

Gender Equality

Promoting Gender Equality through our Single Equality Scheme

December 2009



Audit Scotland's Single Equality Scheme

Audit Scotland is committed to equality of opportunity and to a culture that respects difference. We believe that as an employer and public body, and in our audit role, we can play a leading part in the promotion and application of best practice in the areas of diversity and equality.

As a public body we are legally required to eliminate discrimination and promote good relations, as well as promote equality, in relation to disability, gender, gender re-assignment and race. We have developed our single scheme to meet these requirements but also have extended this to address age, religion or belief, sexual orientation and human rights. Our new Single Equality Scheme draws together and updates previous statements and policies. It makes our current position on diversity and equality clear, sets out what we intend to do both internally and in the way we carry out our work, and explains how we will monitor our progress.

Promoting Gender Equality

Because we have developed a single scheme and Equality Action Plan many of the improvements we are planning will benefit most or all of the equality strands. We believe the following actions will specifically support gender equality.

Building equalities into our work

- Our **project management framework** for performance audits is being reviewed to ensure that it embeds consideration of equalities through the lifecycle of a study, including gender equality.
- We are reviewing our **forward study programme** with the aim of developing further opportunities for promoting equalities, including gender, across the public sector.
- The consideration of all equalities embedded into our approach to **Best Value** audit across the public sector.

Reviewing our policies and activities

- **Access and facilities in our properties** are being reviewed to ensure these meet the needs of the people who work for us and visitors to our offices.

Developing our information and reporting.

- We are continuing to develop our **equality monitoring information**, considering gender equality as a key part of this.
- Reports on **vacancies and recruitment campaigns** will be produced setting out information and actions on any equality issues, including gender.
- We will develop **benchmarking** on areas of equalities with other audit agencies and scrutiny bodies.

Improving our confidence and skills

- **Training on equalities** is being developed to focus on areas identified as a priority by staff, including the requirements of gender equality.
- A programme of **awareness raising** sessions on aspects of equalities is being developed, including different aspects of gender equality.
- Emphasis has been placed on equalities within our new **competency framework** as part of performance development and improvement developments.
- We are providing clearer links to **advice and support** on equality issues and improving resources available to our staff.

Audit Scotland's Single Equality Scheme can be found on our website:

<http://www.audit-scotland.gov.uk/>

If you want further information please contact info@audit-scotland.gov.uk