

Proposed Equality Outcomes

Equality Outcome 1

To increase the representation of men and women in roles where gender segregation is evident.

Basis

- In common with many public sector employers, men and women are segregated into a range of roles within the Valuation Joint Board. The Equal Opportunities Committee of the Scottish Government has identified occupational segregation as a key equality issue nationally.¹
- The Board has identified gender segregation as an issue in particular areas and will endeavour to overcome this.

Activities

- We will work with our partners to remove stereotypical views of occupations by gender.
- We will develop a range of positive action measures to encourage males and females into non-traditional roles. This may include publicity campaigns, careers events, and amendments to our recruitment processes such as where and how we advertise posts.
- We will analyse the percentage of males and females applying for and being successful for roles where occupational segregation is prevalent.
- We will analyse the impact of our recruitment procedures for “segregated” roles to eliminate any disadvantage.
- We will work to identify any ways in which we can attract applications from the under-represented gender and dispel any stereotypical views of particular roles.
- We will work with partners such as the RICS and Constituent Councils to gain information on best practice in reducing gender segregation.

Success Measures

- An increase in applications from underrepresented candidates.
- An increase in underrepresented candidates being successful at interview.

¹ <http://www.scottish.parliament.uk/parliamentarybusiness/CurrentCommittees/52317.aspx>

Equality Outcome 2

To maximise opportunities for young people to enter the workforce.

Basis

Youth employment is a key national priority, with the small percentage of employees recruited directly from school identified as a key issue.²

Analysis of our workforce has identified that none of our employees are under 18 and only 6 per cent aged 18 to 24.

Activities

- We will consult with our partners to identify any steps we can take to assist with increasing young peoples employability.
- We will promote the Board as an employer of choice for young people.
- We will expand our work experience provision.
- We will review our recruitment advertising procedures to consider use of Twitter and social media sites.

Success Measures

- An increase in young people being employed by the Board
- An increase in the number of young people taking part in work experience.

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http://www.ourskillsforce.co.uk/sites/default/files/Make%20Young%20People%20Your%20Business%20December%202012%20_small.pdf