

Dear Sir/Madam,

We note from your website that your recruitment policy is as follows:

"Women only need apply under Schedule 9 (Part 1) of the Equality Act 2010. The successful candidate will be required to join the PVG Scheme. Dundee Women's Aid welcomes applications from all applicants who identify as women within all sections of the community particularly those from the LGBT community".

It appears from this statement that you are welcoming applications from males who declare they are women but are also using the Equality Act schedule 9 genuine occupational requirements which specifically limits applications to females.

The result of this being that you are unable to provide a single sex service to women seeking help, and we are deeply concerned that, despite your assurances that you provide a service for "women, young people and children" that this is disingenuous, at best.

Although you have a comprehensive list of other services specifically for LGB people, those who identify as transgender & men, we are deeply concerned that you do not offer a single-sex staffed service as stated, nor is your service specifically for women, young people & children.

We feel that it is incumbent upon you to be truthful with your service users to allow them to make an informed choice whether to utilise your services.

Service Users should not be expected to question whether the public information you provide is true.

As you will be aware, trauma informed practice acknowledges that many female survivors will self exclude from mixed-sex trauma care, and in Dundee, the city with the highest incidences of domestic violence rates in Scotland, it appears that you are offering mixed-sex trauma care, but suggesting to vulnerable survivors that you are offering single-sex care.

We would therefore call upon you to make use of Schedule 9 (Part 1) of the Equality Act 2010, which allows you to only employ women, rather than men & women, and to reassure your current, & potential, service users that you will, in fact, offer an adult single-sex service, and not an adult mixed-sex service.

Yours faithfully

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Brenda Laing
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Carol McKenzie
Carolynn Cruikshank
Christine Lowden
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