









**Can you suggest anything that Aberdeenshire Licensing Boards could do to prevent discrimination on the grounds of gender?**

The timing of Aberdeenshire Licensing Boards (10:00am) may indirectly affect some gender groups more than others. However administrative arrangements have been in use for a considerable number of years without comment and it is felt they are generally the most convenient.

Training.

Appropriate - 1) Resources 2) Structures 3) Monitoring 4) Enforcement 5) Training for staff

Ensure the Licensing Boards are made up of a cross-section of the community.

Treat everyone as equal.

I have not experienced, nor do I know anyone who has experienced any discrimination.

Ensure a fair balance of gender on the board.

I'm sure the Aberdeenshire Licensing Boards are doing all they can to address gender equality while carrying out their functions.

Nothing to suggest.

It is important that people are aware of rules and regulations in the workplace. Information sheets should be available and written in plain, simple, language.

Continue as at present.

Give each other a fair chance when they are applying for a job. If for example the position of Application Processing is normally undertaken by a female but a male has applied for the position, do not ignore his application just because of his gender. The gender of the person applying for the job should not be taken into account - it is their level of experience on the position they are applying for which should be taken into consideration when employing someone.

Always be openminded and be very careful on who sits on the licensing board. Have a mixed board of male, female and even gay or lesbian members. Ensuring that the split of members, where possible is equal.





**Can you suggest anything that the Aberdeenshire Licensing Boards could do to prevent harassment on the grounds of gender?**

Training?

1) Proactive independent audit of decisions. 2) Appropriate training for members and staff and competence testing.

Clearly if there is any suggestion of harassment this should be appropriate official of the Council thereafter to the Police.

Male and Female door stewards.

It is important that there is someone available for workers to approach if harassment occurs.

Continue as at present.





**Can you suggest anything that the Aberdeenshire Licensing Boards could do to prevent victimisation on the grounds of gender?**

It can take place occasionally and someone in the workplace should be observant and deal with it.

Continue as at present.

If a complaint is made about someone ensure that the person making the complaint is not revealed to the other employees. Treat the situation confidentially where possible. If a complaint is made to the supervisor/manager then the supervisor/manager will then be able to keep an eye on the matter and take action when it is needed.

Have a formal complaints procedure which is heard by an independent Board.

**8 Are you aware of any occupational segregation within licensing Services in Aberdeenshire Council?  
(The term 'occupational segregation' refers to the way in which men and women are concentrated in different types of employment, often due to stereotypes about what work is suitable for their sex)**

Support staff at the Local Licensing Board office are always female. Council should promote clerical work as being open to either

Yes	No
2	57



**If you are aware of occupational segregation, please suggest what actions could be taken by the Council or the Licensing Boards to eliminate it.**

Pay clerical staff more money! (eg. Cf EHO's)

Never heard of any occupational segregation.

