



# **Gender Equality Scheme**

## **Executive Summary**





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#### **1.0 Introduction**

- 1.1 The new Gender Equality Duty (GED) came into force on April 6th 2007 through the Equalities Act 2006. The GED has both general and specific duties with which NHS Lanarkshire, as a public body, is required to comply.

It is the general duty which lies at the heart of the GED, and it is in meeting this duty that true progress can be made and measured.

The general duty amends the Sex Discrimination Act 1975 and places a legal duty on all public bodies, including NHS Lanarkshire, to have due regard to the need:

- To eliminate unlawful discrimination and harassment
- To promote equality of opportunity between women and men, including transsexual people

The purpose of the specific duties is to help public bodies to better perform the general duty. Specific duties, set out in The Sex Discrimination (Public Authorities) (Statutory Duties) (Scotland) Order 2007, require listed authorities, of which NHS Lanarkshire is one, to :

- Publish a Gender Equality Scheme (GES) by 29 June 2007;
- Review its scheme and prepare and publish a revised scheme every three years;
- Publish a report annually summarising the actions that the authority has taken towards the achievement of the objectives identified in their scheme.

The GED also asks public bodies:

- To publish an equal pay statement which outlines that authority's policy on equal pay between men and women by 28 September 2007;
- To review its equal pay statement and publish a report on its equal pay policy every three years.

- 1.2 The GES is an overarching document that contains a set of objectives for NHS Lanarkshire in eliminating unlawful discrimination and promoting equality of opportunity for men, women and transsexual people.

- 1.3 The GES includes a Gender Action Plan that shows how the objectives will be delivered, resourced and monitored.

## **2.0 NHS Lanarkshire's Commitment and Leadership**

- 2.1 The Board and its Executive Directors are fully committed to achieving continuous improvement in delivering enhanced equality and diversity in all that we do – including gender equality.
- 2.2 This commitment will be fully reflected in performance objectives, performance monitoring and performance management.

## **3.0 Public and Staff Engagement**

- 3.1 The Board has a specific duty to engage with the public, staff and Trade Union Representatives in formation of the Scheme and the Action Plan.
- 3.2 In meeting this duty a brief questionnaire was issued widely to members of the public attending the out-patient clinics at Wishaw, Monklands and Hairmyres Hospitals, to staff in attendance at internal Development and Training events and was issued directly to Trade Union Representatives through the Employee Director.
- 3.3 320 completed questionnaires were returned and the responses have informed and influenced the focus and content of the Scheme.

## **4.0 Population Demographic Profile**

- 4.1 Population estimates for Lanarkshire from the Registrar General for Scotland indicate that in the period 2005-2015 there will be little change in the overall gender balance in the population.
- 4.2 It is projected that the overall population of Lanarkshire will increase from 557,088 in 2005 to 566,143 in 2015 (9055 increase) but the overall gender balance will remain fairly static at 48% male and 52% female.
- 4.3 The significant statistics of influence in the context of age, gender equity and health are that :
- Whilst the gender balance remains static at 51% male and 49% female the population under 20 years old will reduce by 7.5% from 137,010 (2005) to 127,805 (2015).
  - In the older age population there is an increase of 14% (7,724) in the age category 65-74 years old and an increase of 12% (9,932) in the age category 75 years old and over.
  - The gender balance in the older age population is projected to reflect an interesting change in the period to 2015 as follows :

	Male		Female	
	2005	2015	2005	2015
65 – 74 years	44.9%	46.3%	55.1%	53.7%
75 years +	36.3%	39.6%	63.7%	60.4%

- 4.4 The importance of application of this statistical intelligence in direct influence over health/health inequalities strategies and plans is recognised by NHS Lanarkshire and this is reflected in the Scheme and Action Plan.

## 5.0 Gender and Health – Inequalities

- 5.1 NHS Lanarkshire has undertaken an assessment of available national and local information in relation to gender and health inequalities. In particular, useful information from the Board’s Director of Public Health’s Annual Reports has been utilised and demonstrates that clear health inequality and equity differences exist between males and females.

- 5.2 Examples of the gender health inequality and equity differentials are set out in some detail in the GES and the Board’s intentions in terms of plans to address these are built into the Action Plan.

## 6.0 The Workforce of NHS Lanarkshire

- 6.1 The current Workforce of NHS Lanarkshire has a clear gender bias - 82.52% of the workforce are female and 17.48% are male.

- 6.2 The greatest proportion of female staff are found in Nursing and Midwifery, Allied Health, Administration and Clerical and Senior Management staff groups (62-64% in each of these staff groups).

- 6.3 The greatest proportion of male staff are found in the Works and Trades staff groups (100%).

- 6.4 A high proportion of male staff are also found in the Medical and Dental staff group (82%).

- 6.5 Workforce plans and HR Policies and practice have developed in partnership over recent years to ensure that the Board adopts contemporary employment approaches to work-life balance and flexible work patterns.

The impact, uptake, staff response and further development of such Policies and practice will continue to be reviewed by the Board as a matter of priority.

- 6.6 NHS Lanarkshire is committed to meeting its statutory responsibilities in relation to Workforce Equality Monitoring. This will include improved understanding and positive action in relation to Gender Equality across the workforce and in workforce activity.

- 6.7 NHS Lanarkshire places significant value on effective partnership working in planning, prioritising and delivering equality of opportunity and experience within the workplace.

We will continue to work closely with Trade Union Representatives and representatives of minority groups and communities to eliminate discrimination and harassment – with a particular emphasis drawn from this Scheme towards potential gender and transgender issues.

- 6.8 NHS Lanarkshire recognises the need to create and publish an Equal Pay Policy Statement and this is reflected in the Action Plan.

## **7.0 NHS Lanarkshire’s Gender Objectives**

- 7.1 Informed by engagement with the public, staff and Trade Union Representatives, NHS Lanarkshire has developed a set of strategic gender objectives to drive progress and achievement in this area over the next few years.

- 7.2 In summary, the Objectives are :

- To include gender equality as an equal strand of activity within the Equality and Diversity agenda.
- To ensure that progress and performance in gender equality is evidenced, measured and monitored through the Board’s Equality and Diversity and Staff Governance arrangements.
- To ensure that the importance of gender equality and the provision of gender sensitive services is understood by all staff and are taken fully into account in planning, service re-design, strategy and policy development through the carrying out of equality impact assessments.
- To provide employment opportunities and work experiences which are appropriately gender sensitive through policy development and practice in equality of opportunity, work-life balance and flexible work patterns.
- To ensure equal pay for work of equal value through robust job evaluation, grading and pay modernisation.
- To mainstream gender equality and the other strands of equality work across all areas of activity and responsibility of NHS Lanarkshire.
- To develop and maintain engagement with the public, staff and Trade Unions and other stakeholders to report on progress and encourage continuing influence on the focus and content of our plans.

## **8.0 Gender Equality Action Plan**

- 8.1 A Gender Equality Action Plan has been developed in conjunction with the Scheme and sets out how the Board’s Gender Objectives will be delivered, resourced and monitored.

8.2 The Action Plan features as Appendix 2 in the GES.

## **9.0 Monitoring, Evaluation and Reporting**

9.1 NHS Lanarkshire has well developed governance and management arrangements through which the monitoring, evaluation and reporting of performance and progress against the Gender Scheme and Action Plan will take place.

9.2 The undernoted Committees / Groups will be allocated specific responsibilities in this regard :

- Equality, Diversity and Spirituality (Governance) Committee
- Equality, Diversity and Spirituality Management Steering Group
- Human Resources Forum
- Staff Governance Committee
- Area Partnership Forum
- Divisional Partnership Forums

9.3 In addition, the Board will receive update reports on progress on gender equality when it receives reports on progress against the entire Equality, Diversity and Spirituality agenda.

9.4 Work will be completed on the creation of Key Performance Indicators related to the Gender Objectives to inform and support the monitoring, evaluation and reporting progress.

## **10.0 Further Information and Comments**

NHS Lanarkshire is keen to continually engage with and involve people who have an interest or expertise in gender equality.

To discuss this, receive further information or to comment on the Scheme, Action Plan or NHS Lanarkshire's plans and/or performance in the broader area of equality and diversity please contact :

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