

# gender equality scheme

Program równości płci

ਲਿੰਗ ਸਮਾਨਤਾ ਸਕੀਮ

جنسی مساوات کی پالیسی

性別平等方案



INVESTOR IN PEOPLE

**The Wrekin**  
Housing Trust



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## a message from the Chief Executive

### aims

The Trust operates in a local and regional context. The scheme applies to all our work as an employer, service provider, landlord and partner. Through our Gender Equality Scheme we aim to:

- continue to involve and consult men, women and transgender people
- promote participation and fair access for all tenants, regardless of gender
- promote equality of opportunity between men and women in the whole community



### development of the scheme

We have involved employees and tenants in developing the scheme. They have helped to clarify the issues faced by men and women and to identify barriers to equality, which we hope to remove with our Gender Equality Scheme. Involvement is essential to ensuring equality of opportunity and will continue throughout this and further schemes.

### summary of key actions

Involving people has helped us to identify gaps in our services and areas we need to improve. In the action plan we have identified key outcomes. Some of these are:

- to gain a wider understanding of the gender-specific issues that influence people's ability to be involved with the work of the Trust
- to ensure a supportive working and learning environment that enables all employees, regardless of gender, to reach their full potential

### how can I get involved?

Publishing our scheme is the start of the journey. We need people to help us identify the barriers to equality of opportunity between men and women at the Trust. We need to work in partnership with you to encourage real change.

We also welcome the support and commitment of all our staff in fulfilling our aims.

Please contact us if you'd like to be involved in any way.

4  
A handwritten signature in black ink, appearing to read 'John Broadhead'.

John Broadhead, Chief Executive

# introduction

The Equality Act 2006 placed a statutory duty on public bodies. This duty required public sector organisations to develop Gender Equality Schemes outlining how they would improve gender equality.

Our regulator, the Housing Corporation, had to meet the duty by April 2007.

The Housing Corporation has said it expects housing associations to produce a gender action plan.

While we are not a public body we recognise the importance of producing a gender equality scheme.

This publication is our first gender equality scheme. It sets out our plans for ensuring gender equality for our customers and our employees.

The action plan details the challenges we face and what we will do to ensure equal access and opportunity.

The scheme shows how we intend to meet the duty and how we have involved people in developing the scheme.



## gender legislation

The Equality Act 2006 amended the Sex Discrimination Act 1975 and required public bodies to eliminate discrimination between men and women. This is the gender equality duty. It says that public bodies must:

- promote equality between men and women
- eliminate unlawful discrimination and harassment

As well as this, public bodies have to meet legally specified duties:

- publish a gender equality scheme
- develop reward systems that ensure equal pay for work of equal value between men, women and transgender people
- devise systems to ensure that policies and procedures do not adversely affect gender equality in the workforce and in the delivery of services
- consult stakeholders to identify gender equality objectives



# gender statistics

## nationally

One in four women experience domestic violence in their lifetime.  
(Women and Equality Unit 2004)

One in eight women experience domestic violence annually.  
(Women and Equality Unit 2004)

Less than half of domestic violence incidents are reported to the police.  
(Women and Equality Unit 2004)

One in six men experience domestic violence in their lifetime.  
(British Crime Survey 2005)

On average women in full-time employment earn 17% less than men.  
(Equal Opportunities Commission 2006)

57% of working women work either part-time, flexi-time, job-share or home-working,  
compared to 23% of men.  
(EOC 2006)

79% of men are in employment compared to 70% of women.  
(EOC 2006)

Nationally, housing association general-needs lettings show 42.9% of tenants are male,  
54.8% female with 2.3% refusing to state gender.  
(Housing Corporation CORE data 2005/06)

Nationally, housing association supported-housing lettings show 52.8% of tenants are  
male, 45.9% female with 1.3% refusing to state gender.  
(Housing Corporation CORE data 2005/06)



## the local context

Telford and Wrekin is a unique area. As a new town built in the 1960s, Telford is still growing; in fact we are among the top 20 fastest population growth points in England (at the 2001 Census). The population was 158,325, a growth of 11.9%, or 16,825, since 1991. This growth is predicted to continue by a further 12%, or 19,000 people, over the next 12 years.

The area has been broadly successful over the last four decades in becoming a major focus for industry and commerce, high technology and leisure. There are, however, areas of deprivation and poverty. We are the 112th most deprived area in England and the eighth in the West Midlands; four wards feature in the 10% most deprived in England.



The key local population trends in relation to gender are as follows:

As in the national population, there are more women than men.

Within Telford & Wrekin:

- 85% of working-age men are economically active (working and earning), which is slightly higher than the Great Britain rate (83%)
- 77% of women are economically active, again, slightly more than the Great Britain rate of 73%

The key difference is that the rate of pay is lower for women than men.

In terms of economic inactivity (no paid work) in Telford and Wrekin:

- 15% of males and 23% of females do not work, and
- of these, 82% of men and 86% of women do not want a job

Overall earnings are lower in Telford and Wrekin than within Great Britain with gross weekly full-time pay being £472 locally compared to £491 nationally. However, female full-time workers in Telford and Wrekin earn just £341 compared to £388 nationally. Men and women in Telford and Wrekin are therefore falling behind in terms of the national wage and female workers are even more affected by this trend.

## our tenants

In 2001, we owned 12,251 homes, which was about 19% of the total homes in the borough.

As at March 31 2007, we owned 10,862 homes, or nearly 17% (one in six) of the total.

39% of lead tenants are male.

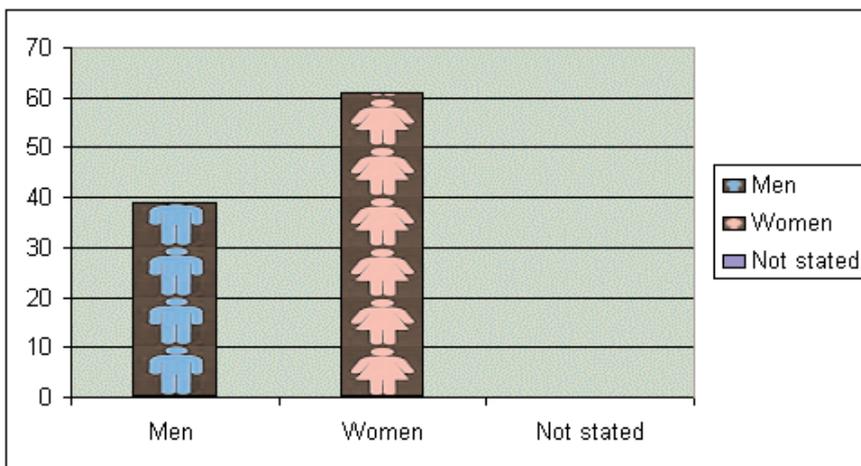
61% of lead tenants are female.

Less than 1% of tenants did not state their gender.

CORE Supported Housing New Lettings Summary Statistics April 2006 – March 2007 told us that 58.1% of new lettings were to men with 41.9% to females.

CORE General Needs New Lettings Summary Statistics April 2006 – March 2007 told us that of the gender of all people housed during this period 50.8% were female and 49.2% were male.

Since the introduction of our choice-based letting scheme 'chooseyourhome' (CYH) in 2006, 9,437 customers have registered. Of those registered as lead applicant, 39% are male and 61% are female.



*Graph showing the breakdown of lead tenants by gender*

# employment and board membership

## nationally in the housing sector

- two thirds of employees are women (66% women, 34% men).
- 61% of board members in housing associations are male, 39% are female.

## the Trust

We have 466 employees: 51.1% are male and 48.9% are female.

The table below shows the gender breakdown by grade:

grade	male	%	female	%	total
CE and directors	4	80%	1	20%	5
Senior managers	8	67%	4	33%	12
Middle managers	35	47%	40	53%	75
Admin and technical	74	29%	182	71%	256
Trades	117	>99%	1	<1%	118

The Trust Board has 11 members. 64% are male and 36% are female.

The Group Board has 7 members. 43% are male and 57% are female.



# involving people in the development of the scheme

We have involved tenants and employees in developing our scheme and will also involve them to monitor how well we achieve our objectives.

Publishing our scheme is the start of the journey. We need men, women and transgender people to help us identify the barriers to gender equality at the Trust. We need to work in partnership with you to encourage real change.

We also welcome the support and commitment of all our staff in fulfilling our aims.



## gender impact assessments

As part of our ongoing policy review in 2006 we introduced equality impact assessments, so that we could assess how our policies were working in relation to all aspects of diversity, such as race, religion, gender, sexuality, age and disability.

We will continue to consider how our services affect men, women and transgender people through assessments and surveys.



# GENDER ACTION PLAN 2008–11

## attitude and awareness

### objective:

Try to develop a culture in which we understand and value gender diversity and are committed to ensuring there is no unfair or unlawful discrimination on the grounds of gender anywhere in the organisation.

specific task	responsible	timescale	outcomes and measures
Give frontline staff the resources and skills to provide additional housing support to meet the needs of individual tenants regardless of gender.	Tenancy services managers Service development managers	April – August 2008	Home visits and additional support. Referrals to relevant support agencies. Annual Homecheck visit. Up-to-date records of how individuals need to communicate with us.
Make all staff aware of the Gender Equality Scheme and help them understand its objectives.	Diversity manager	April – June 2008	Committed staff who recognise the importance of gender equality in the services we deliver, so increasing satisfaction levels among customers.
Arrange diversity awareness training for all new staff within 12 months of appointment.	Diversity manager New starter induction	Ongoing	95% of employees will have studied a distance-learning programme on diversity.
Arrange diversity awareness training for all Board members and Tenants' Panel representatives.	Diversity manager Assistant company secretary	April – September 2008	An ongoing programme of diversity awareness training for Board members and Tenants' Panel members.

# GENDER ACTION PLAN 2008–11

## attitude and awareness (continued)

**objective:**

Try to develop a culture in which we understand and value gender equality and are committed to ensuring there is no unfair or unlawful discrimination on the grounds of gender from all levels of the organisation.

specific task	responsible	timescale	outcomes and measures
Analyse employee survey (2007) results by gender.	Diversity manager Research consultant Human resources consultant	April – August 2008	Identify issues and build actions to address them into all appropriate strategies and plans.  Include gender issues in future employee surveys.
Monitor transgender groups.	Human resources consultant	August 2008	Include the transgender category in our employment systems.

# GENDER ACTION PLAN 2008–11

## resident involvement

### objective:

To ensure that men, women and transgender people can participate in the Trust's activities.

specific task	responsible	timescale	outcomes and measures
Gain a wider understanding of the gender-specific issues that influence people's ability to be involved with our work.	Diversity manager  Research consultant	September 2008	A wider tenant survey on gender-specific issues.  Identify issues and build actions to address them into all appropriate action plans.

# GENDER ACTION PLAN 2008–11

## policy development

**objective:**

To ensure all policies and procedures are non-discriminatory and take account of the gender-related needs of men, women and transgender people.

specific task	responsible	timescale	outcomes and measures
Carry out an equalities impact assessment of all new policies and procedures.	Senior managers	Ongoing	Policies and procedures that do not discriminate against tenants or applicants.
Review all existing policies and apply an equalities impact assessment.	Policy and regulation consultant	Up to 2011	Draw up a policy review timetable to review all policies continuously.
Revise and expand the equalities impact assessment.	Diversity manager	January 2009	Review our impact assessments to consistently update our policies in line with changing legislation.
Ensure annual business plans take into account diversity issues including gender.	General managers Consultancy heads	April 2009	Area and consultancy plans will consider specific diversity actions.

# GENDER ACTION PLAN 2008–11

## harassment

### objective:

To eliminate harassment and unfair or unlawful discrimination on the grounds of gender.

specific task	responsible	timescale	outcomes and measures
Raise awareness of harassment on the grounds of gender through working in partnership with stakeholders.	Diversity manager	August 2008	All partner agencies will deal consistently with the reporting of hate crime and harassment on the grounds of gender. Victims of this behaviour will be encouraged and supported to report incidents.
Increase the reporting of harassment on the grounds of gender.	Diversity manager	December 2008	We will adopt a victim-centred approach to recording and dealing with incidents of harassment on the grounds of gender.
Monitor complaints, harassment and antisocial behaviour with regard to gender.	Service development managers	April 2009	Monitor our services to ensure that all people regardless of gender receive a fair and just service.

# GENDER ACTION PLAN 2008–11

## allocations and lettings (chooseyourhome)

**objective:**

Meet the needs of men, women and transgender people when they are trying to find a home.

specific task	responsible	timescale	outcomes and measures
Analyse the needs of men, women and transgender people to ensure they have an equal chance of finding a home.	CYH manager Housing support services manager	April 2009	Meet the needs of men, women and transgender people (through CYH) or discuss other housing options.
Influence planning and development to provide people, regardless of gender, with homes that meet their future needs.	Director of Housing / Director of Development	April 2011	Influence the long-term regional strategy to meet the housing needs of men, women and transgender people. Influence our partners' strategies on this.

# GENDER ACTION PLAN 2008–11

## employment

### objective:

All employees and prospective employees, regardless of gender, view the Trust as their employer of choice.

specific task	responsible	timescale	outcomes and measures
Establish a Gender Focus Group to ensure that HR policies take full account of gender equality responsibilities.	Human resources manager	April 2010	Employees have a forum to express views on how we integrate gender equality into HR policy development.
Ensure a supportive working and learning environment, that enables all employees, regardless of gender, to reach their full potential.	HR consultant (training)	April 2009	Monitoring of training and development activities each year to ensure there is no unfair or unlawful discrimination on the grounds of gender.
Achieve a high proportion of female staff returning after maternity leave.	HR consultant	January 2009	Monitor maternity leave.  Set targets and monitor the outcome.
Review the bullying and harassment at work policy to make employees more aware of it and so tackle gender-based harassment.	HR consultant	April 2009	Fewer respondents to future surveys should feel that gender-based harassment is a concern for the Trust.

# GENDER ACTION PLAN 2008–11

## employment (continued)

**objective:**

All employees and prospective employees, regardless of gender, view the Trust as their employer of choice.

specific task	responsible	timescale	outcomes and measures
Target under-represented gender groups for recruitment.	HR manager	December 2010	<p>Increase proportion of under-represented gender groups.</p> <p>Measure this through monitoring their numbers.</p> <p>Set targets.</p>
Make sure that the different genders are consistently represented at all levels throughout the workforce.	HR manager Diversity manager	December 2008	<p>Achieve a diverse workforce with men, women and transgender employees viewing the Trust as their employer of choice.</p> <p>Measure this through monitoring their numbers.</p> <p>Set targets.</p>
Through our work with schools on work placements, promote careers for male and female students in non-traditional areas.	HR consultant	April 2009	<p>Publicise with schools the diverse range of occupations available at the Trust.</p> <p>Increase the proportion of work placements in non-traditional gender roles.</p> <p>Monitor work placements.</p>

# GENDER ACTION PLAN 2008–11

## domestic abuse

### objective:

Promote a victim-centred approach to domestic abuse and antisocial behaviour based on gender.

specific task	responsible	timescale	outcomes and measures
Give frontline staff the resources and skills to take a victim-centred approach to supporting the victims of domestic abuse and antisocial behaviour based on gender.	Tenant services managers Service development managers	June 2008	Effective policies and procedures that encourage employees to deal with domestic abuse and antisocial behaviour effectively and compassionately.  Monitor the satisfaction of victims to ensure we provide services sensitively.
A coordinated partnership approach to tackling domestic abuse.	Diversity manager Housing support services manager	December 2008	The Trust is a member of the Safer, Stronger Communities partnership and works closely with stakeholders to tackle incidents.  Monitoring hate-crime statistics.
Raise the profile of domestic abuse.	Diversity manager Housing support services manager	April 2009	Creative joint measures to raise the profile of Safer, Stronger Communities.

# notes



This leaflet is also available in other languages and on audio tape.

W razie problemów z przeczytaniem tego dokumentu prosimy zadzwoniæ pod numer 01952 217100.

如果你不明白這份文件的內容，請致電 01952 217100 求助

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اگر آپ کو اس خبر نامے کا ترجمہ اردو میں درکار ہو تو برائے مہربانی اپنے کسی ایسے دوست سے ہمیں 01952 217100 پر رابطہ کرنے کو کہئے جو انگریزی بولتا ہو۔ ہم آپ کیلئے ترجمے کا انتظام کریں گے۔

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Registered in England No. 3558717  
Housing Corporation Registration No. LH4220  
Registered Charity No. 1074701

Published February 2008



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