



women
in local
councils



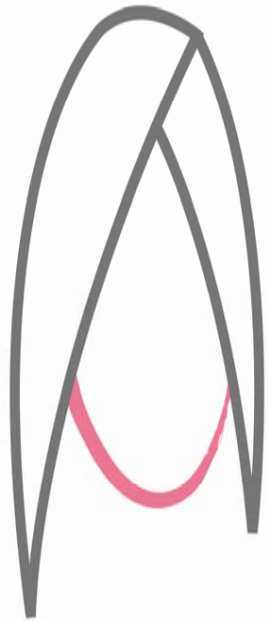
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WOMEN IN LOCAL COUNCILS

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Project Officer

Local Government Staff Commission



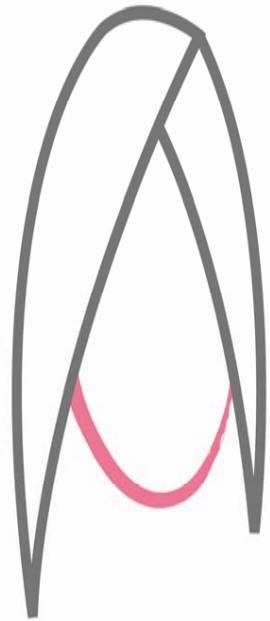
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The Role of the Steering Group





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Elements of the Initiative

- **Declaration of Principles**
- **Gender Champions**
- **Gender Employment Equality Plan**
- **Gender Steering Group**



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The Champion's Role

- **Create awareness**
- **Encourage a focus on women and equality**
- **Encourage action**
- **Promote participation in the programme**
- **Ensure that Councils/Parties/Associations benefit from the programme**
- **Ensure that Councils/Parties/Associations contribute to the Programme**



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Gender Action Plans

- Address under-representation
- Identify barriers
- Encourage integration of women and men into non-traditional roles
- Reduce job segregation
- Ensure equality of opportunity
- Promote best practice in sex equality
- Assist Council to meet legal requirements



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GAP Steering Groups

- Councillors, senior management, HR, Gender Champion
- Oversee Council's Gender Action Plan
- Drive and Co-ordinate Plan
- Monitor implementation for elected members
- Support Gender Champion



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Agreed Actions

- Create mixed teams
- Monitor gender policy implementation, develop staff accountability
- Demonstrate and celebrate success
- Develop personnel confidence and 'know-how'
- Generate stronger commitment and leadership from senior men
- Which will be reflected in more resources



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The Opportunity Now Local Government Award

Timetable

Launch	April 07
Closing date	June 07
Shortlisting	August 07
Interviews	September 07
Awards Gala	October 07