

| <b>Health and Safety Executive Board Paper</b> |                 |                          | <b>HSE/02/054</b> |
|--|-----------------|--------------------------|-------------------|
| <b>Meeting Date:</b>                           | 4 December 2002 | <b>Open Gov. Status:</b> | Fully open        |
| <b>Type of Paper:</b>                          | Above the line  | <b>Paper File Ref:</b>   |                   |
| <b>Exemptions:</b>                             | None            |                          |                   |

## **HEALTH AND SAFETY EXECUTIVE**

### **The HSE Board**

### **CHANGE PROGRAMME: SCS RECRUITMENT: WOMEN'S VIEWS**

#### **A Paper by Kate Timms**

#### **Issue**

1. Results of survey of views of women in HSE on barriers to promotion to SCS.

#### **Timing**

2. Relevant to discussion on 4 December on behaviours in context of change programme.

#### **Recommendation**

3. Board to take account of survey findings in deciding on taking forward work in project (g) framework.

#### **Argument**

4. In view of the disappointing response of women in HSE to the SCS promotion opportunities of a year ago, we have explored the issues behind this by means of a survey of women in bands 1 and 2. The attached report from Linda Buxton analyses the response and points to some conclusions – all of which are highly relevant to the work on behaviours being taken forward in the change programme (project g) framework. Moreover the findings of the survey reflect concerns about barriers to advancement which are not confined to women alone but which reflect issues about how well or badly we communicate promotion opportunities, the nature of our promotion procedures, and the culture of HSE more generally.

5. Board members are invited to note the results of this work and consider the findings in the context of the next stage of change programme work.