

The GMPTE Gender Equality Scheme 2007-2010

Alternative formats

We can provide this information in a range of formats, including Braille, large print, audio tape, by e-mail and in other languages.

If you need a copy of this document in another format or language, please phone us on **0870 241 2216** between 8am and 8pm. You can read and download this document on the GMPTE website (**www.gmppte.com**).

Contents

Foreword from the Interim Chief Executive of GMPTE
Who we are and what we do
Our approach to gender equality
What is the new Duty to Promote Gender Equality
What is a Gender Equality Scheme
Statement of consultation and engagement
Ongoing development of the action plan
Facts and figures- putting gender equality into context
Assessing the impact of activities on gender equality
Measuring, monitoring and keeping a check on progress
We would welcome your views

Foreword from the Interim Chief Executive of GMPTE

Welcome to GMPTE's Gender Equality Scheme. We believe that male, female and transgender people should enjoy equal opportunities in all aspects of life and we will use our powers and influence to make a real difference.

Developing our Gender Equality Scheme has provided an opportunity to take stock of equalities progress made over the last few years and acknowledge some of the successful initiatives we have introduced, both as an employer and as the strategic body for public transport in Greater Manchester.

We welcome the new duty to promote gender equality and the impetus this gives us to accelerate the pace of change in our organisation and the services we provide.

We have used the contributions that passengers and potential passengers have made during consultations to devise the gender equality action plan. We intend to keep listening and use the comments you make to improve our employment practices and our services to all users. We hope that you will continue to take a keen interest and keep us on track.

David Leather

Interim Chief Executive
Greater Manchester Passenger Transport Executive.

Who we are and what we do

Greater Manchester Passenger Transport Executive (GMPTe) is a statutory organisation, set up under the Local Government Act 1985. It is our job to put into practice the policies and decisions made by Greater Manchester Passenger Transport Authority (GMPTA).

GMPTA sets the public transport policy for our area and decides how money is spent on supporting and improving Greater Manchester's passenger transport network. GMPTA is funded by the ten District Councils of Greater Manchester.

GMPTe receives an annual grant from GMPTA to

- Ensure that impartial travel information is widely available, and promote public transport
- Build and maintain bus stations, shelters and stops
- Pay for the concessionary fares scheme. This reduces the cost of transport for disabled people, people aged over 60, children and young people in full-time education
- Meet the travel needs of people who find it difficult to use conventional public transport, for example by funding door-to-door services
- Pay for extra buses at times or on routes where commercial services don't run, to provide opportunities for travel that would not otherwise be available
- Invest in the upkeep and improvement of local bus, train and Metrolink networks
- Promote high environmental standards
- Lobby the government on transport issues

GMPTe is not directly responsible for running public transport services. Private companies run buses, trains and Metrolink trams, but we work in partnership with them to co-ordinate public transport

Our approach to gender equality

The Gender Equality Scheme should not be seen as a stand-alone document, but as part of GMPTe's Equality Framework. Improving access for all is a core commitment for GMPTe. One of our Strategic Objectives is 'to enable public transport which is accessible to all and which meets the current and future needs and expectations of all customers'.

When we talk about gender equality we take this to include issues relating to men, women, and transsexual people including those undergoing gender reassignment.

We believe that men and women should have equal opportunities to use services and access employment:

- We aim to identify and systematically remove the barriers that make it difficult for men or women to have equal access

- We will involve both men and women in identifying those barriers, developing solutions and monitoring progress
- We understand that it is not always enough to treat men and women alike and will take their different needs into account in our employment practices and when planning and providing services.

We aim to work towards equal opportunities by:

- Identifying the causes and seeking to close the gender pay gap
- Develop nationally recognised good practice in relation to flexible working policies, family-friendly policies and work-life balance initiatives.
- Ensure that both men and women can benefit from improved public transport services
- Consulting with both men and women on issues related to their gender that might affect the way we provide services or employ people.

What is the new duty to promote gender equality?

The duty to promote gender equality has grown out of recognition that whilst men and women are biologically different, this should not influence what careers they can choose, how much time they have to spend with their families or how others behave towards them. When this happens, gender stereotyping is at work and it can have a dramatic effect on the lives of both men and women.

Both sexes suffer from the effects of gender stereotyping. For example, women are frequently disadvantaged by policies and practices that do not recognise their greater caring responsibilities, different patterns of work and greater vulnerability to gender-based violence. Men can be disadvantaged by workplace cultures that do not support their caring responsibilities or by services that do not recognise their role as parents.

Both sexes are also covered by the *Work and Families Act 2006*.

The Equality Act 2006 has created a new duty for public bodies to promote gender equality. The duty is made up of two parts. The **general duty** says that when carrying out their day to day work, public bodies should:

- Eliminate unlawful discrimination and harassment.
- Promote equality of opportunity between men and women

The duty applies to an authority's functions, its policy making, service provision and employment matters.

As part of the duty, public authorities are also required to have due regard to the need to eliminate unlawful discrimination and harassment in employment and vocational training for transgender or transsexual people. A further change to the law comes into force on December 21st 2007, which ensures that people who identify as transsexual or transgender will also have their rights protected in the provision of goods and services. GMPTE will not be

waiting for this legislation to come into force, and in our Gender Equality Scheme we consider transsexual people's needs in relation to goods and service from the outset.

And we understand that men and women, boys and girls, including transsexual people, experience different forms of disadvantage and exclusion for any number of different reasons including those related to disability, religion and belief, ethnicity and age and we will also take these factors into account.

In order to meet the general duty public bodies are required to undertake some ***specific duties***. These are to:

- Prepare and publish a Gender Equality Scheme (GES) setting out gender equality objectives
- Consider whether there is a need to include actions to address the causes of the gender pay gap
- Gather and use information on how policies and practices affect gender equality in the workforce and in the delivery of services
- Consult with employees, trade unions and people who use GMPTE services
- Assess the impact of current and proposed policies and practice on gender equality
- Implement the actions outlined in the Gender Equality Scheme over a three year period
- Review the Gender Equality Scheme at least every three years and report annually on progress

What is a Gender Equality Scheme?

The Gender Equality Scheme shows how we intend to carry out our duty to promote equality for men, women, boys, girls and transgender people and deliver on our promise to improve access to GMPTE services, GMPTE employment opportunities and work with partners to spread good practice.

Our Gender Equality Scheme includes a three year action plan, with measurable targets and timescales to ensure outcomes can be monitored. As they are separate organisations with different functions, GMPTA and GMPTE have produced separate Gender Equality Schemes, but the Action Plan is a joint GMPTA/E plan.

Statement of consultation and engagement

GMPTA/E's overall mission is

'to work with our stakeholder community to develop and invest in a transport system that contributes to the economic competitiveness of Greater Manchester, addresses the problems of transport-related social exclusion, respects the environment, acknowledges the diversity of the Greater

Manchester community and provides people with an attractive alternative to the car.'

To make sure that the public have a say in the development of public transport in our area, GMPTE carries out extensive public consultation and engagement activities.

GMPTE consults with the public in a variety of ways and where possible we collect demographic information about participants to enable us to check that all sections of the community are being treated fairly:

- Information from the Multi-modal Tracking Survey is able to be analysed by gender
- The annual staff survey can be analysed by gender
- Local Transport Public Forums are held in each District twice a year.
- The comments and complaints service analyse who has contacted them and the issues of concern to people.

Involving men, women and transgender people in the development of the Gender Equality Scheme is not a stand alone exercise, but should be viewed in the context of the public engagement activities we carry out on an ongoing basis. Consultation covers our own services, employment practices, procurement of goods and services, and our influence on transport providers. To ensure that as many views as possible are reflected in the Gender Equality Scheme and action plan, GMPTE will in addition consult with:

- Staff, in focus groups
- Transgender people
- Lesbian women and gay men
- Carers
- Lone parents

Ongoing development of the action plan

GMPTE already has some good policies and practices relating to gender equality, for example flexible and part-time working; and provision of non-gender specific baby changing facilities in GMPTE bus stations.

The action plan will include some actions that can be implemented in the short term and others which will take longer to achieve. Some of the actions identified will be within our direct control but to deliver others will need the cooperation of partners.

The Gender Equality Scheme Action Plan will be implemented and monitored through GMPTE's Diversity Working Group. Scrutiny by Elected Members takes place twice yearly through GMPTA's Service Improvement Sub-Committee.

The Gender Equality Scheme and three year action plan will be reviewed and monitored annually.

Facts and figures- putting gender equality into context

GMPTE collates and analyses gender-related information relating to its role as an employer and as a public body responsible for serving the public.

As an employer

Nationally, the pay gap between men and women is 18%. The most common way of describing the gender pay gap is as a percentage difference between average hourly earnings of men and women working full-time. The gap between men's and women's full time annual salaries is 25%, higher than the 18% difference in hourly pay because it includes bonuses and overtime payments (*Equal Opportunities Commission*).

The Equal Opportunities Commission states that the main factors contributing to this gap are:

- ***Discrimination in pay systems:*** Women being paid less than men for doing the same job as a man or a job requiring the same level of skill, effort and responsibility as a job done by a man
- Women's disproportional share of caring responsibilities which can result in restricted career continuity and progression, and women being over-represented in part time posts.
- The concentration of women in particular occupations characterised by lower levels of pay
- Around 10% of lone parents are men. Research shows that men want to take a significant role in caring for their children but are concerned about the impact on their careers (*Equal Opportunities Commission*).

As a service provider –

- Up to the age of 50, women make more trips than men. After the age of 50 men make more trips than women. Men make more trips as a car driver, women as a car passenger, with gender differences being more pronounced for older age groups. Differences in car usage can largely be accounted for by differences in license holding. 81% of men held a driving license in 2005, compared to 63% of women
- Whilst 69% of white women travel to work by car, only 39% of black women do so. 33% of black women and 10% of white women travel to work by bus.
- 32% of women and 22% of men report using a bus at least once a week. 38% of women and 48% of men use a bus less than once a year.
- During the 1990s, the number of bus journeys made by men declined by less than 2%, while the number of journeys made by women declined by nearly 17%. Since women made 63% of all bus trips in 1989-91, this implies that about 95% of the overall decline was due to a reduction in women's bus use.

- Women are more vulnerable to attack than men and have greater concerns about personal security. Women’s travel patterns are restricted by their experiences of crime and perceived fear of crime.

(DfT: *National Travel Survey*)

Assessing the impact of activities on gender equality

GMPTE will undertake an equalities impact assessment on all current and new policies; and all current and new services.

Measuring, monitoring and keeping a check on progress

The Government requires public bodies to collect certain data about their performance as an employer and service provider, and sets targets relating to performance in these areas. These are called performance indicators and performance against targets is reported annually to the Audit Commission, who use them to monitor how well we are performing.

Statutory performance indicator

Ref	Previous ref	Measure	Target 2006-7	Target 2007-8	Target 2008-9
P8	BV11a	Women in top 5% earners	33.3%	37.5%	41.7%

We would welcome your views

How to contact us

You can contact us in the following ways.

- By phone: **0161 244 1000**
- By e-mail: **consult@gmpte.gov.uk**
- By post: **Research and Intelligence Team (Gender Equality Scheme)**

**GMPTE
Freepost MR7 6
Manchester
M QL**

If you would like us to keep you up to date on the progress we make with our gender equality scheme, please let us know and we will keep your details on our consultation panel database.

Gender Equality Scheme Action Plan

This plan has been compiled to tackle the issues identified from previous national and local research and consultation outlined in the Gender Equality Scheme. The plan will develop as further consultations are held with staff, public transport users and potential users. It will be driven and monitored by the Diversity Working Group.

		Direct responsibility		
	Action	2007-8	2008-9	2009-2010
Employment	1. Implementation of an equality proofed pay and grading structure.	1.1.Complete the equal pay review and implement revised equality proofed pay and grading arrangements. 1.2.Establish whether there is a gender pay gap within the organisation.		
	2. Review flexible working schemes to meet individual needs, subject to the exigencies of the service	2.1.Add to a work life balance suite of policies, including : <ul style="list-style-type: none"> • Maternity, adoption, parental and paternity leave and pay • Family and special leave • Career breaks 	2.1. Promote the availability of such flexible working schemes to managers and the workforce generally. 2.2. Monitor take-up of	2.1.Monitor take-up of flexible working

		<ul style="list-style-type: none"> • Job share • Home working <p>2.2. Develop a best practice guide for managers</p> <p>2.3. Benchmark such flexible working schemes with other organisations to ensure best practice</p>	flexible working	
	3. Training provided about gender related issues such as dignity at work and managing a diverse workforce, ensuring the duty is mainstreamed into the day to day activities of organisation.	<p>3.1. Induction includes gender equality commitment</p> <p>3.2. Managing Diversity courses in place</p>		
	4. Ensure the training programme can accommodate part-time working and flexible working	4.1. Courses to be within core times and with optional dates wherever possible		
	5. Occupational Health to organise health sessions focusing on gender related health issues eg breast	5.1. Health sessions organised	5.1. Take up monitored and consultation with staff about	

	cancer and testicular cancer awareness.		effectiveness undertaken	
Policy development	6. Implement Equalities Impact Assessments for current and new policies, procedures, projects and services.	6.1. Introduce an approved Equalities Impact Assessment Framework for the organisation, consistent with the DfT Equality Toolkit. 6.2. Agree a timescale for roll-out to Departments.	6.1. Conduct impact assessment on new policies and procedures	6.1. Conduct impact assessment on new policies and procedures
	7. Gender-specific information provided to decision makers and service managers	7.1. All corporate mechanisms for consultation and research to include appropriate questions in relation to gender		
	8. Consult with transgender people to ascertain the best way to monitor that we are meeting their needs	8.1. Undertake consultation and assess implications for monitoring need.		
Service delivery and design	9. Introduce measures to relieve overcrowding at peak times		9.1. 8 additional trams introduced	

	10. Investigate incidences of hate crime related to gender or sexuality	10.1. Research current levels of hate crime, including barriers to reporting	11.1. Establish a mechanism for reporting and monitoring of hate crime Determine measures to combat hate crime and a programme for implementation	Monitor effectiveness of measures
	11. Identify options and actions to increase women passengers' perceptions of safety and security on and around public transport to the same level as male passengers' perceptions	11.1. Monitor levels of passenger perceptions of public safety 11.2. Research best practice. 11.3. Consult with women passengers about their perceptions of safety on and around public safety. 11.4. Include help points in tram station upgrades 11.5. Extend the use of CCTV cameras	12.1. Monitor levels of passenger perceptions of public safety 12.2. Promotional campaign to improve women passengers' perception of safety. 12.2. Promotional campaign aimed at under-16s as part of youth	12.1. Monitor levels of passenger perceptions of public safety

			engagement work	
	12. Review procurement policies to understand how they could better contribute to improved services and employment practices for men and women.	12.1. Monitor effectiveness of equalities measures in procurement policies	13.1. Monitor effectiveness of equalities measures in procurement policies 13.2. Modify equalities measures in procurement policies if necessary	13.1. Monitor effectiveness of equalities measures in procurement policies 13.2. Modify equalities measures in procurement policies if necessary
Decision making and community engagement	13. Implement community engagement strategy.	13.1. Consult with men, women and transgender people about the best ways to ensure services meet their needs.		
	14. Ensure all surveys and consultations are gender-balanced	14.1. Monitor whether gender balance is being achieved	14.1. Monitor whether gender balance is being achieved	14.1. Monitor whether gender balance is being achieved

		Influence		
Employment	15. Reduce occupational segregation in the public transport sector.	<p>15.1.Promote the transport sector as a career choice for young people and returners to work.</p> <p>15.2.Work with bus operators to meet the requirements of the European Driver Training Directive</p> <p>15.3. Revise 'Driving Manchester' research with GM Employers' Coalition</p>	15.1.Report 'Driving Manchester' research to bus operators.	15.1. Monitor action taken against research recommendations
Policy development	16. Ensure that partner organisations are aware of the needs of male and female passengers.	<p>16.1. Include research findings in presentations to Local Strategic Partnerships to inform their work programmes.</p> <p>16.2. Include research findings in presentations to Job Centre Plus and employer organisations to inform their decision making.</p>		

Service delivery and design	17. Seek introduction of non-gender specific baby changing facilities in rail interchanges and local authority owned bus stations			
	18. Seek to improve facilities on mainstream buses so they are easier for people with buggies to use	18.1. Work closely with bus companies to make more easy-access buses available in Greater Manchester.		
	19. Seek to improve access at train stations to make them easier for parents with buggies to use.	19.1. Integrate into station improvement programme.	19.1. Integrate into station improvement programme.	19.1. Integrate into station improvement programme.
	20. Seek to improve the design of public transport and waiting areas to reflect the needs of women and children	20.1. Accessible transport module embedded in Bolton University post-graduate design course		
	21. Investigate the feasibility of introducing ticket products which meet the needs of part-time workers	21.1. Evaluate the market for ticket products for part time workers		

	22. Investigate the feasibility of introducing ticket products which meet the needs of lone parents	22.1. Evaluate the market for ticket products for lone parents		
	23. Seek to increase perceptions of safety at train stations	23.1. Include help points in all station refurbishments		
	24. Seek to improve driver attitudes and driving skills (eg pulling away before the passenger has sat down)	24.1. Assist local training providers of CPC/ NVQ training for drivers to understand the importance of customer care and equalities training.	Monitor	
	25. Take measures to tackle cars parking at bus stops	25.1. Promote best practice via District Officers' Liaison Group 25.2. Promotional campaign focusing on the anti-social nature of cars parking at bus stops		
	26. Increase lighting levels in and around public transport waiting areas, including park and ride	26.1. Share information with DOLG about identified problem areas.		

Decision making and community engagement	27. Share research and consultation findings with key decision makers and transport providers to improve public transport for men, women and transgender people	27.1. Share research and consultation findings with key decision makers and transport providers to improve public transport for men, women and transgender people	27.1. Share research and consultation findings with key decision makers and transport providers to improve public transport for men, women and transgender people	27.1. Share research and consultation findings with key decision makers and transport providers to improve public transport for men, women and transgender people
---	---	---	---	---