

THE GENDER AGENDA

INTRODUCTION

1. This report provides Members with an update on the Gender Agenda

INFORMATION

2. "Gender Agenda 2" was launched on 30 October 2006 at a national conference which reflected on the significant progress made over the last 5 years and set the Vision, Values and Long Term Aims for gender progression across the Service (see Appendix 1).
3. Gender Agenda 2 seeks continued improvements for women through increased dialogue and the creation of greater understanding of the challenges and dilemmas they face. Although the focus is on the position of women, tackling the issues it raises will have significant benefits for the rest of the Service.
4. On 30 November this Force hosted a local Conference themed "Inspired". The objectives of the Conference, which was open to women and men, were:
 - i) to encourage and enable women to take more ownership of their own self development;
 - ii) to help them to progress their personal goals; and
 - iii) to encourage suggestions for the Local Gender Agenda to be progressed over the next year.

Conference delegates engaged in exercises designed to raise self awareness, confidence and assertiveness in communication and reputation management. They were also exposed to the benefits of coaching and achievement of work life balance.

5. Inputs at the Conference promoted the introduction of 'WIN' the recently launched Humberside Police Womens Network and publicised the introduction of an Annual Award to be presented at next years Conference. The Gender Agenda "Inspiration" Awards 2006/2007 will be in two categories being:
 - Contribution to the development of women in the organisation;
 - Inspirational Woman of the Year

The criteria for nominations will be published early in the New Year.

7. Numerous suggestions were put forward at the Conference in respect of issues needing to be tackled locally. These largely fell into the following broad themes:

- Focus on female progression;
- Improvements to female police uniform;
- More support with childcare;
- Access to mentoring / coaching;
- Flexible working / home working;
- Work/life balance;
- Gender Agenda workshops around the Force area;
- Another conference aimed at men.

These themes will form the basis of the work to be progressed by the Gender Agenda Steering Group in 2007.

RECOMMENDATIONS

8. It is recommended that Members consider the issues in the report.

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Background Papers: Gender Agenda 2

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GENDER AGENDA 2

Vision

To generate a thriving Police Service which support women in achieving their full potential and making their full contribution to policing.

Values

We support a moral and ethical approach which ensures that all staff, regardless of their membership of any identifiable category, are neither advantaged or disadvantaged in pursuing their duty or their career. We believe the Service must be inclusive.

The agenda seeks to:

- Maintain focus on the issues impacting disproportionately on women
- Challenge tradition, myth and discrimination
- Identify potential solutions for every identified issue / obstacle / problem
- Ensure all our arguments are evidence based
- Explain and create an understanding within and outside the service of the challenges facing women
- Endeavour to make sure beneficial changes happen.

Long term aims

1. For the Police Service to demonstrate consistently that it values women working in policing.
2. To achieve a gender, ethnicity and sexual orientation balance across the rank and grade structure and specialisms consistent with the proportion of women in the economically active population.
3. To have a women's voice in influential policy forums focussing on both internal and external service delivery.
4. To develop an understanding of the competing demands in achieving a work/life balance and a successful career in policing.
5. To have a working environment and equipment of the right quality and standards to enable women to do their job professionally.