



**Lanarkshire Valuation Joint Board
Gender Equality Scheme**

Annual Progress Report

June 2010

Introduction:

Lanarkshire Valuation Joint Board's commitment to promoting equality of opportunity and eliminating discrimination between men and women, in all areas of our business, remains high. This commitment must achieve visible results and improvements, and this report details some of the specific actions we have taken in the last year and those actions we hope to achieve over the next year.

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Lanarkshire Valuation Joint Board

Achievements to date June 2009 – June 2010:

1. Policy and Planning

Objective: Build a positive, well informed culture of gender equality within LVJB.

- Diversity champion for LVJB continues to raise awareness amongst staff and ensure we are delivering on the scheme.

Objective: Continue to identify how LVJB as an employer can support working families and carers.

- Employees advised of the Working Parents and Carers Forum and encouraged to attend.
- LVJB currently has 73 employees of those 82.19% work full time, 4.10% are job share and 13.69% work flexibly.

2. Service Delivery and Monitoring Arrangements

Objective: Ensure that gender equality issues are built into the development, delivery and monitoring of LVJB Service Plan.

- All LVJB Managers have participated in training on conducting Impact Assessments and are currently working through the Relevance Schedule.
- LVJB's Service Plan includes a commitment to the discharge its functions in a manner which encourages equal opportunities and the observance of equal opportunity requirements.

Objective: Ensure LVJB Complaints/feedback systems effectively capture the views of men and women.

- Customer care questionnaires to monitor customer satisfaction of LVJB services include an equality profile including gender. The results reflect a similar distribution of satisfaction levels between men and women. The gender split for those returning questionnaires is: 2009/2010 Men 52.63% Women 47.37% which would indicate an equal uptake of services

Customer Care Analysis 2009/2010	Men	Women
Exceeded expectations/Very satisfied	48.23%	57.46%
Slightly better than expected/Fairly satisfied	22.70%	22.39%
As expected	15.60%	13.43%
Below expectation/Fairly dissatisfied	5.67%	5.22%
Very Poorly/Very dissatisfied	7.80%	1.49%
	100.00%	100.00%

3. Employment

The following table shows the distribution of employees by gender within pay grades and annual salary as at the 1 June 2010.

Employee Salary Placing by Gender as at 1 June 2010							
Title	No	Grade	Annual Pay Band	Male	% to total employees	Female	% to total employees
Assessor and ERO	1	CO	£90,000 - £110,000	1	1.37%	0	0.00%
Depute Assessor	1	6	£59,321 - £87,869	1	1.37%	0	0.00%
Senior Managers	3	5	£44,071 - £62,065	3	4.11%	0	0.00%
Middle Managers	6	4	£34,710 - £46,079	3	4.11%	3	4.11%
Professional/Technical/ Administrative/IT	22	3	£21,881 - £36,316	17	23.29%	5	6.85%
Clerical Admin/ Technical Trainees/IT	20	2	£16,497 - £25,768	3	4.11%	17	23.29%
Clerical Assistants/ Trainee Valuers	20	1	£11,187 - £16,734	7	9.59%	13	17.81%
Total	73			35	47.97%	38	52.05%

Objective: Make a firm and visible commitment to promoting a culture of gender equality in the LVJB's role as an employer

- LVJB employees can participate in South Lanarkshire Council's positive action programme "Delivering a Fairer Future" which allows employees the opportunity to try a non-traditional role by work tasters, job shadowing and work placements.

Objective: Ensure that managers and employees are 'Gender' aware and understand LVJB's policies and approach to gender in employment

- All employees participated in Gender Awareness training sessions to provide them with an understanding of the duties within the Equality Act and their responsibilities within the Scheme and refresher training is provided as required.

Objective: Gender related issues are identified to enable promotion of health, safety and wellbeing of all LVJB employees

- LVJB participates in the SLC Healthy Working Lives initiative.

Objective: Ensure gender equality is embedded into LVJB's standing orders on contracts and procurement practices

- An equalities procurement toolkit has been developed by South Lanarkshire Council and implemented within LVJB to ensure that all equalities issues are properly considered and monitored during the procurement process.

Single Equality Scheme 2009-2012:

Our Gender Equality Scheme has been replaced with a Single Equality Scheme to assist the Lanarkshire Valuation Joint Board in meeting its existing equalities duties and those within the Equality Act. The scheme sets out how LVJB will work with others to ensure that the needs of everyone are met when using a service and to eliminate discrimination and harassment and promote positive attitudes across the areas of:

- age,
- disability,
- gender,
- gender identity,
- race,
- religion or belief; and
- sexual orientation.

The new Single Equality Scheme is available in hard copy and on our website:
www.lanarkshire-vjb.gov.uk.

Priorities for 2010/2011:

- We will continue to show effective leadership to ensure managers take responsibility for their section delivering on the commitments within the Scheme.
- Impact assessment will continue within LVJB to ensure services are accessible to both men and women.
- We will continue to support work life balance for working families and carers and continue to monitor update of maternity/paternity leave.
- We will continue to monitor customer satisfaction of our service provision by men and women and take action on any variance in service delivery by gender should it arise.

Conclusion:

In 2009/2010 we made progress but the challenge still exists to ensure men and women are not discriminated against. We look forward to continuing to promote gender equality and are committed to the continual improvement of the services we provide.