passed out to relevant HoS.	Complaints, Democratic and Legal, MSDC
		No.	Cultural and Community, MSDC
		No.	Cultural and Community, MSDC
		No.	Performance and Audit, MSDC
		No.	Environmental Health, MSDC
		No. Our facilities are the best and safest we can achieve and suitable for all. Site surveys have	Countryside, Cultural and Community, MSDC

		indicated similar levels of use by both males and females.	
		The Public Access Centre's are designed to ensure they are open and friendly to all service users. Specific design ensures disabled users/people with buggies/pushchairs can use the service and facilities are provided to ensure those customers attending with children have space and appropriate facilities. This is an indirect support for people with children who are disproportionately likely to be women. Website available 24 hours a day to ensure that people who cannot access service centre/contact centre opening hours are still able to access services.	CSD Public Access
	<b>Subject area</b>	Response	Consultee/s
6	Complaints.	From the complaints leaflet – there is no space on the leaflet for gender monitoring.	Legal and Democratic provided the leaflet
7	Revenues and Benefits.	Revenues and Benefits procedures are based on central government legislation.  For example - who is entitled to Benefit. If there was a choice of claimant in a couple, we would advise on the one who would receive most financially.  Similarly for prosecution we would base our action on the length of overpayment, the amount involved etc - not on the sex of the customer.	Revenues and Benefits, MSDC

		<p>Council tax collection - again we would take recovery action based on the occupier, not again male, female.</p> <p>Having said this adaptations we would make are such as scheduling a visit, again we would adapt eg if there was a school run etc, but that could apply to male and female.</p> <p>Areas I could monitor - eg breakdown of cases sent to bailiff, taken some fraud action against them.</p> <p>I'm not sure whether I could obtain a breakdown of the ration of our customers - I could explore the possibility.</p>	
8	Sex discrimination.	None identified. Evidence of good numbers of males and females of all activities in general on site.	Countryside, Cultural and Community, MSDC
9	Community Alarms- vulnerable people/domestic violence	Provide a free service usually for three months and also there is a silent alarm i.e. the person can press the pendant and only the call centre will hear the noise from the alarm. Each case is looked at as having individual needs so if a person needs it longer they can have it but there is a charge.	Housing Services, MSDC
10	Sanctuary Housing Scheme	We have a Sanctuary Housing Scheme in West Suffolk that provides accommodation with extra safety and security measures in place for DV victims.	Housing Services, MSDC
11	Safe and Secure Scheme	We offer funding support under our Safe and Secure scheme to	PSH, Housing Services, MSDC

enable security upgrades to be carried out in cases where single people or families are under threat of domestic violence.

We signed up to the Memorandum of Understanding for the Sanctuary Scheme in West Suffolk and will use our Safe and Secure scheme to carry out works that are recommended by the Police Architectural Liaison Officer to protect those at risk within their homes to help them remain safe in their homes. We are on the point of carrying out our first major one, we think, and are standing by to instruct the contractor.

The provisions are contained within our Private Sector Housing Renewal Policy 2009 and this was approved by Members last March. We can fund upgrades up to the value of £3000 at no cost to the vulnerable victim(s); beyond that we would have to consider a case on its merits as to whether a decision be made to fund additional work. Historic evidence suggests most security upgrades can be done within the £3000 limit.

We would action these through the Memo of Understanding route in liaison with Homelessness and the Victim Support Unit, and the work we do is really an extension of the

		service we would normally offer under Safe and Secure. It would not be means tested, and we pride ourselves on having a same day response for this type of work when it is needed, in the same way that we support victims of crime that are referred by the Police	
12	Housing Allocations Policy and Tenancy Agreement	<p>The Allocations Policy makes a reference to DV in point 8.2.1 (final paragraph). There is no other specific reference but victims of DV would be considered for a welfare award (see section 16 and 17.22 and possibly for a direct let (Section 7.1.2)</p> <p>The reference to look at in the tenancy agreement is section 5.5 (Tenancy Agreement is available on request).</p>	Housing Services, MSDC
13	Ipswich Women's Aid	Have an agreement with Ipswich Women's Aid (available on request) and an ongoing dialogue with SCC regarding the Hate Crime Initiative.	Cultural and Community, MSDC
14	Housing- Domestic Violence	Draft Equality and Diversity Action Plan in Housing has two action relating to DV: 1) New DV and Harassment procedure, and, 2) New DV and Harassment policy (available on request)	Housing Services, MSDC
15	Housing Pre-Eviction Check List	Available on request which includes a check on DV.	Housing Services, MSDC
16	Housing Domestic Violence Procedure	Available on request.	Housing Services, MSDC

## Local and National Data

National	Local	Comment	Source
<p><b>Population:</b> 31m women; 29.9m men</p> <p>0-20 more men than women 31+ women outnumber men, Mid-50's gap widens 90+ 3 x more women than men</p>	<p><b>Population:</b> 49.8% female; 50.2% male</p> <p>Mid Suffolk <u>residents</u> mid 2007 = 93 800; increased by 15.43% in 13 years, well above county and regional growth, highest change in Suffolk. Population density 108 persons/km<sup>2</sup>, lowest density for Suffolk district/borough and lower than East of England avg. (Table available)</p>	<p><b>Population:</b> Slight reversal of male female proportions in MS</p>	<p>MS <u>residents</u> data, and pop density: Mid Suffolk District Economic Profile, 2008- 2009, Choose Suffolk Observatory</p> <p>Unless otherwise stated national data comes from: National Statistics Online Focus on Gender: <a href="http://www.statistics.gov.uk">www.statistics.gov.uk</a> 14/01/10 And local statistics come from: Neighbourhood Statistics (mostly 2001 Census) From <a href="http://www.neighbourhoodstatistics.gov.uk">www.neighbourhoodstatistics.gov.uk</a> on 14/01/10</p>
<p><b>Population changes:</b> More inward migration among young men in 20's</p>			
	<p>Mid Suffolk population 2009: 93800; projected for 2011: 95000 Carers over 18: 9153 in 2009; 9263 in 2011 LGBT people over 15: 4519 – 5273 in 2009; 4578-5341 in 2011 People with disabilities: 14 070 in 2009; 14250 in 2011</p>		<p>Extrapolated using Population and Housing Profile Information, Mid Suffolk and the Suffolk Diversity Profile, SCC R&amp;I Unit July 2009</p>
	<p><b>5.0 Racial Groups in Mid Suffolk</b> 5.1 The 2001 Census showed 99% of Mid Suffolk residents classified themselves as white (British/Irish/Scottish or Other) and 1% classified themselves as from a visible ethnic minority group. Most recent demographic data from the Research and Intelligence Team at Suffolk</p>		<p>Info used in MSDC RES from Research and Intelligence Team at Suffolk County Council, based on Office for National Statistics data</p>

National	Local	Comment	Source
	<p data-bbox="663 89 1279 288">County Council, based on Office for National Statistics data, shows a population percentage of Black and Minority Ethnic (BME) groups as 2.6% for years 2001-2006. We believe our largest BME groups to be Gypsies and Travellers and Migrant Workers.</p> <p data-bbox="663 360 1301 655">5.2 Estimates of Gypsies and Travellers numbers in the district is through the bi-annual caravan count, taken in January and July. Based on data from Communities and Local Government, in January 2009 the count was estimated as 125 caravans. In addition there are significant, but unknown numbers, of Gypsies and Travellers living in 'bricks and mortar' accommodation.</p> <p data-bbox="663 727 1294 959">5.3 The Department of Work and Pensions provides numbers of new national insurance number (NINo) registrations for foreign nationals in each local authority area, providing a rough guide to inward migration to Suffolk. From 2004-2007, 13,520 people registered to work in Suffolk, 640 (4.7%) in Mid Suffolk.</p> <p data-bbox="663 1031 1301 1294">5.4 An informal survey of three large food processing factories and a number of small herb factories in Mid Suffolk, showed around 700 non-British workers from a wide range of countries, East European (mainly Polish), European (mainly Portuguese), Iraq and Afghanistan. Most work in Mid Suffolk but live in the major towns in Suffolk and Norfolk.</p> <p data-bbox="663 1366 1261 1493">5.5 Three pilot Community Board Pilots in Mid Suffolk, made up of elected (e.g. Councillors) and non-elected representatives (e.g. local residents), from within the community meet</p>		

National	Local	Comment	Source
	<p>regularly to discuss and decide on local issues. Feedback from the Board supports the picture of increasing numbers BME people in Mid Suffolk. However there are few specific facilities for them and little collective community activity. The circumstances and aspirations of BME people vary and more information and understanding is needed.</p> <p>5.6 Mid Suffolk District Council has identified that its equalities knowledge base requires improvement. The Equality and Diversity Working Group has set up an Equality Mapping Subgroup to develop and co-ordinate work in this area.</p>		
<p><b>Health:</b> Avg life expectancy females born 2004-6, 81.3 years, men 76.9 years.</p> <p>Women live longer; but are more likely to spend more years in poor health or with a disability.</p> <p>Disability free life expectancy for those born in 2004: F 63.9 years, M 62.3 years.</p> <p>Higher death rates for young men in 20's due to accidents and suicide rates for men.</p> <p>Higher mortality rate for men from mid-50's.</p> <p>Deaths from Smoking related disease 1981-006 declined fro men; rose for women until 1987 and stayed there.</p>	<p><b>Health:</b> Life expectancy at birth (2006-2008): 83.6 for women; 80.19 for men</p> <p>Under 18 conception rates lower in Mid Suffolk than national and regional averages</p> <p>In April 2001 women in Mid Suffolk had a disability free life expectancy of 68.2 years; men 65.9 years.</p>	<p><b>Health:</b> MS - Women expected to live longer by 3.41 years.</p> <p>MS - For girls: under 18 conception rates lower .</p>	
	<p><b>Gypsy Roma Traveller people</b></p> <p><u>Gypsies, Roma and Travellers:</u></p> <ul style="list-style-type: none"> <li>• Lifespan for men is 10 years less and for women 12 years less</li> </ul>		<p>GRT info from: JSNA Suffolk 2008-11: reference in it: Issues faced by migrants , refugees,</p>

National	Local	Comment	Source
	<ul style="list-style-type: none"> <li>• are more prone to heart disease</li> <li>• birth and infant mortality rates are higher ...than in settled community.</li> </ul> <p>Women have higher rates of</p> <ul style="list-style-type: none"> <li>• MH issues and</li> <li>• Diabetes</li> </ul> <p>...than those in the settled community</p> <p>Lack of consistent GP, poor literacy skills, high smoking and alcohol related problems, late presentation and lack of early intervention reduce health for GRT people.</p>		and asylum seekers, and Gypsies and Travellers in accessing health care services, Allison Coleman, SCC, Nov 2007, Paper commissioned by New and Emerging Issues Forum and Multi agency Forum for Refugees and Asylum seekers p78
<p><b>Health related behaviour</b> Alcohol intake, 2007 Exceeded recommended weekly intake: 24% men; 13% women</p>	<p><b>Health related behaviour</b> ERPHO, 2004/5 30% men; 20% women regularly consume more than the stated safe limit of alcohol in a week, 16-24 year drink more than the stated safe limit in greater numbers than any other group. Trend generally rising according to the Suffolk Alcohol Harm Reduction Partnership Strategy 2006</p>		<p>Health related local data JSNA, p86</p> <p>‘Alcohol Abuse in the East of England’, ERPHO, 2006</p> <p>Suffolk Alcohol Harm Reduction Partnership Strategy 2006, Suffolk DAT and partners, Oct 2006</p>
<p><u>Smoking, 2005</u> Men smoke more than women overall; Young people(16-19): 26% F smoke; 23% men</p>			
<p><u>Drug use, 2006/7</u> More men report use of ‘any illicit drugs’ and ‘Class A drugs’ than women</p>			
<p><u>Obesity, 2005</u> Obese: 25% F; 23% M Overweight: 32% F, 43% M Obese: 18% girls and boys</p>			
	<p><u>Adults at Risk of Abuse Adult safeguarding)</u> 2006/7 Suffolk Social Care Services 1153 adults thought to be victims of abuse: Women 63% Men 37%</p>		JSNA 2008 – 11, p81

National	Local	Comment	Source
	<p>Most referrals were from Lowestoft, then Ipswich and Bury St Edmunds. Characteristics of victims:</p> <ol style="list-style-type: none"> <li>1. Older people (49%)</li> <li>2. People with learning disabilities (32%)</li> </ol>		
<p><b>Domestic Violence, sex workers' issues</b> John Spitzer</p>			JSNA p83
	<p><b>Staying Safe - bullying</b> 'Suffolk Tell US' survey. Bullying considered a problem by 49% of young people surveyed, 13% having experienced it, higher for girls. Area identified for further work in JSNA.</p>		JSNA 2008-11, p90
<p><b>Housing:</b> <u>Social rental</u> 41% women and 21% men likely to rent from social sector 9 of 10 lone parent households headed by women</p>		<p><b>Housing:</b> <u>Social rental</u> Nationally - single women more likely to be socially housed than men. Housing for single men an issue nationally – MS?</p>	
	<p><b>Housing affordability</b> Mid Suffolk had higher the second highest earnings multiplier in Suffolk in 2007 – the bigger the earnings multiplier the less affordable housing is. Babergh and Mid Suffolk saw greatest increase in EM between 2004-7 of all districts and boroughs.</p>		
<p><b>Living arrangements</b> An increase in one person households in last 20 years.</p> <p>2006, &gt;60% women &gt; Around 33% men &gt;75 lived alone.75 lived alone</p>			
<p><b>Single parent households</b> 90% lone parent households headed by women; 10% by men</p>	<p><b>Single parent households</b> Apr 2001 87% lone parent households headed by women; 13% by men</p>	<p><b>Single parent households</b> MS - Slightly higher than national avg of men heading single parent households</p>	
<p><u>Homelessness:</u> Jan – Mar 2008: 50% of homeless</p>		<p><u>Homelessness:</u> Of homeless families half are two</p>	

National	Local	Comment	Source
<p>households lone parent, 46% headed by women and 4% by men. Half of all homeless families are single parent; of these majority are likely to be headed by women</p> <p>Temporary accommodation: 48% lone parent, 45% of which headed by women.</p>		<p>parent and half single parents, of these majority are female.</p>	
	<p><b>Employment in single parent households</b>  <u>Women, single parent households employed:</u>            32% part time            25% full time            43% neither full or part-time work  <u>Men, single parent households employed:</u>            8% part-time            74% full time</p>	<p><b>Employment in single parent households:</b>            MS - Disparity in employment opportunity for women in single parent households?</p>	
	<p><b>Mid Suffolk District Council employment data – tables available in separate document -</b>            Summary says that:</p> <p><b>Workforce gender split:60%:40% women:men</b></p> <p><b>Full time and Part Time Workers</b></p> <p>There are 250 full time workers (62.8%) and 148 part time workers (37.2%).            There are 110 full time females (27.6%) and 140 full time males (35.2%).            There are 131 part time females (32.9%) and 17 part time males (4.3%).</p> <p><b>Comments</b>  <b>Of the total number of women working at MSDC, most of them are part-time (54%). Only 11% of men work part-time.</b></p> <p><b>Bands by gender</b>  <b>Comments</b>  <b>Of the total number of women working at MSDC, 46% of them are in bands 1-3</b></p>		<p>HR Business Partner,            Customer Service            Direct</p>

National	Local	Comment	Source																		
	<p><b>(compared to 10% of total men) Of the total number of men working at MSDC, 34% of them are in bands 6-8 (compared to 15% of total women) 40% of women and 39% of men work at Bands 4-5.</b></p> <p><b>Service area by gender</b> <b>Comments</b> <b>In line with the general workforce gender split, there are more women than men in most services.</b></p> <p><b>Those services where men outweigh women are Housing Maintenance, Waste and Environmental and Management Team.</b></p> <p><b>Learning and development</b></p> <p>Opportunities offered to people unsuccessful on the programme 17 people in total: 12 males (70%) 5 females (30%)</p> <table border="1" data-bbox="667 863 1272 1209"> <thead> <tr> <th>Course</th> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td>Communication and self awareness</td> <td>7</td> <td>3</td> </tr> <tr> <td>Action learning sets</td> <td>7</td> <td>3</td> </tr> <tr> <td>Mentoring</td> <td>6</td> <td>5</td> </tr> <tr> <td>Leading change management</td> <td>5</td> <td>3</td> </tr> <tr> <td>Assertiveness training</td> <td>7</td> <td>3</td> </tr> </tbody> </table> <p><b>There are more women than men employed at MSDC at most levels in the organisation (but not at the most senior levels?) Women and men are given equal access through the same self-nomination and application routes. – How many men and women applied?</b></p>	Course	Males	Females	Communication and self awareness	7	3	Action learning sets	7	3	Mentoring	6	5	Leading change management	5	3	Assertiveness training	7	3		
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National	Local	Comment	Source
	<p>There are proportionately more women (57.4%) than men employed in MSDC at most levels of the organisation and women and men will be given equal access to the JSDP through the same self nomination and application routes. Part-time staff in the council are predominantly female (31.3%) and may not feel that they can commit to the time requirement on a development programme.</p> <p>The programme has been designed to take account of these needs:</p> <ul style="list-style-type: none"> <li>• No cohorts have been booked to run over school holidays</li> <li>• Managers have been encouraged to speak to all staff about the programme</li> <li>• There are no overnight stays on the programme and the commitment is 5 separate days running from 9am to 5pm</li> <li>• The development centres include slots to avoid school runs etc.</li> <li>• One of the nominations criteria was to consider staff from diversity</li> </ul> <p>Monitoring completed on self nominations for the LDP showed that 36.6% of nominated staff were female. The overall cohort (including Heads of Service shows that MSDC is represented by 45% females. (9 delegates). Are there other questions to ask here? What percentage of (nominated) female and male staff were successful?</p> <p><b>March 2008 – Jan 2010-02-08</b></p> <p><b>Employee Relations Case work information</b> All data is from March 2008 to January 2010.</p> <p><b>Harassment and Bullying claims</b> 3 cases in total 1 male – Disability and Bullying – Not found 1 Female – Sex Discrimination and Bullying – partially found 1 Group claim (mix of male and female) –</p>		

National	Local	Comment	Source
	<p>Bullying – no action as dealt with via mediation</p> <p><b>Grievances lodged</b> 6 claims in total</p> <p>4 males – 2 withdrawn and 2 successful 2 females – 1 successful and 1 withdrawn</p> <p><b>Ill health cases</b> 26 cases</p> <p>14 female – 2 open 12 male – 1 open</p> <p><b>Gender and Pay information</b> As per appendix A (excludes Trades Team and JNC/CEX salaries).</p> <p><b>Caring Responsibilities</b> This is not something that is collated by HR as the data becomes flawed very quickly and is reliant upon employees keeping their personal data up to date on a regular basis. This is an area for discussion as to how data is collected in a useable format.</p>		
	<p><b>Pay in MSDC</b> Total FTE included in top 5% calculation 17.8% Total FTE female in top 5% 3.8% Thus 21.3% of top 5% earners are female</p>		Mid Suffolk BVPIs2007/8
<p><b>Working lives</b> <u>Employment</u> Men vs women employed 25-49: 89% men; 73-77% women Presence of child significant factor for women</p>			
<p><u>Economic activity</u> Of those working, nearly 50% women; nearly 17% men work part-time</p>	<p><u>Economic activity</u> Of the population Part time: 3% M;25% F Full Time: 55% M; 27% F S/employed: 17% M; 7% F Looking after home: 1% M; 13% F</p>	<p><u>Economic activity</u> MS, men spend more time in paid employment 43.85hours/wk; women spend 29.67hours/wk Women more likely to be working in the home.</p>	

National			Local			Comment	Source
			Retired: 14% M;17% F Equal proportions: unemployed, full time studentship, permanently sick			No differences in terms of sick, unemployment, studentship.	
<u>Career paths:</u> Women: sales, customer service, admin, secretarial, personal service; Men: skilled trades and process, plant and machine operatives, managers and senior officials Self employed: 75% men, 25% women	<u>Career paths:</u>		men	<u>Career paths:</u>	women		
	Health & SW		19%	Manu	20%		
	Wholesale & retail		18	Wholesale & retail	16		
	Real estate		11	Construction	13		
	education		11	Real estate and rental	11		
	manufacturing		10	Transport & Storage	9		
			Unclassified: 22% men; 14% women Lower management & professional: equal % Intermediate occupations and semi-routine occupations: 30% female; 14% male Part time (30hrs/wk): 8.5 male; 50% women  Managers and senior officials: 20% men; 11% women More men = skilled trades, process , plant, machine ops More women = admin & secretarial occupations, sales and customer service, personal services				
			<b>Mid Suffolk</b>	men	women		
<b>National</b>	men	women	Part time (1-30h/wk)	8.5%	50%		
p/t work with dep children	4%	38%	Avg hrs /wk	43.85	29.67		
Have dep children and in employment	90%	68%	Lone parents households headed by..	13%	87%		
Have no children and in employment		73%	Lone parent household headed by...	8% p/t 74% f/t	32% p/t 25% f/t		
In work with Children <5 5-10		57% 71%					

National			Local			Comment	Source
11-15		78%					
Lone mums employed		56%					
Married/cohabiting mums employed		72%					
Parent working flexi hours	1/5	1/3					
Parent working term time hours	1%	9%					
<b>Finances</b> Gender pay gap narrowing: Gap in median men's and women's hourly pay: 2007 – 12.6% South east largest gap at 15.9%  Earnings, not necessarily for comparable jobs. Influencing factors: length of time in jib, type of occupations.			<b>Finances</b> Same number of men and women claim benefits, types differ: Housing and council tax benefit claims 60% women 2005; Income support claims 64% women 2008; 37% IS claims lone parents and most of these are women JSA claims 35% women Pension credits 63% women  <u>New Deal programmes:</u> Young People – more men than women 25Plus more men than women Lone Parent – entirely female uptake			<b>Finances</b> Issues Difference in employment opportunity for men and women	
			<b>Fuel Poverty</b> Fuel poverty is where household spends more than 10% of its annual income heating. Prevalence of fuel poverty in Suffolk is high. Areas highest characterised by: High numbers of single pensioner populations Larger older populations High fuel poverty in Pakenham and areas of Mid Suffolk.			JSNA 2008 – 11, p71 Data modelled by the Uni of Bristol and CSE from 2001 Census data and 2003 English House Condition Survey	
<b>Travel, 2006</b> Women are more likely than men to live in (22% women; 16% men) a household without a car  Men are more likely to drive with women as passengers than vice versa (63%, 47%)							

National	Local	Comment	Source
<p>Number of women getting driving licences is increasing?</p> <p>Men are more likely to be killed or seriously injured for all types of transport, inc pedestrians.</p> <p>Women are more likely to make trips on foot (26%; 22%)</p> <p>Number of leisure trips similar between men and women.</p> <p>Men 74% more business trips abroad.</p>			
<p><b>Education</b> Girls continue to perform better than girls</p>	<p><b>Education</b> 07/08: KS1 girls do better esp in reading and writing, KS2 gap narrows, girls better in English, boys in science and equal in maths KS3 girls better than boys in maths, science, and notably in English End of KS4 75% girls achieve 5 or more A-C grade GCSE's, 60% boys.</p> <p>Absences show no difference, slightly higher authorised absences for girls</p>		
	<p><b>Adult learning</b> SCC delivered courses to 16, 814 people in 2005/6, 10.3% said they had a learning difficulty and or disability and or health problem of some kind.</p> <p>More women than men attended: 72%; 28%. Why? Subject matter, greater need for or inclination for this sort of social activity, ability to fit education around lifestyle.... SCC attract more BME people than non BME people in Suffolk 5.9%; 2.8% - ESOL courses.</p>		
<p><b>Lifestyles</b> 2006/7:TV watching, seeing family and friends, most popular leisure time activity for men and women.</p>			

National	Local	Comment	Source
<p>More women shop for leisure, Arts and crafts: 25% women; 13% men Cultural activities: 73% women; 56% men Physical activity DIY: 46% men; 26% women Sport/physical exercise: 58% men; 43% women</p> <p>Differing types of sports physical exercise: Men – football, snooker, pool Women – keep fit, aerobics, dance</p>			
<p><b>Crime</b> Offenders 80% male Male offenders, 19year olds received most convictions Female offenders, 16 year olds received most convictions</p> <p>Most commonly committed offence for male and female = theft; 50% male offenders, 30% female offenders</p> <p>Young men at greater risk of violent crime. Women more likely to be worried by violent crime than men. More women say fear of crime has a greater impact on their quality of life</p> <p>85% of DV victims were women.</p>			
	<p>Needham Market identified as area of anti-social behaviour</p> <p>Crime is linked to mental health , those who suffer MHP sae more likely to be victims of crime than to commit a crime, they are also l=more likely to suffer MHPs e.g. depression</p>		<p>Local data JSNA 2008-11, p75</p> <p>MH reference: Extract from 'Indications of Public Health in English Regions' in Suffolk County Council's</p>

National	Local	Comment	Source
	<p><b>Volunteering</b> Men are twice as likely to volunteer as women for an hour a week of their time.</p> <p>Other factors: higher for white than non-white (5%; 3.3%); higher s.e. groups; car owners; lower for people with limiting disability, lack of car.</p>		<p>Mental Health Vision JSNA 2008-11 LPSA Target 12 baseline study (2006) Suffolk Development Agency</p>
	<p>Across districts and boroughs volunteering levels higher than national average of 4.7% and as high as regional average of 4.9%.</p>		<p>Active People Survey</p>
	<p>Lower levels of volunteering in rural areas, notably Elmswell, Ixworth, Stradbroke. No reason why.</p>		<p>Suffolk At Home libraries service</p>
	<p><b>Political composition of the Council</b> <b>Political composition by gender</b></p> <p><u>Elected council</u></p> <p>Conservative/Independent: 15 male, 9 female Liberal Democrat: 6 male, 4 female Suffolk Together, Green, Independent: 4 male, 1 female</p> <p>Total council: 25 male, 14 female (64% male, 36% female)</p> <p><u>Portfolio Holders</u></p> <p>4 male (a) environment, b) planning, c) corporate strategy/leadership, d) finance), 3 female (a) housing, b) community, c) stowmarket / rural regeneration)</p> <p><u>Committees</u></p> <p>Full Council: as elected council Exec Committee: 6 male, 5 female <b>Environment Policy Panel: 11 male, 0 female</b> (100% male, 0% female) <b>Community Policy Panel: 3 male, 8 female</b></p>		<p><i>Mid Suffolk District Council: YOUR LOCAL AUTHORITY</i> Andrew Good, JULY 2009</p>

National	Local	Comment	Source
	<p>(27% male, 73% female)  Scrutiny: 5 male, 3 female  Licensing Committee: 8 male, 7 female  Planning Control Committee A: 7 male, 3 female  Planning Control Committee B: 6 male, 4 female  Planning Referrals: 13 male, 7 female  *Standards Committee: 7 male, 2 female (78% male, 22% female)</p> <p><u>Positions of authority</u></p> <p><b>Chair of committees: 8 male, 3 female</b> (73% male, 27% female)  Vice-chair of committees: 6 male, 5 female</p>		
	<p><b>Quarter 2: 1<sup>st</sup> July 2009- 30<sup>th</sup> September 2009  Mid Suffolk DC</b>  Total= 155  Repeat Victim= 50  % repeat victim= 32.3%  Child present= 61  % child present= 39.4%  Alcohol a factor=65  % alcohol a factor= 41.9%</p> <p><b>Quarter 2: 1<sup>st</sup> July 2008- 30<sup>th</sup> September 2008  Mid Suffolk DC</b>  Total= 161  Repeat Victim= 47  % repeat victim= 29.2%  Child present= 79  % child present= 49.1%  Alcohol a factor=58  % alcohol a factor= 36.0%</p> <p>The total number of incidents has increased this year compared to the same period of time in 2008 by 11.4%. Nationally there has been an increase in domestic abuse reporting and Suffolk crime statistics are also up by 4% overall. Historically quarter 2 (1<sup>st</sup> July to 30<sup>th</sup> September, which includes the summer months of July and</p>		<p>Domestic abuse statistics for County Domestic Violence and Abuse forum  12.10.209</p>

National	Local	Comment	Source
	<p>August) is the highest volume quarter of the year, second only to Christmas/New Year period.</p> <p>Repeat victim rates overall continue to decrease (27.3% for April-June 2009) to 26.9% this quarter. St. Edmundsbury Borough Council area has the highest % rate with Mid Suffolk slightly reduced - but both still above the county average. All areas have reduced, or stayed at the same repeat rate except for Forest Heath District Council which has increased. These two observations may indicate that the Western area are more consistent in asking victims about their experience - as they have dedicated Victim Officers as part of the response teams – or it could indicate a need for more follow up services. Less cases in the Western area are being referred to MARAC which aims to effectively support high risk repeat cases and training is being delivered to assist this.</p> <p>Children ordinarily resident rates are not significantly different in this quarter, with again Suffolk Coastal and Waveney the highest reporting rates above average.</p> <p>Alcohol a factor in offending has reduced to 37.2% compared to 38.3% for quarter 2 last year and 44.7% for quarter 1 this year (which is an opposite trend to other crime types which increase over the summer months).</p> <p><b>Quarter 2: 1<sup>st</sup> July 2009- 30<sup>th</sup> September 2009</b>  <b>Mid Suffolk DC</b>  Domestic Abuse (non crime)= 93  Violence against the person=38  Most serious violent crime=0  Sexual offences=2</p> <p>The range of crime types remains similar.</p>		

National	Local	Comment	Source																																																
	<p>Violence against the person is up proportionately to the overall increase in numbers except in Waveney where this has decreased. There is an increase in the number of 'most serious violent crimes' in the Ipswich area from 2 to 8 (which was 50% of the total for the county) and this relates to a small number of incidents which occurred in the quarter, not a general trend. The number of sexual offences has reduced from 18 to 15 this quarter.</p> <p>Stats for rest of County available.</p>																																																		
	<p><b>MSDC Complaints:</b> Results of analysis</p> <table border="1" data-bbox="663 549 1653 831"> <thead> <tr> <th>Date</th> <th>organisation</th> <th>male</th> <th>female</th> <th>Two people jointly</th> <th>unknown</th> <th>Parish council</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>09-10</td> <td>2</td> <td>18</td> <td>9</td> <td>6</td> <td>7</td> <td>0</td> <td>42</td> </tr> <tr> <td>08-09</td> <td>4</td> <td>20</td> <td>3</td> <td>7</td> <td>15</td> <td>0</td> <td>49</td> </tr> <tr> <td>07-08</td> <td>5</td> <td>12</td> <td>13</td> <td>2</td> <td>0</td> <td>0</td> <td>32</td> </tr> <tr> <td>06-07</td> <td>5</td> <td>26</td> <td>16</td> <td>7</td> <td>2</td> <td>1</td> <td>57</td> </tr> <tr> <td><b>Total</b></td> <td><b>16</b></td> <td><b>76</b></td> <td><b>41</b></td> <td><b>21 (One from two people of same sex)</b></td> <td><b>23</b></td> <td><b>1</b></td> <td><b>180</b></td> </tr> </tbody> </table> <p><u>Gender differences overall</u> Number of complainants whose gender could not be derived on the assumption made. More male than female complainants from 3 out of the four years, 2x, more than 6x, half as much. 2007-8 the numbers were equal. Of the 21 complaints made by two people jointly over the four year period, one was made by two people of the same sex.</p> <p><u>Gender differences by service area</u> What do women complain about? Waste and environment; Revenues and Benefits; Housing What do men complain about? Waste and environment; planning and housing What do 'two people jointly' complain about? Planning mainly, includes joint complaint from two people of same gender.</p>	Date	organisation	male	female	Two people jointly	unknown	Parish council	Total	09-10	2	18	9	6	7	0	42	08-09	4	20	3	7	15	0	49	07-08	5	12	13	2	0	0	32	06-07	5	26	16	7	2	1	57	<b>Total</b>	<b>16</b>	<b>76</b>	<b>41</b>	<b>21 (One from two people of same sex)</b>	<b>23</b>	<b>1</b>	<b>180</b>		<p>This is an analysis of complaints received through the corporate complaints procedure from April 2006 – March 2010.</p>
Date	organisation	male	female	Two people jointly	unknown	Parish council	Total																																												
09-10	2	18	9	6	7	0	42																																												
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National	Local			Comment	Source
		<b>REPORTED RACIST</b>	<b>INCIDENTS</b>		
		<b>2007/2008</b>	<b>2008/2009</b>	<b>First Half of '10</b>	
	<b>DISTRICT</b>				
	<b>BABERGH</b>				
	Hadleigh	18	7	6	
	Sudbury	11	20	11	
	<b>FOREST HEATH</b>				
	Mildenhall	39	23	11	
	Newmarket	20	32	26	
	<b>IPSWICH</b>				
	Ipswich Central	99	95	38	
	Ipswich East	52	66	60	
	Ipswich West	62	65	38	
	<b>MID SUFFOLK</b>				
	Mid Suffolk	20	16	13	
	<b>ST EDMUNDSBURY</b>				
	Bury St Edmunds Town	27	31	20	
	Bury St Edmunds Rural	3	7	0	
	Haverhill	17	7	14	
	<b>SUFFOLK COASTAL</b>				
	Felixstowe	20	21	9	
	Woodbridge	15	7	9	
	Leiston	11	10	8	
	<b>WAVENEY</b>				
	Beccles	6	9	2	
	Lowestoft	53	60	45	

National	Local			Comment	Source
	<b>OTHER</b>				
	Out of Force	2	3	4	
	Professional Standards	18	9	8	
<b>SUMMARY OF GRANT AID</b>					
	<b>2009/2010</b>	<b>2010/2011</b>	<b>2011/2012</b>		
	£4,882	£5,028	£5,179		
	£3,740	£3,740	£3,740		
	£21,850	reapply later	reapply later		
	£5,000	£5,000	£5,000		
	£3,500	£3,500	£3,500		
	£4,882	reapply later	reapply later		
	£4,882	£5,028	£5,179		

National	Local	Comment	Source
	<b>Suffolk Diversity Profile information:</b> Information too large to input here- available at: <a href="P:\Collaboration\Equality &amp; Diversity\Equality Schemes\Gender Equality Scheme\Consultation\Responses\External organisations\Suffolk Diversity Profile">P:\Collaboration\Equality &amp; Diversity\Equality Schemes\Gender Equality Scheme\Consultation\Responses\External organisations\Suffolk Diversity Profile</a>		Produced by the Research & Intelligence Team, Planning & Performance, Suffolk County Council <a href="mailto:Research@suffolk.gov.uk">Research@suffolk.gov.uk</a>

### External organisations consultation

	Question	Response	Evidence provided	Consultee/s
1	From your work, what gender related issues do you think we need to know about as a council?	<p>Domestic violence within homes involving all genders. – MS statistics are not highest but nonetheless need consideration for all genders.</p> <p>Isolation and communication problems of BME women who have limited knowledge of English.</p> <p><u>Housing</u> - A recognition that care of relatives is mainly undertaken by women and that women are more likely to be victims of domestic violence. This needs to be reflected in the need for rural housing, other services.</p> <p><u>Business</u> - An observed discrimination in recruitment practises against young women because of employers' concern that they'll leave to have children. If a young woman admits that she is recently married or in a stable relationship, I believe people still have a prejudice or expectation that maternity leave is only a matter of time. Also, this means that an older woman who has had her family is often sought and preferred when a man of similar age isn't.</p> <p>In a small business, the employer may not be able to reclaim all of the SMP back from the HMRC so there is an extra cost to them if an employee takes maternity leave. Just administering the SMP and dealing with the HMRC is also an extra overhead. In my experience of managing community charities that have one to five employees; compliance can</p>	<p>No comment</p> <p>Discussion at Refugee and Foreign Nationals Forum.</p> <p>No comment</p>	<p>Councillor</p> <p>LSP Faith Representative</p> <p>SACRE</p>

	Question	Response	Evidence provided	Consultee/s
		<p>be very consuming of the volunteer bookkeeper's time, so I can imagine that for a SME, there would likely be discrimination on that basis too.</p> <p>Unfortunately, most management practises are still such that most organisations will suffer when a key person leaves a project and has to hand over to another mid-stream. While that exists, we will still find management justification for discrimination even if they know full well they are practicing it. They just find another reason to disqualify that applicant.</p>		
2	From your experience can you tell us about the different service needs of men, women and transgender people, or perhaps what some of the barriers or obstacles to service users are?	Uncertainty about service area generally is , and always has been a problem. A need to reach those who “don't know” how and what is available is a key issue.	I think in all aspects of LA work a problem is that we don't seem to address or reach the “semi-vulnerable”.	Councillor
		Access to services is more difficult for women, who are usually the principal carers and often do not have primary use of family cars etc.	Experience and observation	LSP Faith Representative
		See Point 2. We did have a transgender employee and did not notice particular issues, but this may have been because she was undergoing medical treatment and thus `in the system` Perhaps the obstacles may be greater for those outside the system.	No comment	SACRE
3	(leading on from point 2 above) How do you know about these issues and needs - are there facts that we could use, or have you taken part in consultation, or perhaps you have anecdotal evidence.	The Partnership Board, especially the Community Safety Partnership and Community Cohesion will have a great deal of information it help.	I sit on both	Councillor
		Information provided from County Forums e.g. (Racial Harassment Forum; Refugee Forum)	Minutes of meetings etc.	LSP Faith Representative
		Mainly from general experience.	No comment	SACRE
4	What do you think should be the top 3 MSDC priorities for ensuring gender equality across the district?	<ol style="list-style-type: none"> <li>1. Provision of emergency accommodation for severe DV situations – all genders</li> <li>2. Forced marriage etc could be something for MS to consider</li> <li>3. Hate Crime incidents in home, school etc</li> </ol>	No comment	Councillor

	Question	Response	Evidence provided	Consultee/s
		<ol style="list-style-type: none"> <li>1. Advertise service for same sex domestic abuse, as well as female to male and male to female</li> <li>2. Provide training for appropriate staff</li> </ol>	No comment	Suffolk Probation
		<ol style="list-style-type: none"> <li>1. Provide information about support groups for women and access to educational and carer facilities</li> <li>2. Improved access to public transport</li> <li>3. Promote recruitment of women to more senior posts</li> </ol>	No comment	LSP Faith Representative
		<ol style="list-style-type: none"> <li>1. Improving women's safety and related issues</li> <li>2. Promoting both men's and women's involvement and participation in decision making</li> <li>3. Supporting parents and carers in the workforce</li> </ol>	No comment	SACRE
5	What can you tell us about the nature and scale of the issue of violence against women in Mid Suffolk? (please provide data i.e. if possible, for cases per year)	I have no statistics to hand – but they are available from CSP in a break-down form.	No comment	Councillor
		Referral stats from Courts and in interview disclosures	No comment	Suffolk Probation
		See Marianne Fellows.	No comment	Family Action
		Much of this is undisclosed in rural communities	Opinion	LSP Faith Representative
6	Do you think there is adequate provision of services for women suffering from violence in Mid Suffolk? Please explain...	Probably not – discussion on subject at recent DV Forum in MS	No comment	Councillor
		Getting better, via DF forum and role of freedom programme.	No comment	Suffolk Probation
		No, there needs to be more! Currently we deliver a service for women and child survivors aged 5-13- one part time worker to cover all of Mid Suffolk.	No comment	Suffolk Probation
		No. We do not have local women's support centres	No comment	LSP Faith Representative
7	What do you think the barriers are for women who suffer from violence, when accessing services in Mid Suffolk?	The lack of knowledge as to who to go to and what is available	DV Forum	Councillor
		Perpetrators will attend meetings with victims so any disclosures are difficult to gauge.	No comment	Suffolk Probation

	Question	Response	Evidence provided	Consultee/s
		Economic dependency on perpetrator concern about confidentiality. Feelings of humiliation and shame, directly affect their self- confidence. Transport.	No comment	LSP Faith Representative
8	What do you think can be done to reduce the barriers that women who suffer from violence face, when accessing services in Mid Suffolk?	Some public announcement in booklet form should be available at all ? avenues/?events where these members of the community are likely to go	No comment	Councillor
		More privacy for victims so they have confidence to disclose any domestic abuse.	No comment	Suffolk Probation
		Needs to be more open access at all levels for women wishing access to domestic abuse service- limited in rural communities.	No comment	Suffolk Probation
		Make it easier for women to report. (More local reporting centres) Greater availability of places of safety, women's refuges locally. Facilitate development of local support groups	No comment	LSP Faith Representative
9	Do you have any existing feedback from service users that you can share with us? i.e. forum results, previous data collection	I think some reports from the Partnership Boards could help together with reports from DV Forum	No comment	Councillor
		Women who have used our service have spoken highly of it. Want more support groups so women can access support over longer periods of time to what current services offer.	No comment	Suffolk Probation
		No.	No comment	LSP Faith Representative
10	Are there any particular group(s) of women in Mid Suffolk who have come to your attention as being more vulnerable to becoming a victim of violence – if so which group(s)	There is a trafficking problem being addressed and this is widespread in county including MS.	No comment	Councillor
		No.	No comment	LSP Faith Representative
11	Are there any particular group(s) of women in Suffolk whom you know to experience more difficulty in accessing VAW services - if so which group(s) and what is the nature of the difficulty they	Community Cohesion and Equality PB will provide this information – I can look back into past minutes/papers if you wish.	No comment	Councillor
		No.	No comment	LSP Faith Representative

	<b>Question</b>	<b>Response</b>	<b>Evidence provided</b>	<b>Consultee/s</b>
	face?			
12	If you answered no to Q 11, are you able to talk to service users on our behalf to gather feedback on their experiences of accessing services in Mid Suffolk?	12A I can find out more – but need time to talk to various people	No comment	Councillor
		12B Yes – I can do this too. Yes, I could speak with victims on my caseload re this.	No comment	Suffolk Probation
13	Or, Are you able to put us in contact with any service users willing to have a dialogue with Mid Suffolk to provide feedback on their experiences of accessing services in Mid Suffolk?	Speak to Clare Steggall, Family Action (Domestic Abuse Worker, Acorns Children’s Centre) 01449 776060.	No comment	Suffolk Probation
14	Are you aware of any different service needs of men, women and transgender people?	Individual interview rooms for privacy.	No comment	Suffolk Probation
		Needs to be more serious for male victims.	No comment	Family Action
15	Have you made a change to policies or practice to accommodation differing needs?	Always had “privacy” layout.	No comment	Suffolk Probation
16	How does your organisation promote the discrimination and harassment towards transgender staff and service users?	Diversity posters and policies and on-going training for staff.	No comment	Suffolk Probation
		Organisational policy- that all staff need to work to deliver throughout the county, many creative services meeting diverse needs of individual communities.	No comment	Family Action
	<b>Other responses/information....</b>			
	<b>Subject area</b>	<b>Response</b>	<b>Source</b>	<b>Consultee/s</b>
17	Issue identified: Bus Provision	Mid Suffolk South transport is a gender related issue – focusing on older people, project to identify existing provision and needs analysis in local community to make existing provision more responsive. Project expected to extend beyond end date of April 2010  Activities for young people – budgets allocated in	Your Place Matters, Community Boards Pilot, Update Jan 10	

	Question	Response	Evidence provided	Consultee/s
18	WS CSP priorities	<p>Mid Suffolk South and Mid Suffolk West: suggested that activities identified for boys? needs of girls</p> <p>Summary of WS CS Partnership's priorities for 2010</p> <p>The priorities are in the process of being scrutinised for additional information, such as area of concern, types of offences and type of offender and this information will be available at the forum. Some priorities will cover the whole of the Western area (districts of Forest Heath, St Edmundsbury and Mid Suffolk) and some will be area specific – again this information will be available at the forum.</p> <p><b>Priorities:</b></p> <p><b>Creating A Safer Night Time Economy:</b> Aim is to reduce damage, violence and anti social behaviour that is fuelled by alcohol consumption and linked to the night time economy. Gender issues?</p> <p><b>Protecting Young People:</b> Aim is to reduce reports of anti social behaviour involving young people as both offenders and victims, improve the perception of young people and reduce criminal damage where young people are offenders. The Partnership would like to tackle this project through a range of prevention, education and enforcement action. Gender issue – young male? Young female?</p> <p><b>Focus On Priority Neighbourhoods:</b> Aim is to improve the physical environment in areas where anti social behaviour and criminal damage occur.</p> <p><b>Helping Vulnerable Families:</b> Aim is to reduce domestic violence (particularly repeat victims) and reduce anti social behaviour incidents linked to families – female issue, need to address under representation of males?</p> <p><b>Tackling drug misuse:</b> Aim is to reduce the effects class A has on communities.</p> <p><b>Protecting property:</b> Aim is to reduce burglary and burglary of other buildings (in particular repeat victims) and to continue to support the Prolific and</p>	No comment	Western Suffolk Community Safety Partnership Forum 25 <sup>th</sup> February 2010

	<b>Question</b>	<b>Response</b>	<b>Evidence provided</b>	<b>Consultee/s</b>
		Priority Offender Scheme. <b>Improving road safety:</b> Aim is to reduce the number of road collisions in Western Suffolk. Young male issue?		
19	Identified what single sex services are needed and facilitated their provision?	Diana Kearsley is meeting with Police, Women's Aid, Marilyn Curran, someone from housing, and some possibly others, on 22 Feb 2010 to address the outstanding issue of lack of suitable emergency accommodation for women and their families who are experiencing domestic abuse in Mid Suffolk.	No comment	Councillor
20	Barriers – gender related	Suffolk Probation one have one small reception area.	No comment	Suffolk Probation
		Domestic abuse issues- May be difficult for some women with a history of abuse by men sharing services.	No comment	Family Action

**-END-**