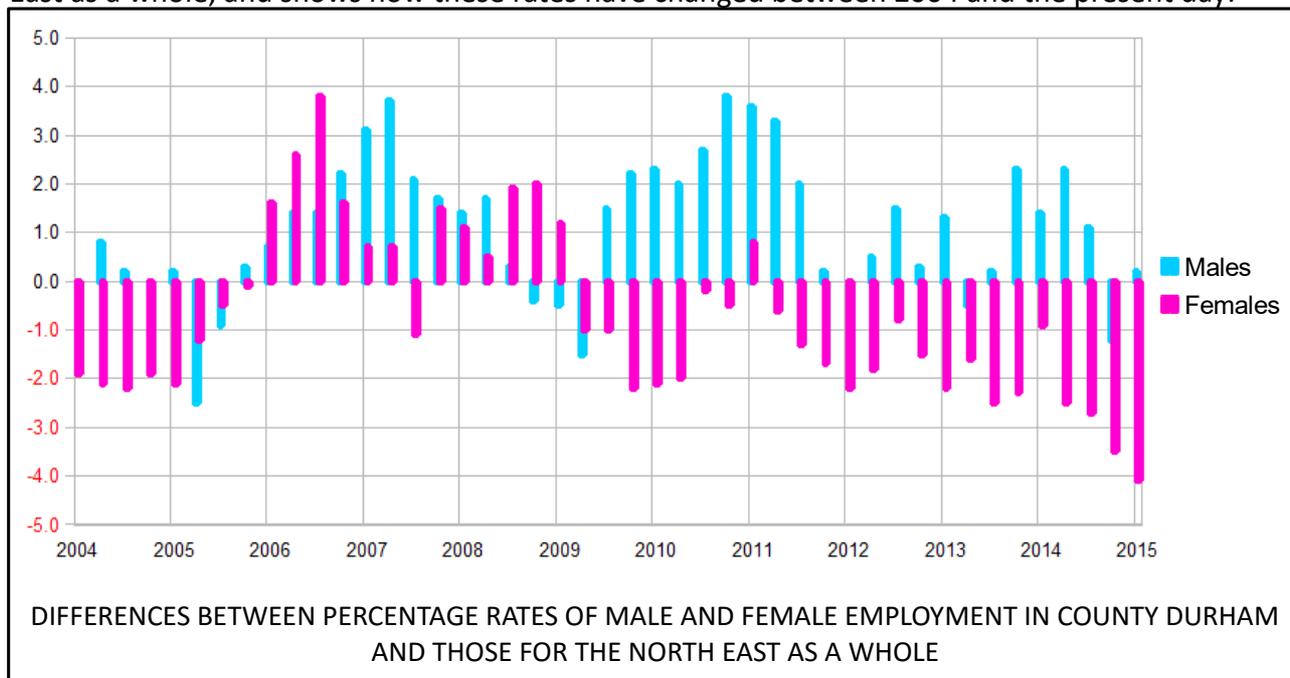


# THE CITY OF DURHAM TRUST

## Paragraph 1.14

### Equality Impact Assessment: protected characteristic sex (gender)

The EIA has completely failed to take into account the disparity between male and female rates of employment and the trends in these rates over time. The following figure compares the percentage employment rates for men and women in County Durham with the rates in the North East as a whole, and shows how these rates have changed between 2004 and the present day:



The attached spreadsheet shows the source data, taken from the official labour market statistics website [www.nomisweb.co.uk](http://www.nomisweb.co.uk), maintained by nomis on behalf of the Office for National Statistics. Each bar is a moving annual average taken at quarterly intervals. As may be seen, between 2006 and 2008 the trend was for both male and female employment rates in County Durham to be better than the average for the North East. Since 2009 the male employment rate in County Durham has fairly consistently been better than the North East average, but the female rate has been markedly worse and the trend appears to be deteriorating.

The reasons for this need to be investigated and the causes addressed.

The North East Local Enterprise Partnership has produced *More and Better Jobs: The North East Strategic Economic Plan 2014*. This is included in the Evidence Library, and announces Inclusive North East:

... an ambitious programme of activities, which brings together over £190m of investment by the Local Enterprise Partnership and government over the next six years to support the move to a high skills equilibrium by providing progression routes into our key sectors, opening up opportunities for unemployed people and eliminating all gender, race, age and cultural gaps in employment and entrepreneurship between North East and national averages by 2025.

This document should also have been included in the evidence for the Equality Impact Assessment, and its aim of “eliminating all gender, race, age and cultural gaps in employment and entrepreneurship between North East and national averages by 2025” should have been included as a further action across the protected characteristics that are cited. We are proposing this as an additional objective in our answer to Question 2.