



GENDER EQUALITY ACTION PLAN

APRIL 2008 - 2011

SENTINEL HOUSING ASSOCIATION

GENDER EQUALITY ACTION PLAN 2008-2011

1. Introduction

- 1.1 Sentinel is committed to equality and diversity for all and constantly works to ensure that it treats people with respect and delivers services appropriate to individual need.
- 1.2 We acknowledge that all people encounter barriers and are dedicated to helping remove these barriers, eliminate discrimination and promote positive attitudes towards our employees and customers of different genders: male, female and transgender (people who wish to live as a member of the opposite gender to that to which they were assigned).

2. Background

- 2.1 Along with other public bodies, the Housing Corporation (the regulator of housing associations), has a statutory public duty under The Equality Act 2006 to eliminate unlawful discrimination and harassment and promote equality of opportunity for men, women and transgender people. Through the regulatory framework, the Housing Corporation expects housing associations to develop gender equality action plans of their own.

3. Sentinel's Gender Equality Action Plan

- 3.1 Attached at Appendix A is our first specific Gender Equality Action Plan, which has been drawn up following consultation with internal and external stakeholders and customers. Our Plan will be a means by which we offer continual improvements in equality performance for men, women and transgender employees and customers and the way in which we offer them by:
 - Promoting gender equality in employment at Sentinel
 - Ensuring housing and services are accessible for men, women and those who are transgender, helping to remove barriers and make our services more inclusive.
- 3.2 We will review the implementation and monitoring of this Action Plan throughout its term and at least annually.

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THEME	ACTION	OUTCOME	BY	DATE/BY
1. Promote gender equality in employment at Sentinel	1.1 Review our job evaluation system to ensure that we have current job evaluations for all positions and benchmark with other housing associations	If the evaluation shows any inequality in pay this will be addressed to ensure that our arrangements are free from gender bias	HRM	March 2009
	1.2 Investigate further to understand why there are under-represented genders in the sector and in particular departments and assess whether any positive action can be taken to address imbalance	Encourage a more equal gender balance	HRM	Dec 2008
	1.3 Incorporate transgender category within employment reporting systems	Ensure statistics can be gathered and analysed to assess if any inequalities occur	HRM	June 2009
	1.4 Incorporate specific reference to gender issues within employee surveys	Ensure we continue to have a corporate culture where sexual harassment is not tolerated and which is inclusive for men, women and those who are transgender.	HRM	Dec 2008
	1.5 Continue to review part time working and job share practices to ensure opportunities that promote work-life balance and ensure provision for those who have caring responsibilities, are identified	Continue our good practice to recruit and retain staff	HRM	Ongoing
	1.6 Review recruitment, selection and access to training opportunities to ensure that there are no barriers to representation of women at a senior management level	Increase opportunities for representation of women at a senior level	HRM	March 2009

Appendix A

<p>2. Ensure that housing and services are accessible for men, women and those who are transgender</p>	<p>2.1 Publicise further Sentinel's commitment to help customers experiencing domestic violence and in particular men who are victims of domestic violence in both same-sex and heterosexual relationships and work with other bodies locally to take joint action</p>	<p>Deal effectively with domestic violence</p>	<p>HNS/C&SM</p>	<p>Dec 2008</p>
	<p>2.2 Incorporate transgender category within customer statistic systems</p>	<p>Ensure statistics can be gathered and analysed to assess whether any inequalities occur</p>	<p>HNS/ISM</p>	<p>Dec 2009</p>
	<p>2.3 Maintain and monitor statistics to assess gender balance in participation and community engagement activities and, if needs be, investigate different approaches</p>	<p>Ensure any gender related issues are addressed</p>	<p>HNS/CCIC</p>	<p>Dec 2008</p>
<p>3. Ensure Corporate Gender Equality</p>	<p>3.1 Continue to measure Board Member recruitment processes and review the Board's gender equality target of 65:35 and 35:65 male:female</p>	<p>Meet the Board's gender targets</p>	<p>CHAIR</p>	<p>Dec 2009</p>

Definitions:

- CHAIR - Chair of the Board
- CCIC - Customer & Community Involvement Co-ordinator
- CSM - Customer Services Manager
- C&SM - Care and Support Manager
- HDAM - Head of Development & Asset Management
- HNS - Head of Neighbourhood Services
- HRM - HR Manager
- ISM - Information Systems Manager
- PM - Performance Manager
- P+SIO - Policy and Strategic Information Officer
- SOM - Shared Ownership Manager