

## SUBMISSION FROM EAST RENFREWSHIRE COUNCIL

### **Details of any specific education initiatives aimed at addressing gender segregation in the labour market – for instance, encouraging schoolgirls towards typically male-dominated sectors like science, engineering, technology and mathematics**

East Renfrewshire Schools do actively encourage girls do consider subjects and careers such as PE, Physics and Technical Education, which have traditionally been male-dominated. They equally encourage boys to consider subjects such as Home Economics and Business Studies, traditionally female-dominated.

Much of this work is done at subject option-choice time – visiting speakers, possible career paths, future study options, input by the careers service.....etc.

The success of this approach has been increasingly evident in the numbers of girls, or boys, taking up these subjects and in some cases, such as Physics, we have classes with more girls than boys and, in the case of Home Economics, more boys than girls.

It would be fair to say, though, that schools are not trying to encourage girls, for example, to take technical rather than fabric and fashion but are trying to ensure equality with a balanced approach so that pupils are choosing whatever best suits their needs, interests and abilities

### **Information on how your authority promotes equal pay and how your authority's pay, broken down by gender, reflects that.**

East Renfrewshire is committed to the principle of equal pay for all its employees.

We operate fair and equitable pay systems that are transparent and based on objective criteria. We currently use the COSLA Job Evaluation Scheme to evaluate all posts within the council apart from Teachers and Chief Officials. Teachers' posts are subjected to the SNCT Job Sizing Scheme. Both schemes are fair and equitable.

### **Any good-practice examples from within your organisation relating to gender equalities.**

The Council has been running Springboard training, a recognised women's development programme, since 1999. We also support "Women into Business", which is run by Business Gateway / Scottish Enterprise. This programme encourages smaller lifestyle type businesses to network and build confidence etc

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