

COSMOPOLITAN HOUSING GROUP - GENDER EQUALITY ACTION PLAN 2008

Ref No.	Corporate Objective	Area	Actions	Due Date	SMT Sponsor	Target / Outcome	Revised Completion Date	Actual Completion Date	Status
1	Champion Equality & Diversity	Customer Service	Undertake an Equality Impact Assessment on CHA's Domestic Violence policy, with particular attention given to gender related equality issues	Jun-08	AG	Policies are non-discriminatory and this is reflected in the satisfaction levels of both men and women accessing such services			
2	Champion Equality & Diversity	Customer Service	Undertake an Equality Impact Assessment on CHA's Anti-Social Behaviour policy, with particular attention given to gender related equality issues	Jun-08	AG	Policies are non-discriminatory and this is reflected in the satisfaction levels of both men and women accessing such services			
3	Champion Equality & Diversity	Customer Service	Commence monitoring gender related information and related causes in relation to homelessness allocations	Apr-08	AG	CHG will have an understanding of the factors contributing to homelessness and any gender related issues			
4	Champion Equality & Diversity	Customer Service	Undertake an analysis of homelessness allocations to identify trends / emerging themes that may be a result of gender inequality	Feb-09	AG	CHG will put in place actions to address any emerging gender inequalities, working with partners where necessary			
5	Champion Equality & Diversity	Customer Service	Commence monitoring of allocations into low cost home ownership	Apr-08	AG	CHG will have an understanding of the gender mix of people entering low cost home ownership			
6	Champion Equality & Diversity	Customer Service	Undertake an analysis of low cost home ownership purchases to identify if there are any issues related to gender and occupational segregation	Feb-09	AG	CHG will be able to put in place any actions to address emerging gender inequalities, working with partners where necessary			
7	Champion Equality & Diversity	Customer Service	Introduce monitoring of resident involvement by gender	Apr-08	AG	Men, women and transgendered people will all feel engaged in shaping and influencing of CHG's services			
8	Champion Equality & Diversity	Customer Service	Hold some Tenant Forum and other involvement related meetings at times when people with caring responsibilities are able attend	On-going	AG	Involvement events will take place at locations and at times that enable people with caring responsibilities to attend and engage in involvement activities			
9	Champion Equality & Diversity	Customer Service	Organise childcare facilities for events taking place during school holiday periods	On-going	AG	Provision will be made that enable persons with caring responsibilities to take part on resident involvement activities and shape and influence services delivered by CHG			

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10	Champion Equality & Diversity	Customer Service	Ensure that all contractors operate an Equal Opportunities policy which is consistent with the values and commitments of CHG	Apr-08	AG	Contractors of CHG will be equally committed to eliminating gender inequality and their subsequent practices will reflect this commitment			
11	Champion Equality & Diversity	Customer Service	Ensure that all qualitative monitoring mechanisms include analysis of gender equality, including the needs of transgendered persons	Apr-08	AG	All feedback received by CHG will allow for monitoring by gender to identify any potential or real discrimination to be identified			
12	Champion Equality & Diversity	Governance	Report on performance against the Gender Equality Action Plan to the Board at least annually	Mar-09	DH	The Board will be engaged in CHG's commitments to tackling gender inequalities			
13	Champion Equality & Diversity	Employment	Undertake an Equal Pay Audit to ensure that current practices do not contribute to a gender pay gap	Dec-08	SEN	Any pay gaps between genders will be identified and steps to address these taken where necessary and appropriate			
14	Champion Equality & Diversity	Employment	Initiate monitoring of staff returning from maternity to ensure CHG's employment practices are sensitive to parents' needs for flexible working	Apr-08	SEN	Parents with caring responsibilities will be assisted through the provision of flexible working			
15	Champion Equality & Diversity	Employment	Monitor the instances of sexual harassment cases in the workplace, promoting a culture that will not tolerate such activity	Apr-08	SEN	A culture that does not tolerate any form of harassment will be promoted, and reflected in reducing / zero cases of sexual harassment being reported			
16	Champion Equality & Diversity	Employment	Work with CHA's partners KHT Services to offer training and employment places for women entering trade occupations	On-going	SEN	CHG will work to reverse occupational segregation in partnership with KHT Services			
17	Champion Equality & Diversity	Employment	Introduce specific statements in employment advertisements that promote applications from traditionally under represented groups.	Apr-08	SEN	CHG's commitment to gender equality will be reflected in all future job advertisements, with under represented groups proactively encouraged to apply for certain roles			
18	Champion Equality & Diversity	Employment	Review the Groups communications to promote images that promote positive gender images (e.g. women undertaking trades activity)	Sep-08	SEN	Positive role models and images will be presented in CHG's literature, giving higher and different aspirations to young men and women			
19	Champion Equality & Diversity	Employment	All new policies to include an Equality Impact Assessment, including a consideration of gender equality issues	Mar-09	SEN	Employment related policies to be subjected to an Equality Impact Assessment to identify any areas that may result in gender inequality			
20	Champion Equality & Diversity	Employment	Gender Equality issues to be incorporated into the induction programme for all new staff	Apr-08	SEN	All new staff to be made fully aware of CHG's commitments to promoting gender equality			

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21	Champion Equality & Diversity	Governance	Increase the number of women on the Boards, particularly in relation to CEL	Sep-09	GAR	The Governance arrangements will include representation from both males and females, and be more representative of the communities served			
22	Champion Equality & Diversity	Governance	Regularly report on the gender mix of each Board, and work to address any imbalances that currently exist	Mar-09	GAR	The Governance arrangements will include representation from both males and females, and be more representative of the communities served			