

Gender Equality Duty welcomed by Springboard Consultancy

As long-term pioneers in the field of gender equality, the Springboard Consultancy warmly welcomes the arrival of the new Gender Equality Duty.

The Duty marks a significant shift in how the force of law is applied. Instead of disadvantaged employees needing to highlight discrimination individually, it is now employers who will be required to promote equality and eliminate sex discrimination. Employers will need to be able to demonstrate that they are treating men and women fairly.

The new legislation is for all organisations in the public sector. It will also embrace any other organisations that, from the private sector, supply services to the public sector – so in effect its reach extends to the great majority of employers and service providers.

Single gender training becomes all the more important as a result of the new Duty. The Springboard Consultancy is market leader in specialist training of this kind for women and for men.

The consultancy's achievement in delivering its women's development programme through 700 licensed women trainers to 170,000 women over the years is unsurpassed. Similarly, the much more recently launched men's development programme – the only one of its kind in the UK, and delivered by licensed male trainers – has been completed by 5,000 men.

Single gender training will still be within the law if the employer offers the same training opportunities to both genders or if the training is to address a numerical imbalance such as women in management or men in nursing.

In response to the new legislation, all freelance trainers will have to consider the differing issues and priorities for the women and men they train, and whether there may be concerns over, for example, a lack of childcare or an unwelcoming environment.

Training apart, the Duty will require employers to be mindful of issues such as equal pay, flexible working, gender balance and recruitment.

Case studies on individuals who have successfully completed single gender development and training are available from the consultancy – please see contact details below.

Journalists interested in comment from Springboard Consultancy directors Jenny Daisley or Liz Willis on the Gender Equality Duty and single gender training are invited to contact:

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