

Disability and Carers Service (DCS): update to our Gender Equality Scheme

Gender Impact Assessments

DCS undertook a review of all its existing policies and functions in preparation for the Gender Equality Duty, we have an ongoing commitment to build on the previous assessments and progress any issues that have been highlighted as part of the review process. The review will take place in line with DWP review before April 2010.

DCS continue to work with colleagues to reinforce the importance of the impact assessment process and the necessity for relevant and meaningful consultation. A process has been put in place to ensure that DCS staff will have access to appropriate training in diversity impact assessments. Up to March 2007 over 80 staff in key areas have been trained to act as local centre of expertise.

Demonstrating that we are fulfilling the full requirements of the Gender Equality Duty

DCS adhere to the explicit Diversity and Equality and Standards of Behaviour policies enforced by DWP which impose duties and protections on every member of staff.

DCS will take measures to prevent harassment taking place by partners and organisations we work in conjunction with to ensure that their policies are open and transparent and that they take account of diversity and equality in the way they deliver their services.

DCS provides full guidance for its staff to deal with the receipt of Gender Recognition Certificates and questions from customers. We have good practice guidance on gender recognition, transsexualism and transgenderism.

Consultation

Since the publication of the Gender Equality Scheme DCS has appointed a specific lead manager responsible for progressing customer Diversity issues. This post is part of the Customer and External Relations Directorate and will reinforce DCS's engagement with our customers.

Monitoring

DCS collate gender information on all of its customers. a strategy for monitoring this information will be put in place before the DWP review 2010.