

# EQUALLY SAFE AT WORK



**As part of our commitment to gender equality East Ayrshire Council is pleased to announce that we are participating in the Equally Safe at Work accreditation programme. This programme will assist the Council to develop a range of policies and tools to address inequality in the labour market, reduce violence against women and measure equalities through a gender lens.**

Participation in the programme provides the opportunity to demonstrate leadership both in the workplace and within the wider community by showing that steps are being taken to address gender inequality and prevent violence against women.

The Council aims to ensure that all female employees feel safe at work as they are valuable members of the workforce, making up 75% of the workforce.

We recognise that there is an integral link between addressing gender inequality and preventing violence against women and that starts with addressing women's workplace inequality.

Over the next 18 months we will be undertaking a number of activities to progress the Equally Safe programme, including updating policy on violence against women, looking at recruitment and progression practice, and holding awareness-raising sessions, enabling us to ensure best practice, and reflecting the needs of all employees working for East Ayrshire Council.

Gender Equality benefits everyone and it's important that all employees in the workplace feel Equally Safe and supported. Attainment of the accreditation will align with the Council's strategic aims contributing to the achievement of the key priorities within our Strategic Plan and Local Outcomes Improvement Plan.

Once the standards have been achieved and our revised policy and practice are embedded in the organisation we will ensure that the changes made are sustainable by consistently reviewing the work being done to ensure they still reflect the needs of the council and its employees.

Handwritten signature of Eddie Fraser in black ink.

**Eddie Fraser**

*Chief Executive, East Ayrshire Council*

Handwritten signature of Councillor Douglas Reid in black ink.

**Councillor Douglas Reid**

*Leader of the Council*