

Genesis Housing Group - Gender Equality Scheme Action Plan 2008 - 2010

Area	Objective	Outcome	Owner	Timescales	Progress
GOVERNANCE					
1. Board Membership	<p>1.1 Board composition</p> <p>Set targets, for positive action to appoint a proportionate number of women (as well as BME and disabled people as stated in Diversity Strategy Action Plan 2007/08) to all Boards.</p>	<p>Improved balance of gender representation across all Boards in the Group in line with targets set.</p>	<p>Group Company Secretary / Group Director Corporate Services</p>	<p>January 2010 then review position</p>	
	<p>1.2 Board training</p> <p>Raise awareness to all Boards on gender equality, the GES and action plan.</p>	<p>Improved awareness at Board level on gender issues to provide continuing leadership.</p>	<p>Group Head of Diversity</p>	<p>Completed by December 2008</p>	
	<p>1.3 Board meetings</p> <p>Review current set times for meetings.</p> <p>Meeting times should be flexible to meet gender needs.</p>	<p>Improved attendance at meetings and varied times for Board meetings.</p>	<p>Group Company Secretary</p>	<p>October 2008 then annually</p>	

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EMPLOYMENT					
2. Positive Action	2.1 Policy Develop positive action policy and action plan on gender equality for the Group.	Higher levels of women represented at Board and management levels across the Group.	Group Corporate Services Director	Develop positive action policy and action plan by December 2008.	
	2.2 Barriers Identify and remove barriers faced by women in accessing management posts and consider barriers for transgender people. Work towards targets set by Diversity Committee.	Composition at management levels is reflective of the gender profile of customers and communities served and is in line with board targets.	Group Corporate Services Director/Head of Diversity	March 2010 and continuing to next business planning cycle	

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<p>3. Work-life balance</p>	<p>3.1 Flexible working/job share/part time working Review effectiveness of policy.</p>	<p>Improved retention of staff and satisfaction levels in the Group. Flexible working embedded within operational management.</p>	<p>Deputy Director (HR)</p>	<p>September 2009</p>	
	<p>3.2 Child/other care Promote improved take up of childcare vouchers and explore options to reserve places in local nurseries close to work locations.</p>	<p>Parity of treatment between full-time, part-time and job-sharing employees.</p>	<p>Deputy Director (HR)</p>	<p>September 2009</p>	

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4. Employer of choice	4.1 Career progression Expand the mentoring programme.	Enhanced brand reflecting improved career opportunities for all staff, including women and other diversity strands. Increased opportunities for staff to be mentored.	Group Director Corporate Services/Group Head of Diversity	Review January 2010	
	4.2 Marketing the Genesis employer brand Strengthen the marketing of the Group as an employer of choice by gender (across all grades).	Improved brand recognition and loyalty.	Deputy Director (HR)	September 2009 and on-going	
	4.3 Staff satisfaction survey Include a monitoring section which covers gender and the other five strands to allow more detailed analysis.	Staff surveys do not demonstrate differences in satisfaction levels by gender.	Deputy Director (HR)	September 2009	

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5. Equal pay and pension	5.1 Pay and pensions audit Continue to conduct regular pay and pensions audit to ensure no imbalances on equal pay, pensions and benefits between grades and genders.	Parity of payments and rewards across genders in the Group.	Deputy Director (HR)	September 2009	
PARTNERSHIPS					
6. Procurement	6.1. Impact assessment Assess impact of current procurement policy, strategy and processes for gender imbalances.	Any adverse impact on gender is identified and policies updated.	Group Head of Procurement	Review 2010 and evaluate.	
7. Contractors and suppliers	7.1 Supplier base Encourage the development of a wider supplier base, including suppliers which are women led.	A more diverse supplier base.	Group Head of Procurement	September 2009	

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	<p>7.2 Apprentices</p> <p>Encourage and support contractors to target apprentices under-represented by gender.</p>	<p>Improved level of representation between different genders, amongst apprentices.</p>	<p>Deputy Director (HR)</p>	<p>Review 2010 and evaluate.</p> <p>Review in line with next business planning cycle.</p>	
CUSTOMER SERVICE					
<p>8. Domestic Violence(DV) and Anti-Social Behaviour (ASB)</p>	<p>8.1 Policy review</p> <p>Review of Group domestic violence policy.</p>	<p>Improved policy which meets needs of customers.</p>	<p>Deputy Director (Policy & Comms)</p>	<p>July 2009</p>	
	<p>8.2 Publicity</p> <p>Provide guidance to staff on policy and raise awareness with customers on the support available.</p>	<p>Improved in the customer base.</p>	<p>Deputy Director (Policy & Comms)</p>	<p>July 2009</p>	

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	<p>8.3 Staff training on DV and ASB</p> <p>Continue to develop and deliver training to frontline and other specialist staff on DV and ASB.</p>	<p>Improved confidence amongst staff to enable them to deal with cases.</p>	<p>Deputy Director (HR)/Head of Learning and Development</p>	<p>Ongoing</p>	
	<p>8.4 Sharing best practice</p> <p>Record and share practice across the Group, using a dedicated site on the Intranet, to enable staff members to learn from peer experience.</p>	<p>Employees learn from peers and demonstrate continuous improvement and the Group experience increased levels of customer satisfaction.</p>	<p>Deputy Director (Policy & Comms)</p>	<p>December 2008</p>	

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9. Resident Involvement	9.1 Childcare costs Review current provision for childcare costs across the Group. Use childcare provision as an incentive for improving the gender balance of residents associations.	Consistency across the Group. Improved gender balance of resident associations.	Head of Diversity	January 2009	
	9.2 Training for residents associations Update and develop training standards for RA's encompassing the six strands of diversity.	Improved awareness of equality and diversity across gender groups.	Head of Diversity	September 2009	
10. Transgender	10.1 Monitoring Ensure transgender category is included on customer documentation (including surveys, application forms etc).	Improved knowledge and awareness of transgender across the Group.	Head of Diversity	December 2008	

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11. Customer Satisfaction	11.1 Surveys Analyse customer satisfaction surveys by gender.	Surveys do not demonstrate differences in customer satisfaction levels by gender.	Head of Diversity	Ongoing	
GENERAL					
12. Communication	12.1 Communicate across the Group (Board, staff and customers) what gender equality is and the aims and objectives of the GES.	Improved awareness and transparency of gender equality in the Group.	Head of Diversity/ Deputy Director (Policy & Comms)	September 2008	
13. GES consultation	13.1 Consultation on the GES – further involvement in each area for staff and customers.	Greater involvement in the GES.	Head of Diversity	Ongoing	
14. GES Review and Evaluation	14.1 Evaluate the GES and the outcomes of the scheme action plan. Use the findings to inform the Comprehensive Equality Scheme.	Develop Comprehensive Equality Scheme.	Group Head of Diversity	January 2010	