

**Gender Equality Scheme Implementation Schedule  
First three year scheme 2007 - 2010**

**2007**

| Activity |  | Year 1 |   |   |     |   |   |      |   |   |      |   |   |        |   |   |           |   |   |         |   |   |          |   |   |          |   |   |   |   |   |   |   |   |   |   |   |
|----------|--|--------|---|---|-----|---|---|------|---|---|------|---|---|--------|---|---|-----------|---|---|---------|---|---|----------|---|---|----------|---|---|---|---|---|---|---|---|---|---|---|
|          |  | April  |   |   | May |   |   | June |   |   | July |   |   | August |   |   | September |   |   | October |   |   | November |   |   | December |   |   |   |   |   |   |   |   |   |   |   |
| 1        | Gather information on how work affects women and men   | X      | X | X | X   | X | X | X    | X | X | X    | X | X | X      | X | X | X         | X | X | X       | X | X | X        | X | X | X        | X | X | X | X | X | X | X | X | X | X |   |
| 2        | Consult employees, service users, trade unions and other stakeholders  | X      | X | X | X   | X | X | X    | X | X | X    | X | X | X      | X | X | X         | X | X | X       | X | X | X        | X | X | X        | X | X | X | X | X | X | X | X | X | X |   |
| 3        | Assess the different impact of policies and practices on both sexes and use this information to inform the work of the institution | X      | X | X | X   | X | X | X    | X | X | X    | X | X | X      | X | X | X         | X | X | X       | X | X | X        | X | X | X        | X | X | X | X | X | X | X | X | X | X |   |
| 4        | Identify priorities and set gender equality objectives including equal pay   |        |   |   |     |   |   |      | X | X | X    | X | X |        |   |   |           |   |   |         |   |   |          |   |   |          |   |   |   |   |   |   |   |   |   |   |   |
| 5        | Write Gender Equality Scheme and publish it by 29 June   |        |   |   |     |   |   |      |   |   | X    | X |   |        |   |   |           |   |   |         |   |   |          |   |   |          |   |   |   |   |   |   |   |   |   |   |   |
| 6        | Plan and take action to achieve gender equality objectives   |        |   |   |     |   |   |      |   |   | X    | X | X | X      | X | X | X         | X | X | X       | X | X | X        | X | X | X        | X | X | X | X | X | X | X | X | X | X |   |
| 7        | Publish an equal pay policy statement (for listed bodies with 150+ staff) by 28 September  |        |   |   |     |   |   |      |   |   |      |   |   |        |   |   |           |   |   |         |   |   |          | X |   |          |   |   |   |   |   |   |   |   |   |   |   |
| 8        | Write and publish annual reports   |        |   |   |     |   |   |      |   |   |      |   |   |        |   |   |           |   |   |         |   |   |          |   |   |          |   |   |   |   |   |   |   |   |   |   |   |
| 9        | Review scheme, modify and rewrite as appropriate   |        |   |   |     |   |   |      |   |   |      |   |   |        |   |   |           |   |   |         |   |   |          |   |   |          |   |   |   |   |   |   |   |   | X | X | X |

X X X X X X X X X X – mandatory activities

X – non-mandatory but strongly suggested

2008

|   | Year 1 cont. |          |         |         |         |         | Year 2  |         |           |         |          |          |
|---|--------------|----------|---------|---------|---------|---------|---------|---------|-----------|---------|----------|----------|
|   | January      | February | March   | April   | May     | June    | July    | August  | September | October | November | December |
| 1 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 2 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 3 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 4 |              |          |         |         |         |         |         |         |           |         |          | X X      |
| 6 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 8 |              |          |         |         |         |         | X X     | X X     |           |         |          |          |
| 9 |              |          |         |         |         |         | X X     | X X     |           |         |          | X X      |

2009

|   | Year 2 cont. |          |         |         |         |         | Year 3  |         |           |         |          |          |
|---|--------------|----------|---------|---------|---------|---------|---------|---------|-----------|---------|----------|----------|
|   | January      | February | March   | April   | May     | June    | July    | August  | September | October | November | December |
| 1 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 2 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 3 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 4 |              |          |         |         |         |         |         |         |           |         |          | X X      |
| 6 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 8 |              |          |         |         |         |         | X X     | X X     |           |         |          |          |
| 9 |              |          |         |         |         |         | X X     | X X     |           |         |          | X X      |

2010

|   | Year 3 cont. |          |         |         |         |         | Year 4  |         |           |         |          |          |
|---|--------------|----------|---------|---------|---------|---------|---------|---------|-----------|---------|----------|----------|
|   | January      | February | March   | April   | May     | June    | July    | August  | September | October | November | December |
| 1 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 2 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 3 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 4 |              |          |         |         |         |         | X X     | X X     |           |         |          | X X      |
| 5 |              |          |         |         |         |         | X X     | X X     |           |         |          |          |
| 6 | X X X X      | X X X X  | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X | X X X X   | X X X X | X X X X  | X X X X  |
| 8 |              |          |         |         |         |         | X X     | X X     |           |         |          |          |
| 9 |              |          |         |         |         |         | X X     | X X     |           |         |          | X X      |

