

APPENDIX 2

COSMOPOLITAN HOUSING GROUP - GENDER EQUALITY ACTION PLAN 2009 REVIEW

| Ref No. | Corporate Objective | Area | Actions | Due Date | SMT Sponsor | Target / Outcome | Revised Completion Date | Actual Completion Date | Comments | 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 | N/A | N/A | This now forms part of the ASB policy and will be completed in line with the policy review due in January 2010. | N/A |
| 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 | Jan-10 | | This will be completed in line with the policy review due in January 2010. | |
| 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 | | Apr-09 | This is being monitored as part of the new E&D KPIs introduced in April 2009. | Complete |
| 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 | | Apr-09 | This is being monitored as part of the new E&D KPIs introduced in April 2009. | Complete |
| 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 | | Apr-09 | This is being monitored as part of the new E&D KPIs introduced in April 2009. | Complete |
| 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 | | Jan-09 | Meeting times have been changed to reflect this action. | Complete |
| 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 | | Ongoing | This is organised as required. | Ongoing |

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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 | | Ongoing | This is an ongoing action and is monitored closely by the Group. | Ongoing |
| 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 | | Apr-09 | This is being monitored as part of the new E&D KPIs introduced in April 2009. | Complete |
| 12 | Champion Equality & Diversity | Governance | Report on performance against the Gender Equality Action Plan to the Board at least annually | Mar-09 | GAR | The Board will be engaged in CHG's commitments to tackling gender inequalities | | Sep-09 | This will be reported to Board in September 2009. | Complete |
| 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 | | Dec-08 | This action has been completed. | Complete |
| 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 | | Ongoing | This is an ongoing action. | Ongoing |
| 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 | | Ongoing | This is an ongoing action. | Ongoing |
| 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 | | Ongoing | This is an ongoing action and is monitored as part of the E&D KPIs that were introduced in April 2009. | Ongoing |
| 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 | | Ongoing | This is an ongoing action. | Ongoing |
| 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 | | Mar-09 | This has been reviewed and will be incorporated into future communications by the Group. | Complete |
| 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 | Jun-10 | | All equality impact assessments are due to be completed by June 2010 and cover both gender and transgender separately. | Action has commenced |

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| 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 | | Apr-08 | This forms part of the induction process and the policy is given to all new members of staff, who are then asked to sign a declaration saying they have read and understood the policy. | Complete |
| 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 | | | Board membership requirements are currently being reviewed following the annual Board member appraisal process. | Ongoing |
| 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 | | Jun-09 | This is reported to the Board via the submission of the RSR. It is also monitored via the annual collection of data from Board members. | Complete |
| 2.22 | | Continuous Improvements | Undertake Best Value Review of Repairs Service | Review completed | AG | Approach to Repairs reviewed and new approach accords with best practice | | 2007 | This action has been completed. | Complete |
| 2.13 | | Resident Involvement | Submission of Resident Involvement Impact Assessment | Impact Assessment submitted within deadlines | AG | Resident Involvement Impact Assessment Submitted in accordance with regulatory requirements | | 2007 | This action has been completed. | Complete |