

EAST PARK

Gender Equality Scheme 2007 – 2010

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Gender Equality Scheme 2007-2010

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1. INTRODUCTION

The Sex Discrimination Act 1975, as amended by the Equality Act 2006, places a general duty on public bodies to promote gender equality. As an organisation we are required to follow specific parts of this legislation, one of which is to produce a Gender Equality Scheme.

The aim of this Scheme is to promote equality of opportunity and to eliminate discrimination and harassment, both as a service provider and as an employer. It requires that both men and women be involved in the development of the Action Plan so that they can contribute and make a real difference to how the organisation approaches this new duty. This will include both employees and service users.

East Park is fully committed to eliminating gender inequality and promoting equality between women and men (girls and boys). We recognise that there are gender differences in people's life chances, what services they gain access to, the types of jobs they do and how well students achieve at school.

This scheme will encourage and push forward real outcomes to improve gender equality; it will give practical improvements to the organisation, which will ensure we are meeting our duties under the legislation.

The Gender Equality Scheme is a strategic document and includes an action plan, which details how East Park is going to approach its duties under the legislative requirements. It sets timescales for achieving the objectives that are set out in the action plan.

An Action Plan is appended that will underpin the delivery of the Gender Equality Scheme. This document will change with time as progress is made against the Action Plan.

The law comes into force in April 2007, and the Scheme must be published by 30 April 2007.

This is the first Gender Equality Scheme of East Park and it will be reviewed annually and a report produced. This Gender Equality Scheme will run for three years until April 2010.

2. ABOUT EAST PARK

East Park is a registered charity, which has provided services to children with disabilities, and their families, for over 130 years.

The principles on which our services are based reflect current legislation, policy and good practice. All our services focus on the needs of the young people and are provided in a way which encourages partnership with the child and family.

East Park is registered with the National Autistic Society's Autism Accreditation Programme and was successfully accredited in March 2007.

EAST PARK MISSION STATEMENT

East Park is committed to a person centred collaborative approach, where the physical, social, intellectual, emotional, cultural and moral needs of the young person are fully met. We aim to provide an environment where individuality is valued and where a young person, through encouragement, support, opportunities and choice, can lead a full and active life

OUR SERVICES

East Park provides four distinct services in different places and at different times to different but sometimes overlapping groups. These services and our commitment to them are summarised below.

School

East Park provides education for children/young people with additional support needs between the ages of 5 and 19.

The young people have significant learning difficulties, as well as a wide range of physical and sensory impairments. Some have special health requirements, while others present with behaviour that is difficult to manage, including those with autistic spectrum disorders.

East Park offers high quality education for children/young people who have complex learning difficulties, often with additional disabilities, challenging behaviour and/or significant health needs:

- Individualised Educational Programmes.
- Individual and group teaching and learning.
- Elaborated curriculum based on 5-14 guidelines and Higher Still.
- Links with colleges and other schools.
- Specialised equipment and resources.
- Opportunities for use of community facilities and amenities.

Further Education and Supported Employment

East Park's Workmates project for 18-25 year olds is designed to provide continuing support for young people with special needs as they make the transition to adulthood.

The service aims to support the young adults so that they have the opportunity of further education, training, employment or voluntary work. The project is based on the principles of lifelong learning, equal opportunities and social inclusion.

By providing this tailored service and supplying the appropriate individual support, we enable young people to develop skills and strengthen their social identity through training and working in their local community.

Supported Accommodation

East Park offers 24 hour care every day of the year to children and young people aged 5-19 years with complex learning difficulties, significant health needs and/or challenging behaviour.

We work in a person centred way, with the information necessary to effectively support the individual contained in a colourful 'personal organiser'.

Within small teams of staff each child or young person has two named key workers to ensure continuity and consistency of approach.

Registered nurses are on duty at all times who, as well as ensuring high quality social care, are specialists in many medical interventions.

Accommodation is provided in single bedrooms with children and young people sharing some facilities such as dining area, kitchen, bathroom and sitting room within a family style setting.

Physiotherapy and occupational therapy services are provided on site.

Respite Service

The respite service provides for the needs of children and young people, under 19 who have complex learning difficulties with associated health needs and/or high dependency support requirements.

Residential short breaks in Katrine House can range from an overnight stay to longer periods and may be part of a rolling programme.

Katrine house is staffed 24 hours a day by a team of support staff led by a registered nurse. East Park's G.P. visits daily and Maryhill Health Centre provides 24 hour on call facilities.

3. EAST PARK STUDENT AND STAFF GENDER PROFILE

In April 2007, East Park had 18 resident students, aged 12 to 19, 10 girls and 8 boys residing in the 4 houses of East Park. There were 12 boys and 5 girls aged 13 – 18 attending the school and 16 girls and 36 boys using the Respite Service. Another 12 students (8 female and 4 male), aged 19-23 attend the Workmates programme.

East Park employs 119 members of staff, the majority of whom are women. The following table demonstrates the breakdown of staff male: female and full time and part-time by the field of work.

	Male	Female	Male	Female
	<i>Full-Time</i>	<i>Full-Time</i>	<i>Part-Time</i>	<i>Part-Time</i>
Admin	1	4	-	-
Training and Development	-	2	-	-
School	2	20	-	-
Workmates	1	4	-	1
Therapy	-	-	-	3
Care	6	37	1	8
Respite	3	11	-	4
Maintenance	4	-	-	-
Domestic	-	7	-	-
	17	85	1	16

East Park's workforce reflects trends in wider society where females and males are more likely to work in areas that are considered to be stereotypical *i.e.* a significantly larger proportion of women work in the care sector than men. It also reflects the fact that many more women than men work part-time hours, this is generally because women take on more personal care duties in the home e.g. looking after children, as a carer to a parent etc.

4. WHAT IS A GENDER EQUALITY SCHEME?

WHAT IS A GENDER EQUALITY SCHEME?

A Gender Equality Scheme sets out plans for making equality happen for people attending, living and working at East Park as well as the wider East Park community. The Sex Discrimination Act 1975, as amended by the Equality Act 2006, places a 'general' duty on public bodies to promote gender equality. In order to meet the general duty, the Act also gives East Park 'specific' duties.

General Duties

The Equality Act 2006 places a duty on all public bodies to promote gender equality. This is called the Gender Equality Duty or 'general duty'.

The overarching goal of the general duty is to promote equality of opportunity. The other elements of the duty both support this goal and require 'due regard' to be given to them in their own right. Under the general duty you must, when carrying out your functions have 'due regard' to the need to:

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

Transsexual people are protected from discrimination and harassment on the grounds of gender reassignment in employment and vocational training under existing sex discrimination legislation. Public bodies are legally required to take this into account when addressing that part of the gender duty, which requires the elimination of unlawful discrimination and harassment.

Specific Duties

The Equality Act 2006 places all public bodies under specific duties. The specific duty regulations require East Park to produce and publish a Gender Equality Scheme.

Under the specific duties, East Park will:

- prepare and publish a gender equality scheme;
- show how it will meet the general and specific duties and set out its gender equality objectives;
- consult employees and stakeholders (including trade unions);
- gather and use information on how our policies and practices affect gender equality in the workforce and delivery of our services;
- consider the need to include objectives to address the causes of any gender pay gap;
- assess the impact of our current and proposed policies and practices on gender equality;
- implement the actions set out in our scheme within three years, unless it is unreasonable or impracticable to do so;
- report annually on the progress of the scheme;
- review the gender equality scheme every three years.

The Gender Equality Duty aims to make gender equality a central part of East Park's policy-making, strategy formulation, service delivery and employment practice.

It is intended that the scheme will lead to improved gender equality outcomes for all people who study, live and work at East Park.

Our approach is non-discriminatory and takes account of the needs and differences associated with age, gender, race, religion, culture, disability, sexuality etc. of our young people and employees.

5. EAST PARK AS A SERVICE PROVIDER

As a service provider, East Park aims to provide safe, welcoming and inclusive access for everyone using our services. These services are provided free from discrimination or harassment and are equally available to both male and female young people. East Park aims to treat everyone with dignity, respect and politeness.

East Park ensures that its employees are trained to provide appropriate services according to the individual needs of the young people. Full account is taken of a person's needs relating to their gender whilst in the care of East Park. Many of the services East Park provides are of a personal, intimate nature and it is expected of East Park to respond flexibly to how individuals wish their needs to be met. This includes deploying male or female carers appropriately.

In these cases, under Section 7 of the Sex Discrimination Act, the Employer (East Park) can allow the employment of a particular sex under a Genuine Occupational Qualification (GOQ). The most common reason for restricting application to such a post is the "preserve decency and privacy", for example, where the job involves physical and sometimes intimate contact and the student or their parents might reasonably object to a member of the opposite sex carrying out these functions.

East Park aims to give every young person the best possible support by providing a range of quality services that will reduce the challenges that many disabled young people face during their lifetime. We want to make sure that the young people of East Park:

- are healthy, happy and secure
- feel safe and will be safe wherever they are in East Park or on visits away from East Park
- benefit from education that meets their needs now and for the future
- feel included in the community of East Park
- are able to participate and enjoy the activities offered to them by East Park
- live and study in an environment which enables them to thrive.

East Park is committed to valuing the diversity of people and aims to fight discrimination against all people, including the users of our service and the wider population.

School should be a place of safety for young people and staff. East Park has an Anti-bullying policy and procedures are scrutinised during school inspections. All staff are required to take instances of bullying seriously. It must be reported immediately and action taken at once.

The commitment of East Park and its staff to the young people and their ability to contribute is fundamental to the shaping of East Park in the future.

6. EAST PARK AS AN EMPLOYER

East Park is committed to ensuring gender equality in its service provision and in its responsibility as an employer. This Gender Equality Scheme sets out how we intend to reinforce this commitment.

East Park is an equal opportunities employer. East Park does not discriminate against staff or eligible applicants for posts on the grounds of gender, marital status, race, colour, nationality, ethnic origin, religion, disability, age or sexual orientation. Every possible step is taken to ensure that staff are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job related criteria.

East Park values the benefits of a diverse and varied workforce and is committed to providing the support and encouragement needed to ensure that everyone is given the opportunity to reach their full potential and make an effective contribution to the work of East Park.

Information on our workforce is collected through an Equal Opportunities Form at the application stage for vacant posts. Further data gathered over the course of employment provides information on age, location, length of service, time in current post, salary, hours of work, and employment status (temporary/permanent etc). We also collect statistics about promotion and performance appraisal, and leavers.

The purpose of collating this data is to help us to tailor further actions and initiatives to improve recruitment, development and retention of a gender balanced workforce.

East Park has identified key issues in relation to gender equality. These are:

1. Recruitment

East Park aims to ensure recruitment and retention processes are fair and designed to help attract and retain a diverse, representative workforce and that all staff managers receive training in Recruitment and Selection, and Equality and Diversity.

2. Bullying and Harassment

East Park has a duty of care to children/young people and staff and is fully committed to dealing seriously and calmly at once with all reports or signs of discriminatory practice. East Park recognises the negative effect on staff morale and health of harassment in the workplace.

The anti-bullying policy will be reviewed to ensure that it reflects best practice and that all employees are aware of the support and advice available if they experience harassment.

East Park is also clear that disciplinary action may be taken against any member of staff who acts in breach of this policy by harassing any individual within or without the organisation in the course of their duties.

East Park investigates any complaints raised under this policy responsibly and in an environment where colleagues can raise genuine complaints without fear of reprisals. Any colleagues found to have victimised another for complaining, supporting a colleague or giving evidence about harassment, may also be subject to disciplinary action.

3. *Transsexual People*

Transsexual people are protected from discrimination and harassment under existing sex discrimination legislation. The Sex Discrimination Act prohibits discrimination in employment and training against individuals who intend to undergo, are undergoing or have undergone gender reassignment.

East Park also operates a Whistle-Blowing Policy which extends protection for employees who want to report bad practice without fear of being victimised as a result.

4. *Flexible Working*

One of the identified key barriers to employment for people with caring responsibilities is inflexible working patterns within an organisation. East Park recognises that improving the work – life balance means happier staff and higher staff retention

The statutory right to request flexible working is currently limited to employees with 26 weeks' service to enable them to care for children under 6 (or 18 if the child is disabled). The Work and Families Act allows for this right to be extended to carers of adults from 6 April 2007. The minimum service requirement will remain the same.

East Park embraces the concept of flexible working where possible or appropriate for all colleagues whether they are male or female. It recognises that it is not just working parents who have responsibilities and interests outside of the workplace. All colleagues who are not on probation may apply to work flexibly irrespective of whether they have parental responsibilities.

5. *Maternity and Paternity Pay and Leave*

The Work and Families Act 2006 will make significant changes to parental rights from April 2007.

East Park will amend its maternity and adoption policies to take account of the statutory changes which take effect from April 2007 and will review its paternity and maternity policies to take account of the significant changes due in 2009/10. East Park pays maternity and paternity pay which is in excess of the statutory minimum.

East Park also offers a paternity leave policy allowing fathers to take leave from work to assist their partners in looking after their new-born babies.

East Park's enhanced maternity policy is designed to provide new parents with support throughout the period of their leave and to ease the return to work.

East Park is keen to encourage working parents to stay with the organisation and would like to help colleagues balance the demands of home and working life.

6. Training and Development

East Park endeavours to ensure that all staff have an equal opportunity to take part in development and training. In particular East Park wants to ensure that part-time workers (predominantly females) do not have restricted access to development, training and promotion opportunities.

East Park is committed to training on Equality and Diversity for all its Staff members.

East Park will evaluate the overall equality and diversity training programme on a yearly basis. If there is evidence to show that the training needs to be changed, we will take action to ensure that this happens.

7. Policies and Procedures

Monitor, review, update and raise awareness of the gender impact of policies and procedures to ensure that no employee or potential employee is discriminated against, treated less favourably or disadvantaged on the grounds of their gender, sexuality or due to gender reassignment.

8. Equal Pay

Not only does East Park have a legal obligation to comply with the Equal Pay Act but East Park also recognises the importance of a fair and equal pay and reward system for all our employees. East Park is committed to providing a fair and equitable pay and reward structure that delivers equal pay.

Specific actions relating to these areas are shown in the Action Plan.

7. INVOLVING OUR YOUNG PEOPLE AND EMPLOYEES

This Gender Equality Scheme has been developed with the involvement of the young people, parents, carers, staff and stakeholders of East Park. We will also consult with organisations that provide services to East Park.

A Gender Equality Questionnaire (see Appendix) was produced to gather information from staff, young people, parents and carers on the current climate of gender equality at East Park.

East Park is committed to involving its staff, young people and parents in the development of all its policies, procedures and strategies. An Equality Consultative Committee has been set up by East Park. Its membership consists of:

- 2 Children/Young people Representatives
- 2 Staff Representatives
- Head Teacher
- Head of Care
- General Manager
- Training Manager
- Volunteer

The Equality Consultative Committee will continue to consult widely and extensively, both within its own services and externally. Greater involvement by young people, parents, carers and staff will enable East Park to:

- gather information on the effect of its policies and practices on men and women and, in particular, the extent to which they promote equality between its male and female staff, and the extent to which the services it provides and the functions it performs take account of the needs of men and women (boys and girls);
- make use of information gathered and any other information considered relevant, to assist it in the performance of its general and specific duties and in particular its regular review of the effectiveness of the actions identified and its arrangements for the preparation of subsequent schemes;
- ensure its scheme sets out the overall (gender equality) objectives for it to perform its general and specific duties;
- consider the need to have gender equality objectives that address the causes of any differences between the pay of men and women that are related to their sex;
- assess the impact of its policies and practices, or the likely impact of its proposed policies and practices, on equality between women and men;
- consult relevant employees, service users and others (including trade unions); and
- achieve the fulfilment of the objectives identified as being necessary for it to perform its general and specific duties.

East Park's Equality Consultative Committee will be involved in taking forward the planning, implementing and evaluating of the Gender Equality Scheme.

8. GATHERING INFORMATION AND IMPACT ASSESSMENT

GATHERING INFORMATION

A wide range of quantitative and qualitative mechanisms currently exist for gathering information on the performance of East Park on Gender Equality. The information that is gathered and used at different times of the year by different areas is generally embedded into East Park's evaluation and quality assurance processes.

We will gather information on the effect our policies have on women and men and quantify:

- the extent to which our policies promote equality between male and female staff;
- the extent to which the services we provide and the functions we perform take account of the needs of women and men.

East Park places great importance in not only hearing, but also listening to the views of all people in the implementation of our Gender Equality Scheme. East Park has developed various ways in which it will consult with its young people, employees and stakeholders to involve them in our decision-making processes. The information gathered will be used in order to understand which of our functions have the greatest impact on gender equality.

This information will play a crucial role in helping East Park determine gender equality priorities, conduct effective gender impact assessments on policies and practices and monitor implementation towards gender equality.

The Gender Equality Scheme requires this information to be collated and reported as part of an essential monitoring process. This will then be used to inform any resulting pro-active changes to our systems at East Park.

IMPACT ASSESSMENT

Impact assessments are a way of deciding whether an existing or proposed policy, procedure, practice or service does (or may) affect people differently, and if so, in an adverse way. It provides the opportunity to pre-empt potential inequalities rather than monitoring existing inequalities in practice.

The purpose of an impact assessment is to:

- ensure that neither sex is disadvantaged by decisions taken and the activities of East Park;
- identify where East Park can promote equality of opportunity between men and women.

Where the assessment identifies a negative impact or missed opportunity to achieve a more positive impact, then East Park will look at what it can do to remedy this and to take appropriate action.

There is a clear need within the scope of the Duty to carry out impact assessments on all the policies, procedures and working practices as part of the Gender Equality Scheme's Action Plan. All key systems have relevant policies attached to them and these will be revisited regularly to ensure that they include positive opportunities to promote equality.

East Park undertakes to conduct gender impact assessments on all new policies and services as they are developed. All existing policies and services will be subject to impact assessments.

East Park recognises that individuals may face multiple challenges in relation to its services and their employment. Therefore, rather than focusing on each of the individual equality strands when undertaking impact assessments, East Park endeavours to take a more holistic approach in the way it addresses accessibility of its services and policies.

It is also considered important that the personal experiences of individuals are taken into account and gender inequality experiences are accurately reflected in the Gender Equality Scheme Action Plan.

11. THE ACTION PLAN 2007-2010

OBJECTIVE	WHAT WE WILL DO	RESPONSIBILITY	TIMESCALE	HOW WE WILL DO IT AND MEASURE SUCCESS
IMPLEMENTING THE SCHEME	1. <i>Publish and promote the East Park Gender Equality Scheme 2007-2010.</i>	Equality Consultative Committee (ECC), approved by East Park Management Board (EPMB).	By 30 April 2007.	Completion and publication of the East Park Gender Equality Scheme 2007-2010.
	2. <i>Set roles and responsibilities for implementing Gender Equality Action Plan.</i>	ECC.	By April 2007.	
	3. <i>Identify lead person to oversee implementation.</i>	General Manager reporting to EPMB.	By January 2007.	
	4. <i>Support the setting up of a Gender Equality Consultative Committee and ensure representative membership.</i>	General Manager.	By January 2007.	
	5. <i>Assess the effectiveness of current methods of gathering information from staff, students, parents and carers on gender equality at East Park.</i>	ECC.	By February 2008.	
RECRUITMENT	1. <i>All Managers who recruit and appoint staff should undergo training in</i>	Training and Development Manager	By 2010.	All Managers with responsibility for recruitment and selection will have

	<p><i>recruitment and selection and equality and diversity.</i></p> <p>2. <i>Identify areas of under or over representation of any one gender. Address this through positive action and targeted recruitment.</i></p>	General Manager?		<p>completed relevant training in equality and diversity and have a thorough working knowledge of recruitment procedures.</p> <p>To have a workforce more representative of the local area.</p>
BULLYING AND HARASSMENT	<p>1. <i>The harassment and bullying procedure will be reviewed to ensure that it reflects best practice and that all employees are aware of the support and advice available if they experience harassment.</i></p> <p>2. <i>All investigations into bullying and harassment will be opened immediately and concluded within an appropriate timescale.</i></p> <p>3.</p>	Policy Development and Review Group (PDRG)	By September 2008.	
TRANSSEXUAL PEOPLE	<p>1. <i>To raise awareness of the issues that people face who are either undergoing or undergone gender reassignment.</i></p>	Training and Development Manager	By 2010.	No complaints or issues raised relating to discrimination because of gender reassignment.

FLEXIBLE WORKING	1. <i>To implement work-life balance policies at all levels, in particular encouraging part-time and flexible working arrangements in senior roles.</i>	General Manager reporting to EPMB.	By end 2009.	To have a set of policies that positively encourage real choice for staff with caring responsibilities.
	2. <i>Review all policies/guidelines linked to helping employees to achieve a Work-Life Balance, including Carers Leave, Flexi-time/ Part-time Working/Job Share etc.</i>	General Manager reporting to EPMB.	By end 2009.	
	3. <i>Extend parental responsibilities to cover caring responsibilities, where appropriate.</i>	General Manager reporting to EPMB.	By August 2007.	The statutory right to request flexible working is currently limited to employees with 26 weeks' service to enable them to care for children under 6 (or 18 if the child is disabled). The Act allows for this right to be extended to carers of adults from 6 April 2007. The minimum service requirement will remain the same.
	4. <i>Publicise work life balance policies on the intranet.</i>	ECC	Ongoing	Raised awareness among staff of what these policies mean for them.
	5. <i>Promote as part of Induction process.</i>	Training and Development Manager	Ongoing.	All new staff are aware of the policies and

				procedures at East Park and the opportunities open to them to pursue a Work-Life balance.
MATERNITY AND PATERNITY PAY AND LEAVE	1. <i>Update maternity and paternity policies in light of legislative changes.</i>	General Manager reporting to the EPMB.	By August 2007 (but must be available to staff taking leave after April 2007.)	To promote an up-to-date maternity and paternity policy that encompasses current and future changes to the Work and Families Act.
TRAINING AND DEVELOPMENT	1. <i>Training to be delivered to staff on induction and through other scheduled Equality and Diversity Training.</i> 2. <i>Ensure that scheduled and future training opportunities are available to all staff whether they work full-time or part-time.</i>	Training and Development Manager. Training and Development Manager.	By 2010. Ongoing.	Increased knowledge of gender equality issues among staff. No member of staff is excluded from training opportunities due to part-time working or caring responsibilities.
POLICIES AND PROCEDURES	1. <i>In developing policy, seek to identify any likely differential impacts between women and men.</i> 2. <i>Review existing employment policies and procedures to ensure that they free from gender bias or gender discrimination.</i>	PDRG. PDRG.	Ongoing. By September 2008.	All new policies developed will take advantage of staff trained in Equality and Diversity to ensure that they are free from gender bias or discrimination. Over the next 18 months, all existing policies will be reviewed to ensure they are up to date and free from gender bias or discrimination.

EQUAL PAY	1. Provide a fair and equitable pay and reward structure that delivers equal pay.	PDRG.	By September 2008.	A written policy on the commitment of East Park to Equal Pay will be available. Transparent pay scales based on job responsibilities regardless of gender are accessible via the G drive.
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12. REVIEWING AND REPORTING OF THE GENDER EQUALITY SCHEME

The Equality Consultative Committee will review progress on the Gender Equality Scheme and the activities in the Action Plan annually and provide a summary of work for inclusion in its Annual Report.

In line with the Equality Act, the Gender Equality Scheme and its Action Plan will be reviewed every three years to ensure it is fit for purpose and as equality expectations change. Results will be published annually with recommendations to inform and influence institutional practice.

The yearly report for this Scheme will include an update on the Action Plan. We will involve our young people, employees and stakeholders further and provide information on our gender equality plans and activities.

The Gender Equality Scheme will be published in an accessible format and will be available in alternative formats on request.

To obtain a version of this document in another format, please contact:

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APPENDICES

- Gender Equality Questionnaire

Gender Equality Scheme Questionnaire

The new Gender Equality Duty comes into force in June 2007 and requires East Park to publish a Gender Equality Scheme by 30th April 2007. The Gender Equality Scheme must show how East Park is going to eliminate unlawful discrimination and harassment, and promote equality of opportunity between men and women, both users of its services and employees.

We are aware that we can only meet our goal by listening to the people who work and live at East Park. We need your help and we welcome your contribution on how we can produce our Gender Equality Scheme and Action Plan.

Therefore, we are inviting staff and stakeholders to complete the following questionnaire. This will assist us in shaping our Gender Equality Scheme and recognising the priorities we need to address. The information given in this questionnaire will remain anonymous.

Please take the time to think about your experience of working at East Park, of East Park as an employer and the services East Park provides to young people. You may want to think about issues such as childcare, flexible working, promotion and harassment.

For more information on the Gender Equality Scheme, please contact:

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A. GENERAL QUESTIONS ON GENDER EQUALITY

Thinking about gender equality in society in general, please answer the following questions.

1. Do you feel that gender inequality exists in society today?

- Yes, widespread inequality
- Yes, in some areas of society
- No
- Don't know

2. Do you feel that men and women suffer from stereotyping of their roles and needs? e.g. Women in childcare, men being the main income earner for their family etc

- Yes
- No
- Don't know

B. SERVICES PROVIDED BY EAST PARK

Thinking about the services provided by East Park, answer the following questions related to gender equality.

1. Do you feel that East Park is committed to promoting Gender Equality in the services it provides?

- Yes
- No
- Don't know

2. In your opinion, is the delivery of services at East Park provided equally to both men and women (boys and girls)?

- Yes
- No
- Don't know

If no, please indicate where you think there are inequalities in service.

3. Do male and female young people face different barriers when communicating with East Park staff and management because of their gender?

- Yes
- No
- Don't know

If yes, please indicate what you think these barriers are.

4. Do you think there are barriers to participation in the services East Park provides for men or women (boys or girls)?

- Yes
- No
- Don't know

If yes, please indicate what barriers you think there are.

5. Are there any services within East Park where you feel there are gender issues?

- Yes
- No
- Don't know

If yes, please indicate both the services and the issues.

- 6. Are there any other comments or issues that you would like to make us aware of to ensure that the needs of men, women, lesbian, gay, bisexual or transgender people are considered by East Park in how they provide a service?**

C. EAST PARK AS AN EMPLOYER

Thinking about East Park as your employer and your experience of working at East Park, please answer the following questions related to gender equality.

- 7. Would you agree that East Park needs to take positive action in order to encourage an under-represented gender into employment? e.g. men into care/health profession.**

- Yes
- No
- Don't know

- 8. Do you feel that East Park is committed to promoting Gender Equality as an employer?**

- Yes
- No
- Don't know

- 9. In your opinion, are opportunities of employment and promotion at East Park provided equally to both men and women?**

- Yes
- No
- Don't know

If no, please indicate where you think there are inequalities in service.

10. Do male and female employees face different barriers when communicating with East Park management because of their gender?

- Yes
- No
- Don't know

If yes, please indicate what you think these barriers are.

11. What barriers, related to gender equality, do you think might prevent you from contributing to how East Park operates and the services it provides?

- Yes
- No
- Don't know

If yes, please indicate what barriers you think there are.

12. When considering East Park as an employer, what issues do you think are the most important for East Park to consider to ensure that men and women want to work for East Park?

Please give details

13. Do you feel there are any specific barriers or issues for you as an employee at East Park based on your gender?

- Yes
- No
- Don't know

If yes, please indicate what these issues are.

14. Please give 3 priorities for East Park regarding improving Gender Equality to address in our action plan:

1.

2.

3.

**Many thanks for completing this questionnaire.
Your responses will be treated anonymously.**