



# *Advancing equality for men and women:*

*Government proposals to introduce a public  
sector duty to promote gender equality*

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The Government response to consultation



*Advancing equality for  
men and women:*

*Government proposals to introduce a public  
sector duty to promote gender equality*

On 5th May 2006 the responsibilities of the Office of the Deputy Prime Minister (ODPM) transferred to the Department for Communities and Local Government (DCLG)

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## Chapter 1: Introduction

- 1.1 The Equality Act 2006 introduces a general duty – the equivalent of a lawful overarching obligation – on public authorities requiring them, as employers and service providers, to have due regard to the need to:
  - eliminate unlawful discrimination and harassment; and
  - promote equality of opportunity between men and women.
- 1.2 The duty to eliminate unlawful discrimination will also cover breaches of the Equal Pay Act 1970. It will be effective in England, Scotland and Wales. It will come into effect in April 2007.
- 1.3 In October 2005, the Government invited comments on its proposals for specific duties to ensure the better performance of the general duty<sup>1</sup>. The Government's proposals centred around three main requirements for public authorities to:
  - draw up and publish a gender equality scheme;
  - develop and publish a policy on their equal pay arrangements; and
  - ensure that they assess the impact of new legislation, policies, employment and service delivery changes.
- 1.4 This document summarises the main responses to the consultation exercise, which ended on 20 January 2006, and sets out the Government's approach in relation to the specific duties to apply to England and Wales. **Annex A** shows a breakdown of the responses received by sector, **Annex B** outlines the consultation strategy and **Annex C** lists all the organisations and individuals who responded (excluding those wishing to remain confidential).
- 1.5 Overall there was a very broad welcome for the Government's proposals for the gender equality duty and especially for a statutory duty to take proactive steps in promoting gender equality with an emphasis on outcomes. A substantial number of public authorities used their response to confirm what action they were already taking in respect of gender equality or equalities in general.
- 1.6 Apart from laying secondary legislation to implement the specific duties, the Government has also worked with the Equal Opportunities Commission (EOC) on the latter's Code of Practice and guidance material which will be laid before Parliament in this session. It is the intention of the Government and EOC that public authorities have time to prepare for the duty, ensuring that their business plans for 2007-08 take account of their obligations.

<sup>1</sup> "Advancing equality for Men and Women: Government proposals to introduce a public sector duty to promote gender equality" – October 2005 – <http://www.dti.gov.uk/consultations/page13077.html>

- 1.7 In line with the provisions of the Scotland Act 1998, the Equality Act 2006 empowers Scottish Ministers to place specific duties on public authorities operating solely in Scotland and on the activities of cross-border public authorities operating there. Also the Scottish Executive is working with the EOC Scotland on the Scottish Code of Practice and guidance for Scotland.

## Chapter 2: Gender Equality Schemes

2.1 The consultation document proposed that public authorities (PAs) be required to:

- draw up a scheme identifying gender equality goals and showing the action it will take to implement them;
- consult employees and stakeholders as appropriate in setting gender equality goals and schemes;
- publish their gender equality goals and scheme;
- monitor progress and publish annual reports on progress; and
- review their gender equality goals & scheme every three years.

2.2 The intention was to mirror reasonably closely the equality schemes for the race and disability public sector duties.

2.3 The Government acknowledged in the consultation document that some areas of the public sector e.g. some local authorities, were already developing and implementing generic equality schemes of which gender was one component (c.f. Equality Standard for Local Government). The issue of a possible statutory generic equality scheme in future is considered in chapter 5 (Other issues).

## Responses

### Public sector bodies/public authorities (PAs)

2.4 Nearly all welcomed the aim to have a duty which focused on gender equality outcomes and that the Government was trying to achieve a reasonable degree of consistency with both the race and disability duty equality schemes. Some local authorities, Government departments and universities confirmed that they were already implementing, or developing, generic equality schemes covering all the equality strands (race, disability, gender, sexual orientation, religion or belief, age and gender reassignment). Many PAs also saw the advantage of integrating equality schemes, whether gender or generic, into their business planning process. A majority also welcomed the discretion which the proposed approach would give them to determine their priorities in response to local needs.

2.5 Some PAs highlighted the importance of involving relevant stakeholders. Some local authorities called for a duty to collect disaggregated data to provide a firm basis for the gender equality scheme – though it was recognised that for some PAs data collection would be a new task and, in order to avoid excessive costs, this would need to be a gradual process. There were also calls for flexibility on the proposed three-year time period for reviewing gender equality schemes. Some PAs mentioned the importance of ensuring senior managerial commitment to ensuring adequate training for their employees and that funds were ring-fenced for that purpose.

- 2.6 The EOC and the Disability Rights Commission (DRC) expressed concern that the proposals did not specifically require a PA to take action to implement its gender equality scheme. A suggestion was put forward to replicate the approach in the disability duty regulations, which include an obligation which has the effect of requiring a PA within at least three years of the scheme being published to take the steps set out in its action plan, unless it is unreasonable or impracticable for it to do so.

## Non-public sector bodies

- 2.7 Those from the voluntary and charitable sectors (VCS) and major equality organisations (e.g. Fawcett Society) were clear in their requests for PAs to relate their gender equality schemes to either an overarching ‘government-led’ gender equality strategy or nationally identifiable goals (from the Government, EOC, and from October 2007 the Commission for Equality and Human Rights (CEHR), sectoral bodies etc). Their major concern was that, if the setting of goals were left to the discretion of PAs, there would not be the systematic change in public sector employment practice or service delivery needed to guarantee that gender equality becomes a reality. Some also stressed the importance of training employees effectively and argued that funds should be ring-fenced for that purpose.
- 2.8 The VCS made a strong plea that PAs should involve them at the earliest stage possible, when beginning to draw up their gender equality schemes. In doing so, the PA would be able to call on the invaluable experience and knowledge which the VCS would have to offer. Many women’s support groups also called for PAs to be required to include in their gender equality schemes action plans to monitor and take action to eliminate violence against women and issues associated with domestic violence. Trade Unions (TUs) wanted to ensure that ‘recognised’ TUs would be engaged in the development, implementation and monitoring of equality schemes.

## Government response

- 2.9 The Government is grateful for the considered views expressed by all those who responded. The Government intends to draft secondary legislation to provide for specific gender duties broadly as set out in paragraph 2.1 above but with some changes to take account of issues raised in the consultation.
- 2.10 The Government agrees that, as outlined in paragraph 2.6 above, the secondary legislation should require PAs, within at least 3 years of the gender equality scheme being published, to take the steps set out in their action plans, unless it is unreasonable or impracticable for them to do so. This will create an explicit obligation to take action to implement the action plan and make the gender equality duty a real engine for change.
- 2.11 The Government will allow for some flexibility in the time period for reviewing gender equality schemes and will make it clear that PAs must review them within a period of three years.

- 2.12 The Government agrees that there should be an obligation to collect disaggregated data (covering the impact on men and women of its policies and practices in employment and service delivery), and believes that PAs should take account of such information and any other information (issued for example by the Government, EOC or CEHR) when preparing their gender equality schemes.
- 2.13 Chapter 5 (Other issues) sets out the Government's response to the other issues raised by respondents: the need for an over-arching Government gender equality strategy; tackling violence against women; generic or single equality schemes.

## Chapter 3: Gender Impact Assessments

- 3.1 The consultation document set out proposals requiring PAs to:
- i. Conduct and publish gender impact assessments, consulting appropriate stakeholders, covering:
    - a. all primary legislation and significant secondary legislation; and
    - b. all proposed major developments in employment/policy/services
  - ii. Develop and publish arrangements for identifying developments which justify conducting a formal gender impact assessment.
- 3.2 In making the proposal at (i) above, the Government recognised that government departments and executive agencies already conduct impact assessments to varying degrees but considered that a legislative requirement was needed to ensure a consistent approach. In respect of (ii) above, the consultation document went to clarify what would be required: in effect that each PA (involving employees, service users and other external stakeholders) develop and publish its policy on how it intends to assess the impact of policy or service delivery changes, and make clear the circumstances in which a formal gender impact assessment will be conducted. Views were invited on our proposal as well as what would constitute as a ‘major’ service or policy development.

### Responses

#### Public sector bodies/public authorities (PAs)

- 3.3 In welcoming the proposals for 3.1(i) and (ii) above, the majority of responses focussed on the practical side. Many saw impact assessments as positive cultural tools which could inform their gender equality schemes and be mainstreamed into their business planning processes. Most (especially local authorities) mentioned how they are already conducting the equivalent of gender impact assessments (e.g. including gender within generic equality impact assessments). With this in mind, a few local authorities expressed concern that they would be asked to conduct a gender impact assessment as well as equality impact assessments – if so, this would be too resource intensive.
- 3.4 A majority welcomed the proposal for undertaking initial screening and nearly all said that current as well as new policies/developments etc. should be subject to the gender impact assessment or screening process. Nearly all welcomed the Government’s wish for gender impact assessments to be conducted in a proportionate manner.

#### Non-public sector bodies

- 3.5 The proposals were also welcomed from those outside the public sector. A majority wanted the gender impact assessment process to cover current as well as new policies, developments etc. Some bodies welcomed the prospect of PAs’ decisions on resource allocation being subject to the gender impact assessment process. Some trade unions were concerned about some PAs not carrying out gender impact assessments properly in future.

- 3.6 There was also concern about the lack of a requirement on PAs to act on the results of the gender impact assessment. In their submission, the DRC proposed that the wording of the duty should require PAs to act on outcomes of assessments, for example by requiring them to: “have due regard to the outcomes of those assessments in reaching relevant decisions”.

### **Comments from all on ‘major’ policy/service change developments**

- 3.7 On the question of what might constitute a ‘major’ policy/service development, most felt that if the PA were to subject all policy and service delivery changes to an initial screening, this would remove the need to establish a definition of the word ‘major’.

### **Government response**

- 3.8 The Government is grateful for the considered views expressed. It wishes to confirm that the proposals in the consultation document were intended to cover current employment/policy/service arrangements as well as new ones. However, the Government fully recognises that PAs will need to prioritise their resources and efforts in those areas which require the most immediate action. It also recognises that some PAs (e.g. local authorities) currently carry out integrated equality impact assessments and, in such cases, would encourage them to mainstream their gender impact assessment obligations accordingly.
- 3.9 The Government intends to follow the proposals as set out in paragraph 3.1 above and will draft the obligation in respect of gender impact assessments to feature as part of the overall gender equality scheme obligation. In respect of the concern about requiring a PA to have due regard to the outcomes of the gender impact assessment, the Government feels that this may be more appropriately addressed in the statutory Code of Practice. However, the proposed approach will provide transparency, giving stakeholders the opportunity to scrutinise how gender impact assessments have influenced policy and service development. The Government also agrees that a requirement to initially screen all employment, policy and service delivery changes would mean that the word ‘major’ is not necessary.

## Chapter 4: Equal pay

- 4.1 To address equal pay issues, the consultation document set out proposals requiring public authorities to “develop and publish a policy on developing equal pay arrangements between women and men – including measures to promote equal pay, ensure fair promotion and development opportunities and tackle occupational segregation – between women and men which must be reviewed at regular intervals (for example, every three years)”.
- 4.2 The proposal was made while the work of the Women and Work Commission (WWC) was underway. The WWC was tasked to investigate the causes of the gender pay gap and make recommendations to the Government. The WWC reported and published its recommendations on 27 February 2006<sup>2</sup>.
- 4.3 The Government’s proposal was aimed at providing a flexible and proportionate approach to promoting equal pay arrangements, while recognising the different circumstances of different PAs. The Government was therefore interested in views not only on how the proposal would affect PAs but also if it would result in unnecessary additional burdens being placed on them.

## Responses

### Public sector bodies/public authorities (PAs)

- 4.4 A majority of those who responded, especially from the public sector, welcomed the proposal and also took the opportunity to indicate what they had done or continued to do in respect of gender pay equality. They also wanted a stronger commitment reflected in legislation to acting on the findings of pay reviews and audits i.e. to include an explicit reference to taking action/producing an action plan to close the pay gap (although this was covered in para 3.39 of the consultation document: “An effective pay policy would be likely to cover the following areas: ... a commitment to act on the results of a review.”).
- 4.5 Many local authorities confirmed that, as regards equal pay, they were under a requirement under the National Joint Council Agreement to carry out equal pay audits by April 2007. They were also addressing equal pay issues in taking forward the “Equality Standard”. As such, many wanted to link their pay policies to Equality Standard for Local Government outcomes. Many of their comments focussed on guidance and the need for training.
- 4.6 Those who responded from the education sector were the higher educational institutions and further education (HEI & FE) sector. Unlike schools (which have very minimal powers to act in respect of pay issues – they are linked to local government and any impact an individual school will have will focus on the details e.g. pay spine points etc.), those from the HEI & FE sector have the autonomy to act to tackle causes of the gender pay gap. Many from this sector thought that the proposals complemented and supported current work at sectoral and institutional level – a

<sup>2</sup> *Shaping a Fairer Future* – Women & Work Commission (published 27 February 2006).

majority of universities have undertaken pay audits and action is being taken forward to address obligations under the Higher Education Pay Framework Agreement. One of the major concerns, however, was the need for recognition that a policy should take account of a body's ability to fund equal pay measures.

- 4.7 Comments from health bodies gave a general welcome to the proposals. Some of them saw the NHS 'Agenda for Change' as being able to achieve the required objectives.
- 4.8 The EOC which consulted various stakeholder groups, proposed the following wording for a specific duty on pay: *"Public authorities must conduct a thorough diagnostic gender equality check, in consultation with their workforce, across all the causes of the pay gap: occupational segregation, the impact of caring responsibilities and discrimination, including pay discrimination. PAs must take action – using the results of the check to determine their priorities. If the equality check indicates evidence of pay discrimination – PAs must undertake an equal pay review, (consistent with the Code of Practice on Equal Pay) and act on the findings."* . The EOC intended that the diagnostic gender equality check should be a simple and speedy one to determine if there is a gender pay gap and where action should be targeted.
- 4.9 The WWC welcomed the gender equality duty and said that it should *"specifically ensure that action is taken on all causes of the gender pay gap including occupational segregation, the impact of family responsibilities and unequal pay. Specified action should include a regular equal pay review and action plan. In seeking solutions to equal pay, public authorities should act in partnership with unions<sup>3</sup>"*.

## Non-public sector bodies

- 4.10 In most cases, responses from Unions and other non-public sector organisations from the voluntary and community sectors called for mandatory pay audits. They also requested that recognised trade unions be involved and consulted on in respect of pay audits.

## Government response

- 4.11 The Government is grateful for the considered views expressed by all those who responded. It is committed to reducing the gender pay gap between men and women. However, it needs to ensure that any legislative requirements in this area are workable, effective and outcome focussed and take account of the fact that many public authorities have undertaken pay reviews and are working on the findings arising from them.
- 4.12 The Government has given further consideration to the requirements on equal pay in the specific duties. In particular, it has considered how best to ensure that the specific duties require PAs to address all the various causes of the gender pay gap and not just equal pay as covered by the Equal Pay Act 1970, as recommended by the WWC and EOC. The Government therefore believes that PAs should be required specifically to consider the need to include in their gender (or generic/single)

<sup>3</sup> *Shaping a Fairer Future* – Women & Work Commission (published 27 February 2006) – (rec.33) page XV.

equality scheme an objective/s that addresses the causes of any gender pay gap. In following the steps to take forward a gender equality scheme, there will be a commitment for the PA to take necessary action to realise such objective/s. The Government will be working closely with the EOC and interested public bodies to ensure that there will be appropriate guidance for PAs to decide what actions might be necessary in order to achieve objectives addressing the gender pay gap.

## Chapter 5: Other issues

### Coverage of specific duties to all educational institutions (England & Wales)

- 5.1 In its consultation document, the Government said that it would give further consideration to the extent to which it would be appropriate for the specific duties to apply to schools, colleges and universities. The Government has now given this further consideration, in conjunction with the EOC. Educational bodies will be subject to obligations to draw up and publish gender equality schemes and carry out impact assessments, but not in relation to pay arrangements in schools. The Government recognises that it would be inappropriate to apply specific duties to schools which relate to pay and terms and conditions of school staff when these are generally outside the control of the school.
- 5.2 The Code of Practice and guidance on the specific duties will set out how the specific duties can be implemented in educational institutions in a way which is light touch, flexible and relevant to the realities of life in schools and at other levels of education.
- 5.3 Education in Scotland is devolved and the administrative structures within which schools, further and higher education etc, sit in Scotland, are different from England and Wales.

### Tackling violence against women

- 5.4 Many women's groups called for public authorities to be required, when drawing up their gender equality schemes, to develop action plans to monitor and take action to eliminate domestic violence and wider violence against women. Some respondents also expressed a desire for the Government to take a lead in developing a strategic approach in tackling violence against women.
- 5.5 The Government fully supports moves to eliminate violence against women and recognises that more must be done. The Home Office leads on this issue and has adopted a strategic approach across Government and its agencies to ensure a cohesive and integrated approach in dealing with this issue<sup>5</sup>.
- 5.6 Although committed to tackling violence against women, the Government does not consider that a specific gender equality duty obligation to tackle and eliminate it is the right route. In developing the gender equality duty, the Government has made it clear that it wishes to give wide discretion to public authorities when identifying their gender equality goals, to ensure that goals take account of the particular functions of that authority and local circumstances.

<sup>5</sup> <http://www.crimereduction.gov.uk/domesticviolence59.htm>

- 5.7 Gender equality goals should not be drafted in isolation, and public authorities will need to take into account any major concerns or issues as identified by either the equality Commissions or Government as well as representative bodies from the voluntary and community sector, service users and other stakeholders.
- 5.8 However, the Government encourages public authorities to be proactive in tackling domestic violence and wider violence against women issues through their obligations under the gender equality duty, and expects that these issues will be addressed in the EOC's guidance.

## **Considerations associated with consulting voluntary and community sectors (VCS)**

- 5.9 The Government welcomes the responses to the consultation document submitted by those in the voluntary and community sector. It recognises the wealth of experience and skills the sector has to offer, as well as the financial and resource constraints it is under.
- 5.10 The Government, as well as the wider public sector, recognises that with different equality duties running along different cycles, various VCS bodies could be called on to input into a public authority's various equality schemes or impact assessments at different times. Although the Government cannot regulate for when consultations should take place, it hopes that PAs will factor in VCS requirements and allow their maximum input without stretching their resources.

## **National/strategic leadership for gender equality**

- 5.11 Respondents from the VCS and major equality organisations were clear in their requests for PAs to relate their gender equality schemes to either an overarching gender equality strategy led by Government or nationally identifiable goals (from either the Government, EOC, CEHR or other bodies in a position to exercise leadership). The Government understands the need for the gender equality duty to bring about systematic change in public sector employment practice and service delivery, ensuring that gender equality becomes a reality, over and above the goals set by individual public authorities. The Government is giving further consideration as to how best to ensure this happens and that leadership and coordination is forthcoming.

## **Single Equality Duty or Generic Equality Duties**

- 5.12 Some respondents favoured a single equality duty, whilst others preferred generic equality duties covering all the groups covered by discrimination law. While we are grateful for these views, the Government believes this issue is best considered as part of the Equalities Review and the Discrimination Law Review, the terms of reference of which include consideration of a single equality duty.

## Annex A: Breakdown of responses by sector

**Total number received 169**

Sector	No of responses	
Public Sector	National Government (inc. Regulators, Exec Agencies, NDPBs)	15
	Regional Government	2
	Local Government	39
	Inspectorates	5
	Health	4
	Education	19
	Criminal and Justice Sector	6
	Professional bodies	3
	Equality Commissions	2
Non-public sector	Voluntary & community sector	30
	Business	3
	Individual	5
	Unions	16
	NGO & others	20

**Public sector bodies                      95 responses**

**Non-public sector bodies                74 responses**

**Scotland: Broken down by sector (26 out of 169)**

Sector	No of responses
Education	4
Health	3
Local government	7
VCS & NGOs	7
Others	5

**Wales: Broken down by sector (4 out of 169)**

Sector	No of responses
Educational Inspectorate	1
Inspectorate	1
VCS/NGOs	2

## **Annex B: Consultation strategy**

The detailed proposals leading to the development of the gender equality duty involved working closely with other government departments, the devolved administrations, the wider public sector (e.g. local authorities, inspectorates) and external stakeholders – especially the EOC.

The consultation period started on 4 October 2005 and ended on 20 January 2006. The level of interest in our proposals led to the production of 7,500 copies of the consultation document. As well as a high profile and well attended launch, there was a series of regional and some sectoral (i.e. with representatives from health, local government and criminal & justice bodies) roundtable consultation events.

Government officials spoke at or participated in a number of external events on the gender duty, some of which were organised by: the Scottish Executive, the Department for Work and Pensions; the EOC; Opportunity Now, the Prison Service; the UK Passport Service; the Welsh Assembly (opened by the Minister with responsibility for Equality) and NGOs/voluntary/community groups including the Fawcett Society.

## **Annex C: List of respondents**

Aberdeen City Council

Advisory, Conciliation and Arbitration Service (ACAS)

Age Concern England

AMICUS (Manufacturing, technical and skilled persons' union)

Amina – Muslim Women's Resource Centre

Angela Ansell

Anglia Ruskin University

Associate Parliamentary Group on Sex Equality

Association of Teachers and Lecturers (ATL)

Association of University Teachers

Audit Commission

Barnsley Sexual Abuse & Rape Crisis Helpline (BSARCH)

Birmingham City Council (including Wolverhampton City Council, Sandwell, Coventry City Council,

Walsall Metropolitan Borough Council)

Black Women's Network

Bristol City Council

Bristol Women's Forum

Bristol Women's Forum – response from delegates who attended conference

British Association for Women in Policing (BAWP)

British Council

British Dental Association

British Federation of Women Graduates

British Library

Campaign to End Rape

Care Commission

Carrick District Council

Central Council of Physical Recreation (CCPR)

Children in Scotland

Chorley Borough Council

Churches Together in England Violence Against Women Working Group

City of Bradford Metropolitan District Council

City University

Cleveland, Durham & Darlington, Northumberland and Tyne & Wear Fire and Rescue Services

Contact a family

Convention of Scottish Local Authorities

Croydon Council

Department for Transport Trade Union Side

Department for Work and Pensions

Department of Health – Gateway

Devon County Council

Disability Rights Commission

Discrimination Law Association

East Ayrshire Council

East Midlands Development Agency

East Renfrewshire Council

End Violence Against Women (EVAW)

ENGENDER (Information, research and networking for Women in Scotland)

Equal Opportunities Commission

Equality Challenge Unit

Equality Commission for Northern Ireland

Equality Network – Scotland

Equality Southwest

Estyn (HM Inspectorates for Education and Training in Wales)

Fair Play South West

Fawcett Society

First Division Association

General Teaching Council for Scotland

Glasgow Caledonian University

Glasgow City Council

Glasgow Council for the Voluntary Sector

Glasgow Violence Against Women Partnership

Greater Glasgow NHS Board

Greenwich Council – Social inclusion and justice division

Haringey Council

Harrow Council

Health and Safety Executive

Help the Aged

Her Majesty’s Prison Service NW (HMPS)

Hertfordshire County Council

Higher Education Funding Council for England (HEFCE)

Inequalities Agenda Limited

Jessica Lindhof

Kent County Council

Lancashire Constabulary

Learn Direct

Leeds City Council

Leicestershire Constabulary

Lincolnshire Police Authority

Local Government Information Unit

Local Govt Assoc, LG Employers Org & Improvement & Development Agency

London Centre for Personal Safety

London Development Agency

Marie-Pierre Moreau

Mayor of London – Greater London Authority

Men’s Health Forum

Mental Health Act Commission

National Alliance of Women’s Organisations (NAWO)

National Association of Schoolmasters Union of Women Teachers (NASUWT)

National Association of Teachers in Further and Higher Education (NATFHE)

National Board of Catholic Women

National Programme for Gender Equality and Women’s Health – National Institute for Mental Health  
(NIMHE)

National Union of Journalists

National Union of Students

National Union of Teachers

New Forest District Council

NHS Ayrshire and Arran

NHS Employers

NHS Quality Improvement Scotland

Northern Constabulary

Northumbria University

Nottingham City Council

OXFAM

Oxfordshire County Council

Police Service (Home Office)

Preston City Council

Preston Road Women's Centre

Prospect

PROWESS

Prowse, Miss H. A

Public and Commercial Services Union

REFUGE (For women and children. Against domestic violence)

Refugee Action

Respect Equality Socialism Peace Environment Community Trade Unionism (RESPECT)

Rights of Women

Rochdale Metropolitan Borough Council

Royal College of Nursing (RCN)

Royal Society for the encouragement of Arts, Manufacturers Commerce

Scottish Enterprise

Scottish Environment Protection Agency

Scottish Legal Aid Board

Scottish Resource Centre for Women in science, engineering and technology

Scottish Trades Union Congress (STUC)

Scottish Women's Convention

Sefton Council

Sheffield Hallam University

Society of Personnel Officers in Government Services  
South Essex Rape and Incest Crises Centre  
South Norfolk Council  
Southwark Council  
Staffordshire Moorlands District Council (SMDC)  
Stirling Council  
Stonewall  
Strathclyde University  
The Royal College of Radiologists  
Trades Union Congress  
Transport and General Workers Union  
UK Resource Centre for Women in Science, Engineering and Technology (UKRC)  
UK Sport  
UNISON (public service union)  
University and Colleges Employers Association (UCEA)  
University of Hertfordshire  
University of Luton  
University of Manchester  
University of Northampton  
University of Salford  
University of Southampton  
Wales Audit Office  
Wales Women's National Coalition  
Warwick Anti-Sexism Society (supported by Univ. of Warwick students' union)  
Warwickshire County Council  
WELSH WOMEN'S AID  
West Dunbartonshire Council  
WOMANKIND Worldwide  
Women and Manual Trades  
Women and Work Commission  
Women in Film and Television  
Women's Aid

Women's Budget Group

Women's Design Service

Women's National Commission (WNC)

Women's Resource Centre

Women's Sports Foundation

Womens Health Matters

Young Women's Christian Association

Zoe Durrant

One response was received from a respondent wishing to remain anonymous.