


Towards One Islington
Gender Equality
2007-2010



Contents

1.	Introduction	3
	Vision and values	3
	Structures	4
	Legislation.....	5
2.	Islington context.....	8
	Demographics.....	8
	Economic activity	8
	Transgender / transexual (trans) community	10
3.	Delivering gender equality	11
	Equality impact assessments	11
	Gender Equality Scheme Implementation Group.....	11
4.	Improving safety	13
	Domestic violence	13
	Human trafficking	16
	Transphobic hate crime.....	18
	Young people.....	18
	Bullying and harassment in the workplace	19
5.	Service delivery	21
	Children’s Services	21
	Islington Refugee Integration Service.....	22
	Environment and Regeneration.....	23
6.	Employment.....	26
7.	Governance and resources.....	28
8.	Health and wellbeing.....	29
9.	Action plan (year 3 - 2009/10).....	31
10.	Glossary of terms.....	37

1. Introduction

- 1.1 Islington is a diverse borough with a rich history of working towards equality and cohesion. The council is committed to equality and diversity and ensuring this is integrated in all stages of council work, from committee meetings to everyday operational decisions. By ensuring that the council has a vision that is shared with partners, we hope that residents, workers and visitors to the borough will have a shared and consistent understanding of Islington's values.

Vision and values

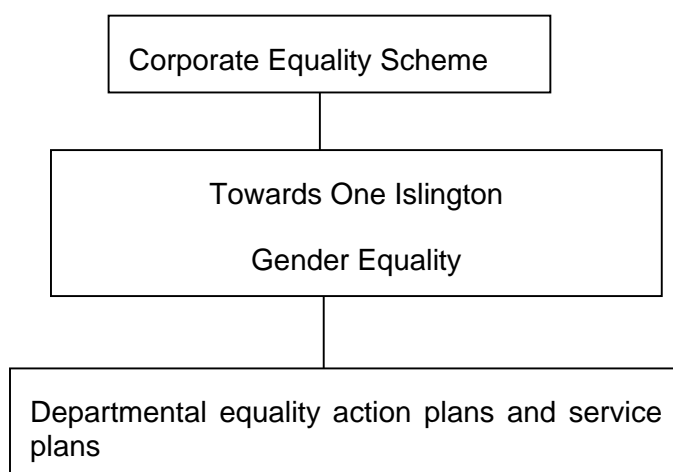
In line with the Islington Strategic Partnership's (ISP) equality and cohesion charter for Islington, we want a borough where

- We respect and value Islington's men and women including transmen, transwomen and all transgender people ;
- We create an environment based on good relations between people regardless of gender identity or history of gender (sex) reassignment;
- Individuals feel welcomed, are treated equally and are empowered to step outside the constraints of stereotypes and reach their full potential whatever their sex, sexual orientation or gender identity ;
- We know and understand our community and the extent to which their lives are affected by other equality strands (age, disability, faith, race, sexual orientation and refugee status);
- Individuals can live free from disadvantage, discrimination or harassment based on , gender identity and/or history of gender reassignment;
- Our residents, visitors and staff have access to services and opportunities that meet their needs.

- 1.2 In developing the gender objectives for the next three years, a human rights approach has been instrumental in focusing on the needs of individuals in Islington. We are working to create a culture within the council, where individuals, be they older Muslim women, gay men, young Turkish girls or young white men are identified as having a different situation and different needs, not as a homogeneous group of men, boys, women, Muslim, lesbian or gay for example.
- 1.3 To achieve this aim there are many milestones that must first be attained, and data collection and statistical analysis is the first. By understanding fully, who are Islington's stakeholders (e.g. residents, visitors, employees, businesses), we can improve our targeting of people with the greatest needs, particularly with limited resources.
- 1.4 This Gender Equality Scheme (GES) applies to men and women, and that includes transexual men and women and all transgender people (referred to as trans people for the purpose of this document).

Structures

- 1.5 This scheme is an annex to Islington's Corporate Equality Scheme as well as the Disability, Race and Sexual Orientation Equality Schemes. Islington Council are keen for the gender strand to remain distinct so the issues are not lost. As the data collected by the council becomes more robust it is expected that the council's gender objectives and actions are liable to change. The council aim to have a cyclical structure of reporting and scrutiny that will assist in keeping abreast of gender issues in the borough.
- 1.6 The Corporate Equality Scheme (CES) sets out the strategic objectives for the council on equality and diversity. It also contains a high-level action plan for how the council will achieve its targets and legislative obligations on equality.
- 1.7 The attached gender action plan was cultivated from several sources: the gender consultations of the GES; the council's legislative duties; identified gaps from Islington's borough profile; the CES consultation and feedback from departmental reports; research, complaints; and equality impact assessments. The actions will be progressed through the councils departmental equality action plans (DEAPs) and departmental service plans. In terms of how the journey 'Towards One Islington, Gender Equality' is being implemented, there are three levels of documents that encompass the plans (see figure below).



- 1.8 The council is also implementing its duty to promote gender equality within the broader framework of a ten-year Sustainable Community Strategy (SCS), which was developed and agreed with Islington Strategic Partnership (ISP) in October 2007. The SCS identifies its ambitions as
- Reducing poverty
 - Improving access for all, and
 - Realising everyone's potential.
- 1.9 One of the aims of the Sustainable Community Strategy is: "We are firmly committed to identifying, understanding and responding to the different needs and experiences of our community, and particularly those of vulnerable individuals and communities represented within the equality strands including black and minority ethnic communities, refugees and migrants, disabled people, older and

young people, women, faith communities, lesbian, gay, bisexual and transgender people and asylum seekers and refugees.”

- 1.10 In addition, the ISP has agreed a set of values which form the basis of an Equality and Cohesion Charter to underpin the new SCS. The Charter includes a specific commitment to “promote good relationships between people of different backgrounds and lifestyles”. The Local Area Agreement (LAA) is the delivery vehicle for the SCS and the Charter is incorporated into its commissioning framework.
- 1.11 Within this overall context, the CES and Community Cohesion Strategy is the principal framework within which equality will be delivered across all the strands and by which the council is held accountable to residents, customers, partners and staff. As noted in the CES, the commitment to gender equality sits alongside that for the five other equality strands, which are also reflected in the borough-wide Equality and Cohesion Charter and of the council’s Dignity for All equality policy.

Legislation

- 1.12 In 2006 the Equality Act established a legal obligation on the council to promote the equality of men and women. The Act extended the Sex Discrimination Act 1975 to create the Gender Duty that came into force in April 2007. Islington Council published its first Gender Equality Scheme in 2007. The scheme outlined how we would take forward our legislative responsibilities in gender equality over the next three years, including an action plan for year one of the scheme (2007-2008). This annex is a continuation of that scheme and a report of the progress made to date.

The general duty

- 1.13 The gender equality general duty is a legal requirement on all public authorities when carrying out all their functions, to have due regard to the need
- To eliminate unlawful discrimination and harassment on the grounds of sex
 - To promote equality of opportunity between women and men

The specific duties

- 1.14 In addition to the general duty, specific duties were imposed on some public bodies, including the council, which were intended to help in the implementation of the general duty. These included a requirement that the council prepares and publishes a Gender Equality Scheme every three years, showing how the council will meet its general and specific duties, and setting out its gender equality objectives.
- 1.15 The other specific duties imposed on the council include the following requirements
- In formulating its overall objectives, to consider the need to include objectives to address the causes of any gender pay gap

- To gather and use information on how its policies and practices affect gender equality in the workforce and in the delivery of services
- To consult stakeholders (e.g. employees, service users and others, including trade unions) and take account of relevant information in order to determine its gender equality objectives
- To assess the impact of its current and proposed policies and practices on gender equality
- To implement the actions set out in its gender equality scheme within three years, unless it is unreasonable or impracticable to do so
- To report against the scheme every year and review the scheme at least every three years

The Sex Discrimination (Gender Reassignment) Regulations 1999 and the Gender Recognition Act 2004

- 1.16 Transsexual people are protected in employment by the Sex Discrimination (Gender Reassignment) Regulations 1999, an extension of the Sex Discrimination Act 1975. This protects individuals from direct and indirect discrimination and from harassment on the basis of their transsexual status. The Regulations stipulates that no one should suffer discrimination on the basis of gender reassignment on the grounds of sex, in pay and treatment in employment and vocational training.
- 1.17 The Gender Recognition Act 2004 allows transsexual people (aged over 18) to change their legal identity as male or female. The Act gives transsexual people the right to obtain a new birth certificate, affording them full recognition of their acquired sex in law for all purposes, including marriage. The Act also includes measures to protect their privacy.
- 1.18 There is no legal protection for transgender people. However, the council is committed to demonstrating good practice by including transgender (as well as transsexual people) in its policies and procedures against discrimination.

The Equality Bill

- 1.19 The Government will be introducing a new Equality Bill (now before Parliament) to strengthen protection, advance equality and simplify our current equality laws. It will place a new Single Equality Duty on public authorities and allow organisations the freedom to focus on outcomes rather than prescriptive processes.
- 1.20 The new Equality Duty will combine existing legislation on discrimination into one single statute. It will build on existing duties such as race, disability and gender, and extend to cover age, religion/belief, sexual orientation, gender reassignment, and pregnancy and maternity (identified as a characteristic in its own right).
- 1.21 The one general Equality Duty, which is set out in the Bill, will require public bodies to have due regard to
- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Bill

- Promote equality of opportunity
- Foster good relations between individuals and communities

1.22 The common set of specific duties will be set out following Royal Assent and will assist public bodies to meet their obligations under the general duty. The key principles proposed to underpin the new specific duties include

- Use of evidence
- Consultation and involvement
- Transparency (which will help tackle persistent inequalities like the gender pay gap), and
- Capability

1.23 Strengthening the law will also encompass

- Banning age discrimination in the provision of goods, facilities or services
- Ensure public authorities report on equality issues such as gender pay, and ethnic minority and disabled employees in their organisations
- Extend the scope for positive action
- Extend the period which women-only shortlists are allowed
- Strengthen reinforcement

2. Islington context

2.1 The borough's demographic and socio-economic characteristics have helped to define the council's approach to improving gender equality outcomes. The most recent data set out below identifies some of the main outcome gaps in the life chances of the borough's residents.

Demographics

2.2 Women represent 51% of the population in Islington and the borough has the highest ratio of females to males of all the London boroughs.

2.3 Population Distribution in Islington by age and sex in 2006

Age	Male	Female	Total
Total	91,000	94,400	185,500
0 - 19 years	19,600	18,700	38,400
20 - 29 years	18,900	22,500	41,300
30 - 44 years	29,500	26,600	56,100
45 - 64 years	15,500	17,100	32,700
65 - 74 years	4,400	4,900	9,200
75+	3,100	4,700	7,800

Source: Mid-year Population Projections Office for National Statistics (ONS) 2006

2.4 The table above shows that there are slightly more women than men in the overall population, with 94,400 residents being female compared with 91,100 being male. This pattern is repeated in all the age groups with the exception of the 0-19 and 30-44 age groups, where the numbers of women are less than for men. This suggests that the life expectancy for men aged 45 or over in the borough is lower than for women of the same age range. (Source: Mid-year Population Projections. ONS, 2006).

Economic activity

2.5 The ONS Annual Population Survey (December 2006) has shown that there were proportionally more economically inactive females (21,400 or 35.3% of the female working age population) than there were males (13,300 or 20.9% of the male working age population) living in the borough.

2.6 The reasons cited in the survey for economic inactivity were

- Long-term sickness (14.8%)
- The need to look after family or home (34.4%)
- In full-time education (29.5%)

- Other reasons (21.3%)

- 2.7 Nationally, the Labour Force Survey and other trend publications identify that there are more men than women suffering from long-term sickness, particularly those aged 35 - 49 years. Sixty four percent of the male working age population in this age group identified long-term sickness as the reason they were economically inactive compared to 25% of women of similar age (Source: Economic Inactivity and the Labour Market. Labour Market Trends, 2002).
- 2.8 More than 9 out of 10 economically inactive working age people looking after their family or home were women and more than half of these women were caring for children. This affects women aged 25 - 35 years, twice as much as any other age group. Since 2001, however, there has been a decline in the proportion of working age women looking after their family and home. (Source: Economic Inactivity and the Labour Market. Labour Market Trends, 2002).
- 2.9 While for men, 29% aged 50 years or older were economically inactive due to early retirement either voluntarily or through redundancy. Those who retired voluntarily tended to be professionals and were likely to have a pension scheme which allowed them to stop work before reaching state pension age. Those who had been made redundant tended to be skilled or semi-skilled workers who became unwilling to work. (Source: Patterns of Economic Inactivity Amongst Older Men. Labour Market Trends, 2002).
- 2.10 In Islington, the average annual income for resident men was estimated to be £45,935 with half the male population of the borough earning less than £31,038 per year. In comparison, resident women earned an average of £30,164 per annum with half earning less than £25,644, suggesting a considerable gender bias (see table below). (Source: ONS. Annual Survey of Hours and Earnings, 2006).
- 2.11 Average annual pay levels in Islington

Indicator	Islington			Greater London	Great Britain
	All	Male	Female	All	All
Workplace based (£)	37,399	44,967	27,512	37,754	24,451
Resident based (£)	38,745	45,935	30,162	34,980	24,519

Source: Average Annual Pay - Annual Survey of Hours and Earnings. Office for National Statistics, 2006.

Transgender / transexual (trans) community

- 2.12 There is very little valid data around trans people and a lack of substantive knowledge about the number of people in the UK who identify as trans. The research that does exist often muddles trans people in with lesbian, gay and bisexual people when those two communities are different. Obtaining accurate data is then made more difficult when you consider that transexual people could also be lesbian, gay or bisexual. Within the trans community, there is a wide range of people with a differentiation between pre-operative, post-operative and non-operative. There is therefore a need to target the different sections of the trans community and not treat LGBT people as one homogenous group. Therefore, our understanding of the trans community is incomplete, and the following information on trans people is an attempt to sieve through the available data.
- 2.13 The 2005 survey conducted as part of the 'Revealing Lesbian Gay Bisexual Trans Islington', revealed that 4% of the respondents described themselves as trans, with 13% of that figure being heterosexual and a further 24% unable to describe their sexuality in the terms given in the questionnaire. The report also highlighted
- 43% of trans female respondents felt a sense of community with lesbians, compared to 16% of lesbian respondents with trans women
 - 45% of trans male respondents felt a sense of community with gay men, compared to 5% of gay male respondents with trans men
 - Trans respondents (along with bisexual respondents and respondents from black and minority ethnic communities) talked of experiencing discrimination within the LGBT communities
- 2.14 Galop, London's lesbian, gay, bisexual and transgender community safety charity, have a designated trans development worker which will enable a greater understanding of the trans community.

3. Delivering gender equality

3.1 The council's Gender Equality Scheme (GES) year one actions prioritised the following areas

- Creation of an implementation group to carry forward the actions from the GES
- Broadening the Islington Domestic Violence Strategy to include wider acts of violence such as female genital mutilation and forced marriages
- Strengthening the gender component of the equalities training to include transgender/transsexual issues
- Implementing a Work Life Balance policy
- Promoting the GES

3.2 The council has implemented these actions to varying degrees. The following sections provide a more detailed explanation of the work that has taken place on gender equality from 2007. Some of the initiatives that have taken place were not identified in the original GES. However, they were identified as a priority by departments following the publishing of the scheme.

Equality impact assessments

3.3 The programme of conducting equality impact assessments on policies, functions and projects has been on-going since 2004, when the council started equality impact assessments for all six strands (gender, race, disability, religion/belief, age and sexual orientation), as well as poverty, and monitoring the impact on all communities.

3.4 The council has developed processes for integrating the findings of impact assessments into departmental equality action plans. All reports requiring decisions by the council's Executive require that an equality impact assessment has been carried out where relevant and a summary of the main findings of the assessment are contained in the report.

3.5 Equality impact assessments are also being monitored quarterly by departments through the performance management structure, to ensure it is mainstreamed with other performance work. A 3-year schedule of EIA's is publicly available on the Islington Council website.

Gender Equality Scheme Implementation Group

3.6 Following the gender duty consultation and the council's priorities for the first year of the GES, a Gender Equality Scheme Implementation Group was created to oversee the implementation and monitoring of the work. The group was made up of council representatives, community groups (including Women's Design Service and the Women's Resource Centre), partner organisations as well as key stakeholders in the borough. This included the council's domestic violence co-ordinator to ensure that links were made between work on gender issues and the strategies and actions being taken forward around domestic violence and violence against women in all its forms.

- 3.7 The purpose of the group was outlined in their terms of reference, including
- Promoting gender equality across the full range of council employment and service provision functions, and where possible, services managed by private contractors
 - Deciding on the work to be undertaken in years 2 and 3 and make suggestions about relevant target setting
 - Monitoring and scrutinise the performance of departments against the targets set out in the GES and other relevant policies and plans
 - Actioning practical tasks/activities in the implementation, monitoring and annual review process of the council's GES
- 3.8 The Gender Equality Scheme Implementation Group met in October 2007 and January 2008 to provide intelligence on what they considered to be the key issues for gender in Islington. Information was then fed back into the work of council departments to develop gender actions.
- 3.9 One of the main areas identified for action was violence against women. This has since been echoed by the Equality and Human Rights Commission (EHRC). The EHRC recognise that violence against women is one of the biggest gender equality issues and is a cause and consequence of women's inequality. The EHRC stressed the importance for local authorities to prioritise violence against women as a gender duty requirement.
- 3.10 The definition for violence against women includes: rape, sexual abuse, female genital mutilation, forced marriages, stalking, honour killings, trafficking, sexual exploitation, sexual harassment and domestic violence.

4. Improving safety

Where are we now?

Domestic violence

- 4.1 Within a human rights framework, gender based violence is recognised as an international problem and an infringement of basic human rights: At the Fourth World Conference on women in Beijing in September 1995 the Platform for Action, the core document of the Beijing Conference, Governments declared that “violence against women constitutes a violation of basic human rights and is an obstacle to the achievement of the objectives of equality, development and peace”. The Secretary-General noted that domestic violence alone is on the increase. “Studies in 10 countries”, he said, “have found that between 17% and 38% of women have suffered physical assaults by a partner”. (United Nations Department of Public Information DPI/1772/HR-February 1996 <http://www.un.org/rights/dpi1772e.htm>).
- 4.2 Domestic violence primarily is a gender-based crime with violence perpetrated by a man against a woman in the majority of cases. One in four women in the UK live with domestic violence and over 750,000 children witness domestic violence every year. Almost half of all women murdered in Britain every year are murdered by a male partner or ex-partner, compared to around 6% of men (British Crime Survey). Despite chronic under-reporting, domestic violence is a high volume crime representing 25% of all reported violent crime. Only 35% of all domestic violence incidents are reported to the police (Crime in England and Wales 2001/02, Home Office 2002).
- 4.3 Additionally, domestic violence also occurs in same sex relationships, or in heterosexual relationships with men being abused by their female partners or other family members. Domestic violence affects families and individuals across all social, geographical and cultural groups from every class, age, race and faith. Emerging research is beginning to enhance our understanding of the impact of inequality and diversity including same sex domestic abuse, disabled women, forced marriage and elder abuse. In addition, there has been the emergence of support services specific to male victims.
- 4.4 In 2004-2005, 3365 incidences of domestic violence were reported to Islington Police. From December 2004 - November 2005, domestic violence accounted for 91 cases (19%) where the local authority had a duty to re-house. Research in the borough has shown that the age group most likely to report domestic violence incidents are in the 20-35 year range (49% police reports and 80% of Islington Women’s Aid referrals). Women within this age group are most likely to be living with children between the ages of 0-15 years old. The Children and Families Assessment Service recorded 664 referrals due to domestic violence from January - August 2005.
- 4.5 The Metropolitan Police Sexual Offences Analysis CPA identified that 381 (reported) sexual offences were committed in Islington during the period March 2007 - February 2009. The findings were as follows
- Female sexual assaults made up nearly half of all sexual offences, followed by rapes of females over 15 years old, and exposure offences

- 44 offences were domestic violence related, representing 11.5% of all offences analysed
- Over 90% of victims of sexual offences were female, with the majority aged between 15 – 34, and from white European communities. From this statistic, it would appear that this particular group is three times more likely to experience a sexual offence than Afro Caribbean women (the second highest group). The council and its partners will be conducting further work into this area to provide a more comprehensive picture. For example, establishing baseline data, seeking ways to encourage the reporting of incidences and investigating the potential barriers for reporting
- Just over 36% of offences were committed by a stranger (with no prior contact), followed by friends (22%), strangers who only had contact with the victim prior to the offence being committed (22%) e.g. in a pub/club, and intimate relationships (15%)
- Walkways (i.e. streets/alleys) are the most frequent locations, followed by victims homes, and suspects homes

4.6 As a result, the Metropolitan Police have set up Community Safety Units in every area in London, with dedicated staff who receive special training in community relations, including local cultural issues. Their role is to fully investigate all allegations of domestic violence, racial incidences and homophobic incidents. The police have made tackling hate crimes a priority and each case is treated differently and in an appropriate and most effective way.

4.7 Islington police also have a dedicated Project Sapphire Team which specialises in investigating rape and sexual assault cases. Specially trained officers provide victims with the support, care and information they need, including links with partner agencies.

4.8 People who report rape or sexual assault to the council are referred on to The Haven which is the nearest Sexual Assault Referral Centre (SARC) to Islington. The Haven, based in Paddington, is regarded as a model of best practice and is accessible to women and men (including LGBT clients).

4.9 Women can access support services from a range of local based projects including Solace Women's Aid, Islington. The organisation has recently recruited a sexual violence support worker who works across other boroughs.

4.10 Organisations such as Home Shelter offer families practical safety measures to secure, and remain in, their home. This allows families to maintain work, school and community networks, all of which are vital sources of support.

4.11 A number of BME organisations provide culturally specific services for women who have experienced violence and abuse. Women are given support and signposted to other appropriate services, such as Latin American Women's Aid, IMECE, Chinese Women's Association and the Iranian and Kurdish Women's Rights organisations.

4.12 Islington Council has made a clear commitment to continue to develop the borough's response to address gender inequality and domestic violence through the development of coordinated working, service improvement and service user

consultation. The Domestic Violence Partnership Team (DVPT) is responsible for coordinating and monitoring the implementation of the borough action plan and reports directly to the Safer Islington Partnership on progress. The DVPT is a multi-agency partnership made up of statutory, voluntary and community sector agencies and is chaired by the council's Director of Corporate Resources.

- 4.13 The Safer Islington Partnership has adopted the current government definition of domestic violence as a means of enabling consistent monitoring, identification and development of appropriate interventions for anyone affected by this crime. The definition is as follows: 'Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality. The definition provides an inclusive and systematic approach to monitoring and identifying abusive behaviour in close relationships which enables us to fulfil our statutory obligations in the provision of appropriate services to meet the needs of our communities and residents. However, there is also scope to identify particular needs based on any inequality that exists.
- 4.14 Islington has produced a number of resources including a 'No More Domestic Violence' handbook used by multi agency practitioners in Islington. The handbook offers information on how domestic violence affects survivors, provides examples of good practice, gives details of other support services available at a local and national level, and navigates service providers through the process of responding effectively to clients who disclose domestic violence.
- 4.15 The 2008 Domestic Violence Health Seminars provided health professionals with valuable information relating to working with clients affected by domestic violence in Islington. The purpose of the seminar was to
- provide regular, timely, and informative presentations on subjects relating to work in the health field and domestic violence,
 - assist health practitioners working in Islington to cite work within the co-ordinated community response to domestic violence within Islington,
 - develop the exchange of good practice and networking between those in attendance, and to provide updates on work previously publicised.
- 4.16 The Islington Domestic Violence Network provides an opportunity for practitioners in Islington to come together to share information, ideas and experience of working with domestic violence issues. The Network meetings, held every three months, are free and open to anyone who works in Islington. Each meeting is based around a theme with one or two presentations from experienced practitioners in the field.
- 4.17 Islington has commissioned and developed a range of domestic violence specialist services funded under the 'Tackling Domestic Violence in Islington' project including
- Cambridge Education @ Islington Home Safe domestic violence project works with school staff and pupils to address domestic violence through the PSHE and Citizenship programmes focusing on healthy relationships and respect

- Therapeutic services for children affected by domestic violence delivered in partnership with Solace Women's Aid and Cambridge Education @ Islington
- An Independent Domestic Violence Advocacy Service, which includes a Turkish speaking advocate, a male advocate and a Somali project advocate
- Domestic violence specific capacity building project for BME organisations offering case work support, networking and information resources
- BME services with expertise in supporting women experiencing so called 'honour based' violence, forced marriages and 'no recourse' to public funding. The projects are known locally as IMECE (Turkish, Kurdish speaking women), LAWA (Latin American Women's Aid) and IKWRO (Iranian, Kurdish Women's Rights Organisation)
- Domestic violence health co-ordinator responsible for delivering training to health professionals on domestic violence, how to respond to it and undertaking routine enquiry at e.g. pre and post natal appointments
- Domestic violence lead social worker responsible for developing workforce skills and best practice in Children's Services

4.18 There are plans for the Domestic Violence Health Coordinator post and the Domestic Violence Lead Social Worker post (outlined in point 2.16) to be mainstreamed in the coming year within NHS Islington and Children's Services respectively.

4.19 Islington Council have developed their third Domestic Violence Strategy. The third strategy continues to prioritise domestic violence as a key strategic and grassroots issue as well as make progress towards addressing other gender based crime in line with the changing national and London policy context, including the gender equality duty.

4.20 The Equality and Diversity Working Group is one of five sub-groups set up to support the DVPT in delivering the strategy and achieve its vision of ending domestic violence in Islington and alleviating the effects of domestic violence on survivors, their children and the wider community.

Human trafficking

4.21 Human trafficking is estimated by the United Nations to affect nearly four million people each year. Committed by organised criminal networks, it is the second largest illegal industry worldwide, after the arms trade.

4.22 The International Organisation for Migration states that nearly half of all trafficking in Europe is for prostitution. Just over one third are forced into illegal labour (i.e. sweatshops, restaurants, domestic slavery) and the remainder for begging, pick-pocketing, stealing and forced marriage.

4.23 Trafficking not only affects women and children, but also men. For the purposes of this document, specific reference and actions regarding child trafficking will be contained within the 'Towards One Islington, Age Equality' scheme (Annex E).

- 4.24 According to the Solace Study Group's Human Trafficking report 2009, the UK is a primary destination country for victims of trafficking. The majority of people originate from the Far East (particularly China and Thailand), Africa and Eastern Europe. There are also cases where UK nationals are trafficked within the UK primarily for sexual exploitation. Although there is a lack of reliable data on the scale of trafficking, it was estimated that 4000 victims of trafficking were used for prostitution. The majority of these cases (98%) are women with the remainder men and boys.
- 4.25 In March 2007, the Home Office launched a UK action plan to tackle human trafficking, which was updated in July 2008. At the same time, the government signed the Council of Europe Convention on Action against Trafficking in Human Beings, which set out a range of new obligations for the UK providing victims with minimum rights and protection. This came into force in April 2009 and obligations include
- The development of a formal system for identifying victims
 - Developing a system of support for each victim responding to specific needs (e.g. physical, psychological, social, communication)
 - Providing a minimum 30-day period where identified victims will be granted temporary admission to the UK
 - Resident permits of at least six months where the victim's stay is necessary due to their situation or necessary for assisting with criminal proceedings
 - Training key people (e.g. health, youth work, housing benefits) in the protection and prevention of trafficked people
- 4.26 The research undertaken by Solace highlighted the need for local authorities to have a role in addressing the needs of victims, working in a multi-agency coordinated approach, providing gender specific appropriate services and working with migrant communities.
- 4.27 London Council's report of its Human Trafficking Seminar in March 2008 also highlighted the need to diffuse confused messages around prostitution, the sex 'industry' (suggesting a form of legitimacy), and trafficking (a crime often confused with the separate issue of immigration). It recommended that a cultural change was required from local authorities regarding the impact of policies and practices such as the licensing of adult entertainment venues. The campaign group Object wants legislation changed to classify lap-dancing clubs as 'sex encounter establishments' and recognise them as part of (and under the same regulation as) the sex industry.
- 4.28 Islington Council is addressing some of these issues via strategies against violence against women and prostitution. To provide a better understanding of the extent of the issues and needs of (potential) victims in the borough, the council plan to conduct an initial scoping exercise with its partners.
- 4.29 A number of other organisations are working towards addressing the challenges of human trafficking such as

- The Metropolitan Police Service has a dedicated unit created to deal with human trafficking. The unit is linked to all boroughs and has specialist knowledge to address this crime
- The Poppy Project – provides accommodation and support to women who have been trafficked into prostitution
- Islington’s Rights of Women
- The UK Human Trafficking Centre – the main multi-agency organisation responsible for human trafficking issues

Transphobic hate crime

4.30 Transphobic hate crime is difficult to calculate due to the merging of LGBT hate crime, which could be homophobic rather than transphobic. However, transphobia is recognised by the Metropolitan Police Service (MPS) as a separate category of hate crime and is attempting to provide separate data. In this context, transphobia hate crime is defined as: ‘Any incident which is perceived to be transphobic by the victim or any other person’.

4.31 To provide a more accurate and valid picture Galop undertook research looking into homophobic and transphobic hate crime in London. The 2009 research, ‘Filling in the Blanks’, was in partnership with Stonewall Housing and London Lesbian and Gay Switchboard. It highlighted the gaps in data and a lack of understanding of homophobia and transphobia due to inconsistent and incomprehensive systems in recording incidents. The findings also showed

- 45% experienced family breakdown when coming out as trans. In addition, 37% felt excluded from family events, family members did not speak to them, and 20% felt formally excluded from their local community and neighbourhood
- Trans people tend to be situated in the most vulnerable of housing provision. One in four live in private sector accommodation which is often viewed as being of poorer quality, with less security of tenure
- 75% trans people experienced repeated harassment. Verbal abuse and threats (often repeated harassment) was the most commonly reported type of hate crime (35%), closely followed by physical violence (30%). Other incidents, transphobia in nature, include sexual violence, domestic violence and damage to property. Incidents occurred at any time, and victims were likely to know the perpetrator (possibly due to the proximity of the crime – in or near the home). The research also pointed out that there is likely to be particular under-representation in certain settings such as schools

Young people

4.32 The 2007 ‘Engendered Penalties: Transgender and Transexual People’s Experiences of Inequality and Discrimination’ report by Press for Change, found that 64% of young trans men and 49% of young trans women forming their identities at school, will experience harassment and bullying from pupils and school staff, including teachers.

- 4.33 In Islington, Cambridge Education @ Islington (providers of education in the borough) has drafted guidance for schools on working with trans staff, parents and pupils, to promote equality and provide advice and support.
- 4.34 PACE (Project for Advocacy, Counselling and Education), an organisation based in Islington, is set up to promote the mental health and wellbeing of the LGBT community. To develop its services the organisation has set up a youth service for young people under 16 years old who are trans. The service includes an Anti Bullying and Exploitation group and is involved in working with school staff, pupils and their families. Other initiatives include
- Ongoing training on transgender issues for staff and volunteers
 - A Women's Health Project for trans women who identify as lesbian, bisexual or are questioning their identity. The organisation is also actively seeking to recruit trans volunteers as health trainers
 - An advocacy service which was re-launched in April 2009

Bullying and harassment in the workplace

- 4.35 The 'Revealing LGBT Islington' report identified that 9% of trans respondents had been refused a job. Harassment in the workplace is particularly high amongst trans respondents with 44% being forced to hide their sexuality and/or trans identity at work. The 'Engendered Penalties' report presented a similar picture and established that 10% of trans people experienced being verbally abused and 6% were physically assaulted. As a result, 25% of trans people will feel obliged to change their job.
- 4.36 Islington Council has a duty to ensure that its work environment enables staff to work to their full potential and is committed to equality for its trans staff and challenging discrimination. The Finance Department has adopted the Department for Work and Pensions operations procedures for gender reassignment. To provide corporate guidance for all departments, the council will be researching the needs of its trans staff and producing a corporate trans policy to ensure that it does not fail to protect its trans employees. It will address issues which are particularly important for transgender people such as: toilet facilities, dress requirement, staff records and confidentiality, time off for treatment, staff pension and benefits.

Where do we want to be?

- We want to reduce crime and improve safety for women, men and people who identify as transgender or transsexual

How shall we get there?

In 2009/10 we shall

- Monitor the implementation of the third Domestic Violence Strategy and report to the Safer Islington Partnership on progress
- Identify gaps in services within a gender based violence against women policy framework
- Establish baseline data to fully address violence against women and gender based violence
- Identify ways to encourage the reporting of incidences
- Conduct a scoping exercise with partners to investigate the needs of Islington
- Increase the options available to women to improve their safety and allow them to leave violent situations
- Promote, where appropriate, the use of out of borough refuge provision
- Link women fleeing violence with voluntary sector refuges and outreach services
- Identify and address issues for trans people
- Incorporate trans issues within the bullying and harassment policy
- Improve reporting and monitoring mechanisms to address and reduce gender based harassment

5. Service delivery

- 5.1 Across the council, a number of initiatives have been implemented by departments to address gender inequalities.

Where are we now?

Children's Services

- 5.2 There are particular concerns relating to young people and initiatives have been established to provide specific support to young women and young men respectively.
- 5.3 There are a number of projects specifically aimed at supporting young men and women reduce the rate for teenage pregnancy. All partners are working towards embedding a strategy that reduces the teenage pregnancy rate by 55% by 2010 (using the 1998 baseline). Based on evidence from the 'Deep Dive' review, there is targeted support for young women including mothers to address repeat pregnancies. In addition, a range of activities are in place to reduce early pregnancy amongst looked after children, for example, young men's groups; the 'Teens and Toddlers' programme; as well as training and advice for foster carers. The work has already shown very good results; for example in 2005-2006, 8% of young women (under 18) in care were mothers. By 2008, this figure had reduced to less than 1%.
- 5.4 Children's Centres hold fathers groups to engage young fathers in the development and learning of their children. One children's centre held a 5-week baby class for fathers, which has now developed into a master class. The aim is to develop a greater understanding of child development by observing and learning from the babies themselves through the effective use of resources e.g. treasure baskets and modelling behaviours. Another centre is working collaboratively with an extended school programme to hold child development sessions for fathers.
- 5.5 The Engaging Boys project was set up to increase the confidence and expertise of teachers in reception classes in meeting the needs of boys and to narrow the gender gap in achievement at the end of the Foundation Stage, particularly in PSED (personal, social and emotional development) and CLLD (communication, language and literacy development). The project was a small pilot project based in four schools. The teachers involved received support from an EYFS (early years foundation stage) consultant and additional external training. The intention is to develop a model that can then be successfully rolled out to additional schools in September. A report, 'Engaging boys in the early years - the experience of three Islington settings', has been distributed to all early years' settings in Islington.
- 5.6 A one-day training course was set up to meet the needs of boys in the Foundation Stage and a further training day has been planned.
- 5.7 The Family Nurse Partnership pilot project (led by NHS Islington, formerly known as Islington Primary Care Trust) focuses on engaging fathers (including those who do not live with their child) in the child's development and learning from the point of conception to 2 years of age. One of ten pilot projects nationally, research

revealed that if fathers are engaged at an early stage there is a greater likelihood for that involvement to be retained in later years.

Teenage pregnancy

5.8 Islington's rate for teenage pregnancy has fallen since 2001, but it is still substantially higher than the London and England average. The rate of conception amongst young women aged 15 - 17 years in the borough remains at a higher level than for both London and England as a whole (see chart below) with the exception of Barnsbury, Holloway and Clerkenwell wards.

5.9 Comparatively though, the rate of teenage conception has fallen at a faster rate than for both London and England during this time. The rate for Islington has fallen by 13.62% in the five years from 2001 - 2005, whilst rates in London have fallen by 11.33% and 3.29% across England.

5.10 Summary of Teenage Conception Rates 2001-2005

Rate per 1,000 women aged 15-17 years old

	2001	2002	2003	2004	2005
Islington	64.6	62.6	59.0	54.8	55.8
London	50.3	52.0	50.8	48.3	44.6
England	42.5	42.6	42.1	41.5	41.1

Source: Public Health Information Team, NHS Islington, 2007

Islington Refugee Integration Service

5.11 In 2008, the council's Refugee Integration Service (IRIS) was involved in several projects to promote social inclusion

- 'Transitions Programme' – developed by Working with Men for young refugee and asylum seeking young men. The programme covered a host of issues such as sex, domestic violence, literacy, confidence, and other gender related issues including perceptions of masculinity and relationships with women. It was in response to the racism, discrimination, a lack of entitlement and a lack of appropriate provision faced by a number of men, which affected their transition to settling in Britain. It was believed that these factors were also compounded by gender related issues
- 'A Woman's Place' – managed by the National Institute for Adult and Continuing Education (NIACE). NIACE's study 'Dare to Dream' highlighted the difficulties faced by Pakistani, Bangladeshi and Somali women when looking to fulfil learning needs, especially when combined with lower levels of English language skills and social inclusion. The project's aims were to engage women into the wider community, identify their needs and improve access to all types of adult learning. As a result, partnership training sessions were held in community settings, providing safe and familiar surroundings for women, as

well as a place where ongoing services can be accessed once the project ended. Three groups of women in Islington were engaged in the project

- 'Making Safer Places' – run by the Women's Design Service to improve the way women feel about their safety and conduct their everyday lives without fear of attack. The project focused on improving community safety, involved women as active participants, and linked women with policy-makers so that policy is informed by community experience

Environment and Regeneration

- 5.12 The Women's Design Service is a local organisation that works with women to improve the urban environment, including quality of space, safety, accessibility and affordability. They were invited to be involved in the 2008 consultation for the Environment and Regeneration Core Strategy to ensure that gender considerations were incorporated into the design of buildings, transport and open spaces.
- 5.13 To test its consultation materials and approach to consultation, the council held focus groups with women to build up its knowledge base prior to the large consultation scheduled for the Core Strategy, which looks at how the borough will develop over the next 15 years.
- 5.14 At a focus group in Mildmay Children's Centre, almost half of the attendees were female lone parents. Some of the issues raised were
- The need for separate leisure opportunities
 - The difficulty in accessing educational opportunities as they are held during the evenings or on weekends. The more suitable times would be during school hours due to the lack of childcare
 - After-school clubs and homework clubs were seen as important resources in facilitating learning and supporting families, particularly lone parents
 - Smaller venues or facilities can be less daunting for some people
 - Facilities based in the local neighbourhood were seen as the most accessible
- 5.15 At the Kate Greenaway Children's Centre focus group some unemployed mothers were keen to find ways to break the benefit cycle and obtain work. The group discussed the various schemes organised by the council's Environment and Regeneration Department to help local residents with training and employment.

Environmental sustainability

- 5.16 Islington's Green Living Centre has undertaken a programme of outreach with black, Asian and minority ethnic community groups in an effort to highlight recycling, waste minimisation and sustainability practices. In an effort to remove possible barriers, liaison has taken place with each of the groups individually involved to ascertain the best method of communication, taking into account any cultural and religious requirements or preferences. For example, the inappropriateness for a Muslim woman to work at information stall or undertake a presentation to an audience consisting of men. Research into these groups has

also revealed that women are more likely to express their opinions more freely without the presence of men (particularly men from their own community) and similarly, young people without the presence of their parents.

- 5.17 To provide sustained and relevant engagement with these communities, members of the groups have been trained as green ambassadors and have undertaken their own talks and presentations within their community.

Libraries and cultural services

- 5.18 Islington's libraries and cultural services provide a range of services specifically targeting either men or women with the aim of addressing gender inequalities
- workshops for fathers and sons, entitled 'What is the story Dad?', to encourage fathers to read with their children ages 3-6
 - women-only courses at the First Steps Learning Centre, covering confidence building, preparing for interviews and developing interpersonal skills
 - the Kick into Reading Project which uses the power of football to boost the images of reading encouraging girls and boys to read more
 - dual language basic literacy / numeracy books to support ESOL levels 1 and 2 coursework. The New Horizon Library also has a Bengali women's speaking group

Where do we want to be?

- We want to develop our information and data systems to improve our knowledge of inequality for residents and staff
- We want to ensure council guidance embed gender considerations
- We want to increase people's participation in public life
- We want to increase choice and voice for young people Islington
- We want to work with our partners to address the issues surrounding young people in primary and secondary schools
- We want to provide additional support for teenage parents

How shall we get there?

In 2009/10 we shall

- Identify and reduce equality gaps in service provision
- Continue to analyse Islington's profile and feedback from residents and staff to set targets and actions in our service plans
- Embed GES actions within departmental equality action plans
- Embed gender in procurement guidance as part of its equality component

- Increase participation and attendance of men at events
- Identify and address the causes of violence between young men in the borough
- Increase the number of young people in education, employment and training, especially white boys
- Increase the number of boys taking part in the council's 'Summer Reading Challenge'
- Encourage boys and girls to get involved in reading
- Develop work with Somali women's groups
- Deliver workshops for fathers and their children
- Reduce long-term absences in primary and secondary schools
- Increase the number of girls getting level 4+ in maths and science at key stage 2
- Increase the ability of young people to make options for subjects, diplomas and careers not traditional for their gender
- Reduce the number of teenage pregnancies
- Improve access to appropriate accommodation for teenage mothers and lone parents
- Establish and deliver reading sessions for teenage mothers and their babies to encourage interaction

6. Employment

Where are we now?

- 6.1 Islington obtains feedback from staff on strategic issues such as council policies, as well as on day-to-day issues that affect their working lives. This is achieved through staff forums such as the women's; disabled; minority ethnic; faith and LGBT forums. In addition, the council conducts an annual staff attitude survey. The completion rate of the survey generally increases each year with 77% of staff completing it in 2007 and a slightly lower 71% in 2008. Overall the feedback has been positive. This is partly due to the council's commitment to take on board the views of staff and genuinely seek to address the key issues that emerge. The staff attitude survey revealed that most staff continue to think that the council is genuinely committed to equal opportunities and is effective at tackling discrimination and harassment.
- 6.2 Islington Council's corporate Human Resources Division plays an essential role in enabling the council to deliver its Dignity for All (equality) policy. The policy demonstrates the council's commitment to fairness in employment and recruitment to ensure that all major employment procedures and policies are consistent with current legislation, and to staff training on equalities issues. The policy also focuses on promoting shared community values and understanding underpinned by equality and respect, and improving the quality of life of residents. Together with its partners, the council is tackling health inequalities by running an innovative programme called Workfit to promote health and well-being.
- 6.3 The Human Resources Strategy 2006-2015 was set up to enable Islington Council and its partners to meet its priorities and objectives through fit for purpose people management and organisation development policies, procedures, practices, ways of working, training, guidance and support.
- 6.4 The Corporate Equality Action Plan takes forward our employment commitments by identifying actions for workforce profiling and equal pay. It sets out Islington's objectives and targets in relation to procedures to ensure that publicity for vacancies does not unfairly restrict the range of applicants, with a specific commitment to 'target recruitment to strengthen under-represented groups through campaigns'. The Greater London Provincial Council (GLPC) Job Evaluation Scheme was introduced in 2006 to ensure that jobs are evaluated fairly taking into account the equalities agenda.
- 6.5 In 2007, the council signed a single status agreement with the relevant trade unions to ensure there is pay equality council-wide. As a result, a number of employees have noticed an increase in their salaries with staff on scale 6 or below now receiving 25 days annual leave in line with other employees in the council. Although we have completed a single status review, we had also hoped to complete an equal pay audit. This has not yet been done. However, in line with the Gender Duty and the Single Equality Duty, by the end of 2009/10 a pay and grading review will look at the grading of all employees across all the equalities strands. The information shared with trade unions.

Where do we want to be?

- We want to ensure council guidance embed gender considerations
- We want to enhance our employment policies and training address gender gap

How shall we get there?

In 2009/10 we shall

- Promote and develop the council's Women's Staff Forum to encourage staff to contribute to the council's equalities agenda, and identify organisational opportunities and barriers
- Produce and publish a transgender/transsexual policy
- Implement the Single Status Agreement to address the causes of the equal pay gap
- Conduct and publish an equal pay and grading review
- Implement and disseminate the council's work-life balance policy
- Assess our training courses to ensure staff fully understand the diversities of trans people and the barriers they face
- Monitor the take up of SMART working and flexible working, and address any gender gaps

7. Governance and resources

Where are we now?

- 7.1 In 2008, the Government Equality Office (GEO) identified that the representation of black and minority ethnic (BME) women at every level of governance from the House of Parliament to local government was low. Of the 646 Members of Parliament in Westminster, two are BME women and out of nearly 20,000 councillors, 149 are BME representing less than 1% of councillors nationally. In Islington, just over 54% of councillors are women (compared with 31% nationally) with 12.5% from BME backgrounds. Although under-represented, the number of BME councillors is much higher than the national average.
- 7.2 To address this outreach events and working with councils and partners. In 2009, Islington Council hosted an event to encourage local women to get involved with the council in all areas and at all levels of local governance. The council recognises the importance for women to have a greater voice in shaping decision making and enriching the democratic processes.
- 7.3 As a result, the GEO, working with Operation Black Vote, set up the UK's first national BME women councillor shadowing scheme. This will provide women who attended the events the opportunity to shadow councillors and gain a deep insight into their life and responsibilities. The scheme will also give councillors the chance to gain a greater understanding of BME communities.

Where do you want to be?

- We want to increase people's participation in public life

How shall we get there?

In 2009/10 we shall

- Ensure there is representation from men and women (including refugee women) when consulting on major planning decisions

8. Health and wellbeing

Where are we now?

- 8.1 Islington has the lowest life expectancy rate for men in London and the third lowest for women. The death rate in Islington is 17% higher than for London as a whole with life expectancy varying across the borough ranging from 76.4 years for men in Clerkenwell to 71.7 years in Tollington. The same cross borough variation is true for women with life expectancy ranging from 82.3 years in St George's to 77.7 years in Finsbury Park.
- 8.2 NHS Islington monitors the number of deaths which occur within the borough from deliberate self-harm, suicide or where the coroner has recorded an 'open verdict' with deaths from these causes amongst men being greater than those amongst women. During the last enumeration period (2002 - 2004), 67 men died as opposed to 25 women, illustrating another gender bias.
- 8.3 In contrast, boys in Islington are more likely to experience poor mental health than girls, although emotional disorders are more common in girls than boys. In boys aged between 5 - 16 years the prevalence of mental health issues is 15.6 per thousand compared to 10.6 per thousand for girls in the same age range. In 2005, Islington's 'Child and Adolescent Mental Health Services Needs Assessment' identified that, of just over 1,500 children and young people who used children and adolescent mental health services in the borough, 35% were female and 65% male (Source: Child and Adolescent Mental Health Services Needs Assessment. Islington Council, 2005).
- 8.4 NHS Islington estimates that the crude prevalence rate for adults with mental health issues in Islington is currently 198.9 per one thousand members of the population (Source: Promoting Mental Health in Islington. Islington PCT, 2006). This equates to 14,030 men and 17,945 women or rates of 164.2 and 219.7 respectively. 16.5% of all men over the age of 16 and 22% of all women living in the borough experience some form of mental health problem at any one time.
- 8.5 The 'Revealing LGBT Islington' report found that a high proportion of male and female respondents have experienced mental health issues in the past because of issues relating to their trans or sexuality; it was higher than what would be expected in the general population.
- 8.6 The report also found that more than half of respondents had not knowingly revealed their trans identity or sexuality to anyone in their GP practice. This proportion increases when looking at HIV positive respondents, which accounts for 11% of trans gay male respondents. For those respondents who were out to their GP, 8% of trans respondents felt the reaction was negative.
- 8.7 This barrier presented by some health care professionals was echoed in the 'Engendered Penalties' report. It revealed that 29% of respondents felt that being trans adversely affected the way they were treated, 21% of respondents' GP's either did not want to help, or in 6% of cases actually refused to help. Although an improvement of 50% compared to 15 years ago, it still represents a considerable barrier. In the more general health care sector 17% of respondents reported that they had been faced with a doctor or nurse who did not approve of gender reassignment and hence refused services.

- 8.8 Accessing goods and services figured high on the list of sectors in which trans people face problems. According to the 'Engendered Penalties' report, 47% of trans people do not use public social or leisure facilities for fear of discriminatory treatment.
- 8.9 Islington Strategic Partnership commissioned an analysis of the equalities issues affecting residents in the borough to inform the development of Islington's Local Area Agreements targets. The report identified that fewer than 20% of women with a learning difficulty attend cervical screening compared with 81% of women overall. (Source: ISP. Report on the LAA People Project. Key Findings, October 2006).

Where do we want to be?

- We want to enhance the health and wellbeing of our citizens

How shall we get there?

In 2009/10 we shall

- Increase the number of men using primary care services
- Reduce the number of non-decent homes, addressing the needs of women, older people, children, and black and minority ethnic communities

9. Action plan (year 3 - 2009/10)

	Objectives and Targets	Action	Responsibility	Timeframe
	Monitoring and data			
1.	To improve the council's knowledge of inequality for women or men.	<ul style="list-style-type: none"> Identify equality gaps in outcomes and challenges for different genders Refine the data and reduce gaps identified 	All Departments	March 2010
		<ul style="list-style-type: none"> Analyse borough profile, workforce profile, equality impact assessments, Staff Attitude Survey and complaints data to formulate targets and actions in service plans 	All Departments	March 2010
		<ul style="list-style-type: none"> Promote year 3 of the GES across departments and within departmental equality action plans to ensure that the work continues 	Corporate Resources	March 2010
	Crime, bullying and harassment			
2.	To reduce crime and improve safety for women, men and people who identify as transgender or transexual.	<ul style="list-style-type: none"> Monitor the implementation of the third Domestic Violence Strategy and action plan (2009 – 2012), and report to the Safer Islington Partnership on progress Engage in stakeholder and service user consultation to identify gaps in services within a gender based violence against women policy framework 	Corporate Resources	Ongoing

		<ul style="list-style-type: none"> • Establish baseline data for the rates of rape and sexual assault in the borough to fully address violence against women and gender based violence • Seek ways to encourage the reporting of incidences • Conduct an initial scoping exercise with partners to investigate the needs of Islington 	Corporate Resources	March 2010
		<ul style="list-style-type: none"> • Support women by increasing the options available to improve their safety and leave violent situations • Promote, where appropriate, the use of out of borough refuge provision where women are in unsafe situations • Link women fleeing violence with voluntary sector refuges and outreach services 	Housing and Adult Social Services/ Corporate Resources	March 2010
		<ul style="list-style-type: none"> • Identify and address issues for trans people 	Corporate Resources	March 2010
		<ul style="list-style-type: none"> • Incorporate gender identity and gender reassignment in bullying and harassment policy 	Corporate Resources	Sept 2009
		<ul style="list-style-type: none"> • Improve reporting and monitoring mechanisms to address and reduce gender based harassment 	Corporate Resources	March 2010

	Creating a culture of recognition, rights and contentment			
3.	To ensure council guidance embed gender considerations.	<ul style="list-style-type: none"> • Embed gender in procurement guidance as part of its equality advice 	Finance	March 2010
		<ul style="list-style-type: none"> • Promote and develop the Women's Staff Forum 	Corporate Resources	March 2010
		<ul style="list-style-type: none"> • Produce and publish a transgender/transsexual policy 	Corporate Resources	Dec 2009
	Employment			
4.	To enhance Human Resources policies and training to address the gender gaps	<ul style="list-style-type: none"> • Implement the Single Status Agreement to address the causes of the equal pay gap • Conduct and publish an equal pay and grading review • Implement and disseminate the work-life balance policy • Assess training content to ensure it sufficiently covers transgender / transsexual issues, to fully understand the diversities of trans people and the barriers they face • Monitor take up of SMART working and flexible working, and address any gender gaps 	Corporate Resources	March 2010

	Community engagement			
5.	To increase participation in public life	<ul style="list-style-type: none"> • Ensure that there is equal representation from both genders and different ethnicities in consulting for major planning decisions (e.g. refugee women) 	Corporate Resources	Ongoing
		<ul style="list-style-type: none"> • Increase participation and attendance of men at events 	Environment and Regeneration	Ongoing
	Health and wellbeing			
6.	To enhance the health and wellbeing of Islington citizens	<ul style="list-style-type: none"> • Increase the number of men using primary care services • Reduce the number of non-decent homes, addressing the needs of women, older people, children and BME communities 	NHS Islington	March 2010
	Supporting young people			
7.	Increase choice and voice for young people in Islington	<ul style="list-style-type: none"> • Identify and address the causes of violence between young men in Islington 	Children's Services/ Corporate Resources	March 2010
		<ul style="list-style-type: none"> • To increase the number of young men in education, employment and training, especially white boys 	Children's Services	March 2010

		<ul style="list-style-type: none"> • Increase the number of boys taking part in the 'Summer Reading Challenge' • Deliver a new programme for the Premier League Reading Stars project to encourage boys and girls to get involved in reading • Develop work with the Somali women's group in New Horizons library • Deliver eight reading workshops for fathers and their children 	Environment and Regeneration	March 2010
8.	Work with partners to address the issues surrounding young people in primary and secondary school level	<ul style="list-style-type: none"> • Reduce long-term absences (based on understanding the reasons for male and female absences) • Increase the number of girls getting level 4+ in maths and science at key stage 2 • Increase the ability of young people, at the end of key stage 3, to make options for subjects, diplomas and careers not traditional for their gender • Reduce teenage pregnancies • Reduce the number of young people becoming NEET (based on understanding the possible different reasons for male and female becoming NEET) 	Children Services / CE@Islington	March 2010

9.	To support teenage parents	<ul style="list-style-type: none"> • Improve access to suitable and appropriate accommodation for teenage mothers, including lone parents • Establish and deliver reading sessions for teenage mothers and their babies to encourage interaction 	Children's Services	March 2010
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10. Glossary of terms

Gender

Commonly understood as masculinity or femininity, gender is not the same as biological sex. Masculinity and femininity are not physical things we are born with; they are socially constructed and learnt over time. To say something is a social construct means it is a product of that particular society, and will vary over different countries, cultures and societies. For example, masculinity in the UK is usually associated with sporting prowess, physical fitness, strength and toughness. Femininity is usually shown, in films and adverts for example, as being associated with beauty (stereotypes of which vary and change), and passivity. In most societies, gender is supposed to be consistent with biological sex: males are expected to behave and look masculine and females feminine. Societies therefore assign gender at birth, attached to biological sex.

Sex

Sex describes whether a person is male or female and this is defined at birth by doctors based on biological sex characteristics. Defining biological sex at birth is not always straightforward. Some babies are born **intersex**: having physical/biological characteristics of both sexes. These babies are usually surgically assigned to one sex or the other although pressure groups are lobbying for children to be allowed to decide for themselves about their sex when they are old enough.

Gender identity

This describes an individual's own sense of themselves as masculine or feminine, rather than how others or society label them. This is not necessarily matched to the sex they were assigned at birth. It is generally expected that males will identify as masculine and females as feminine. Most people may never question this, or consider their gender as a choice. But some people's perception of their own gender identity may not conform to the sex they were assigned at birth. For example, a male person may identify as feminine or a female as masculine, or someone may not identify as either or may identify as a mixture of both. This is their gender identity.

Gender role

Gender role is the way that a person lives in society and interacts with others, based on their sex and gender identity. The role may also be one an individual is supposed to fulfil based on their sex and the gender attached to that sex, which will vary according to culture and society. Every society has stereotypes about how males and females should behave and look, and these stereotypes define an individual's gender role. For example, males are supposed to have short hair, wear trousers, and be tough and independent. Females are supposed to have long hair, wear skirts or dresses and be stereotypically beautiful (definitions of which vary and change). It is through how we look and behave in stereotypically masculine or feminine ways – our gender role – that displays and signals to others whether we are male or female. Gender roles can also prescribe our careers and lifestyles. For example, women are expected to be responsible for childcare and still do the bulk of household labour in families, men are expected to be breadwinners in their family.

Transgender

Transgender refers to a person who crosses the lines of gender (but not biological sex) and identifies as a different gender to that assigned at birth based on their biological sex. For example, a male person who identifies as feminine and dresses to look feminine, but does not identify as female, or a female person who identifies as masculine and dresses to look masculine but does not identify as male. Transgender people may or may not alter their bodies to fit their gender identity, but will not seek sex reassignment surgery. Transgender people may identify as transgender all their lives or for a period of time. To confuse matters, transgender is also used as an umbrella term for all people who cross the lines of gender/sex and behave differently to what

society expects of them, which includes transexual people. **Transvestites** (a person who dresses in the clothing of the opposite sex but does not wish to alter their body) may also identify with this umbrella term. People who identify as transgender may identify as lesbian, gay, bisexual or heterosexual.

Transexual

Transexual is the legal/medical term for someone who does not identify as the sex they were assigned at birth and lives (or wishes to live) permanently in their 'new' sex. A transexual person may use surgical and hormonal interventions of varying degrees to bring their body into line with the sex they identify as. This is referred to as (sex) re-assignment surgery, rather than 'sex change'. The word 'trans' means 'to cross', as in 'transport' or 'transnational'. In this context, it means to 'cross sex'. However, transexual people do not believe they are 'changing' or 'crossing' from one sex to another, as they feel they have always been the sex they identify as. Therefore surgery, in this context, can be seen as a correction and not a change. In the UK, transexual people receive a Gender Recognition Certificate from the Gender Recognition Panel. This confirms their legal identity as male or female and all identification and paperwork will be updated accordingly, including authorisation of a new birth certificate. Since the right to a new birth certificate, transexual people have therefore had the right to marry as heterosexual people. Being transexual does not dictate a person's sexual orientation. Transexual people may identify as lesbian, gay, bisexual or heterosexual.

Trans

A generic term generally used to describe people who are transgender (including transvestites etc) or transexual, and who share similar forms of discrimination around their gender role presentation and gender identity.

(Adapted from - Reference: Finn Mackay, 'Prejudice Motivated Bullying and Harassment Guidance for Schools on Reporting Incidents' (2008), Cambridge Education @ Islington)