

ABERDEEN CITY COUNCIL

COMMITTEE	Staff Governance
DATE	3 September 2018
REPORT TITLE	Violence against women – Unison request
REPORT NUMBER	RES/18/100
DIRECTOR	Steven Whyte
CHIEF OFFICER	Morven Spalding
REPORT AUTHOR	Keith Tennant
TERMS OF REFERENCE	Purpose of Committee 1 Remit of Committee 1.3

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to make Committee aware of a request to the Director of Resources from Unison for the Council to explore the merit of producing an employment policy dealing with the effects of violence against women and for this item to be put on the agenda of the Staff Governance Committee.

2. RECOMMENDATIONS

That the Committee: -

- 2.1 notes the request from Unison for the Council to explore the merit of producing an employment policy dealing with the effects of violence against women and;
- 2.2 instructs the Interim Chief Officer - People and Organisation to consider the request, and report back to the Staff Governance Committee by March 2019 on whether such a policy is required; and if so, produce a draft document for consideration.

3. BACKGROUND

- 3.1 Unison recently asked that the Director of Resources bring a report to the Staff Governance Committee on a request for the Council to explore the merit of producing an employment policy dealing with the effects of violence against women.
- 3.2 At present the Council does not have an employment policy or guidance on this subject.

- 3.3 It should be noted that officers in People and Organisation are currently assessing possible participation in the 'Equally Safe at Work' pilot programme.
- 3.4 'Equally Safe at Work' is part of a Scottish Government and Cosla joint owned strategy for preventing violence against women and girls, 'Equally Safe'. 'Close the Gap', Scotland's national policy and advocacy body working on women's labour market equality, are developing an employer accreditation programme that will address gender inequality and violence against women.
- 3.5 This programme will be piloted with Councils between January and December 2019; with the pilot comprising around 5-6 Councils. Councils wanting to take part in the pilot, have been asked to register their interest to hear more about what the programme will entail. This Council has registered an interest.
- 3.6 The pilot programme will involve policy review as well as awareness raising and surveying staff. So, it is likely that if the Council proceeds with involvement in this programme the producing of an employment policy or guidance on the effects of violence against women will be a likely outcome.
- 3.7 Regardless of whether the Council proceeds with involvement in this programme the Interim Chief Officer, People and Organisation will consider the merits of compiling either a policy or guidance on this subject and arrange for a draft document to be produced, if it is deemed to be required.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no financial implications arising from the recommendation in this report.

5. LEGAL IMPLICATIONS

- 5.1 There are no legal implications arising from the recommendation in this report.

6. MANAGEMENT OF RISK

	Risk	Low (L), Medium (M), High (H)	Mitigation
Financial	There is no financial risk.	N/A	N/A
Legal	There is no legal risk.	N/A	N/A
Employee	There is no risk to employees.	N/A	N/A

Customer	There is no risk to customers.	N/A	N/A
Environment	There is no environmental risk.	N/A	N/A
Technology	There is no technological risk.	N/A	N/A
Reputational	There is no reputational risk to the Council.	N/A	N/A

7. OUTCOMES

Local Outcome Improvement Plan Themes	
	Impact of Report
Prosperous Economy	N/A
Prosperous People	N/A
Prosperous Place	N/A
Enabling Technology	N/A

Design Principles of Target Operating Model	
	Impact of Report
Customer Service Design	N/A
Organisational Design	N/A
Governance	N/A
Workforce	N/A
Process Design	N/A
Technology	N/A
Partnerships and Alliances	N/A

8. IMPACT ASSESSMENTS

Assessment	Outcome
Equality & Human Rights Impact Assessment	Not required
Privacy Impact Assessment	Not required
Duty of Due Regard / Fairer Scotland Duty	Not applicable

9. BACKGROUND PAPERS

Equally Safe at Work pamphlet

10. APPENDICES

None

11. REPORT AUTHOR CONTACT DETAILS

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