

How to ... Positive Action and Job Adverts

What is Positive Action?

Positive action means the steps which an employer can take to encourage people from groups with different needs or with a past track record of disadvantage or low participation to apply for jobs.

Positive action may help the Council meet the public sector equality duty.

Further information can be accessed on the Equality & Human Rights Commission (EHRC) website at <https://equalityhumanrights.com/en/advice-and-guidance/employers-what-positive-action-workplace>

Is this the same as Positive Discrimination?

No. Appointments should be made based on merit in accordance with our [Recruitment and Selection Policy](#).

Why is it Important I Consider Positive Action When Advertising a Post?

The Council is seeking to address Occupational Segregation and improve the diversity of the workforce to better reflect the community we serve.

Occupational segregation is one of the barriers which prevents women and men from fulfilling their potential in the labour market, and consequently contributes to the pay gap. Women tend to be concentrated in the lower paid jobs (eg caring, catering, cleaning, clerical, cashiering) and the lower grades within an organisation.

Further details about occupational segregation can be found at <http://www.scotland.gov.uk/Topics/People/Equality/18500/OccSeg>

What do I need to do when preparing my vacancy request?

You should consider the equality profile of existing postholders and in particular, the [gender profile](#) where there are multiple postholders.

The following text will appear on the recruitment advert unless it is not appropriate, and you specifically request it to be removed when completing your vacancy request.

<p>This job may have been mainly carried out by women (or men) but we would encourage you to apply if you meet the requirements irrespective of your gender.</p>
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