

## Dundee City Council Gender Equality and Diversity Scheme 2007-2010- Plain English Executive Summary

### 1. What is a Gender Equality Scheme?

This scheme tells you what Dundee City Council will do to:

- Provide equal access to services and employment for women, men and transsexual people
- Stop discrimination<sup>1</sup> and harassment<sup>2</sup> toward men, women and transsexual people

### 2.0 What we believe:

Dundee City Council believes that men and women who work or live in Dundee should have the same chance to:

- use our services
- to come and work for us
- to be free from harassment and discrimination in their daily lives

#### 2.1.1 Why we need this scheme:

We know that the needs of men and women are different. They do different things in their daily lives, have different responsibilities do different jobs and do not have access to the same resources such as money and transport. We also understand that the way we plan our services and the systems we use as an employer can discriminate against them unless those differences are taken into account

#### 2.1.2 Facts about Men and Women

##### **Men and women have different income:**

- 6 out of 10 people getting income support or pension credit in Dundee are women
- Women are three times more likely to be working part time

---

<sup>1</sup> Treating people badly because they are a women, man or transsexual

<sup>2</sup> Actions that hurt other people, such as bullying, ignoring or threatening

### **Women and men have different responsibilities**

- 9 out of ten lone parent households in Dundee are headed by women
- Women in Dundee are more likely to have caring responsibilities for older or disabled people

### **Men and women have different jobs:**

- One in four councillors with Dundee City Council are women
- One in three people taking part in the modern apprenticeship In Tayside are young women
- Most women that take part in the adult modern apprenticeship in Tayside do admin, child or caring programmes
- Most men that participate in the adult modern apprenticeship in Tayside do skills or management programmes
- 8 out of 10 studying Education at Higher Education level in Scotland are women
- 9 out of 10 studying Engineering or Technology at Higher Education level in Scotland are men

### **Women and men have different experiences at school and work:**

- Men in Scotland are less likely to apply for flexible working
- Boys leave school with less qualifications than girls
- Over half of women in Scotland have complained about discrimination because they were pregnant
- Boys in Scotland are four times more likely to be excluded from school

### **Men and women have different needs:**

- Girls in Scotland are more likely to start smoking than boys
- Boys in Scotland are more likely to drink or take drugs than girls
- Men in Scotland are three times more likely to commit suicide

- More women than men take part in adult learning activities
- Most people who suffer from domestic abuse are women

## 2.2 What we will do:

We will promote equality for women and men in Dundee as:

- An employer
- A service provider
- A partner with other organisations
- A community leader

## 2.3 How will we do this?

### 2.3.1 We want to be an employer that does not discriminate against men, women and transsexual people and that promotes equality by making sure that they:

- Have an equal chance to work for us
- Have a chance to find out more about jobs that are traditionally done by men or women
- Get the chance to do training and development
- Are not harassed or discriminated against
- Are paid the same rate for work of equal value
- Are asked for their opinions about work issues

### 2.3.2 We want to make sure that men, women and transsexual people can use our services equally by:

- Listening to them when we plan our services
- Working together with them to make sure that we do not discriminate
- Making arrangements to help them use our services
- Checking that they are using our services and change the way our services are run if needed
- Providing gender equality training
- Making sure that the organisations we contract also promote gender equality

### 2.3.3 When we work with other organisations, we want to make sure that the different needs of women and men are met by:

- Making sure that they have the chance to take part in community planning
- Agreeing ways of working that helps them use services
- Finding out what training we need
- Setting up training programmes for gender equality
- Listening to men and women when we plan our services
- Setting up separate services for men and women if needed

2.3.4 We want to encourage the Dundee Community to meet the different needs of men and women by:

- Finding out what is stopping them from taking part in community life and take action to help them do so
- Showing community organisations how to meet the needs of women and men
- Working with voluntary organisations through Dundee Equalities Forum to promote gender equality
- Involving men's and women's groups in the community planning process

2.4 We have an action plan of things we plan to do over the next three years. If you would like to see the full document, please contact Susan Gunn at 01382 431513 or e mail [susan.gunn@dundeecity.gov.uk](mailto:susan.gunn@dundeecity.gov.uk) or look at our website [www.dundeecity.gov.uk/equaanddiv](http://www.dundeecity.gov.uk/equaanddiv)

3 How will we know that we are improving?

We will get back to all the people we talked to when preparing the scheme to tell them the progress we have made each year. We will also publish a report on our website.

4. If you would like this document in another language, BSL, large print, Braille or in another format please contact Susan Gunn on 01382 431513 or email at [susan.gunn@dundeecity.gov.uk](mailto:susan.gunn@dundeecity.gov.uk)