

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE – EQUALITIES

1 OCTOBER 2013

REPORT OF CORPORATE DIRECTOR RESOURCES

EQUALITY AND DIVERSITY TRAINING AND DEVELOPMENT

1. Purpose of Report

- 1.1. The purpose of this report is to provide members with an update on the equality and diversity training plan for council staff, elected members and citizens.

2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1. The Strategic Equality Plan is statutory and cross-cutting and impacts on the work of the whole council. It contributes to the implementation of corporate improvement objectives and is linked to the Community Strategy, Welsh Language Scheme and the Customer Care Programme. The Strategic Equality Plan outlines objectives for training to ensure the specific duty within the Public Sector Equality Duty (PSED) on training can be met and to ensure our staff are aware of customers' diverse backgrounds and the impact this may have upon service need.

3. Background

- 3.1 The requirement for training is outlined in the PSED and Welsh Language Scheme. There is a clear need for key managers and staff to have an awareness and understanding of equality and diversity issues when preparing EIAs and policy and when delivering frontline services. Staff identified to receive Welsh language training and awareness will be as a result of identified business need for front line services.
- 3.2 Equality and diversity awareness has also been identified as a requirement for elected members and will form part of the Elected Members Development Programme.

4. Current situation / proposal

The Strategic Equality Plan and Welsh Language Scheme outline a commitment to implement, evaluate and monitor the effectiveness of equality, diversity and Welsh language training for staff covering the protected characteristics of age, disability, gender reassignment, race, religion or belief, sex and sexual orientation related to job roles. Awareness training for the protected characteristics of marriage and civil partnership, pregnancy and maternity is also being considered.

4.1 Following a training needs analysis, a three year learning and development plan has been developed (attached as appendix 1) outlining the level and type of training, together with targeted numbers of staff (based on business needs identified by directorate business managers).

4.2 The delivery of equality and diversity training will be a mix of e-learning packages, in house provision, partners (Bridgend Coalition of Disabled People, Menter Bro Ogrwr and WLGA) and will comprise:

- Welsh language awareness
- Welsh speaker and learner practice sessions
- Welsh in the workplace
- Equality and diversity (basic and advanced)
- Focussed awareness training sessions
- Equality Impact Assessments

Specific, targeted training will also be considered such as British Sign Language and mental health awareness, where there is a clear business case.

4.3 The council has declared an interest in training for elected members following the WLGA “Development Programme for Elected Members in relation to Equality” programme. This comprises six half day sessions covering the protected characteristics and will form part of the Member Development Programme.

4.4 Equality and diversity training will also inform the ongoing development of the council’s workforce plan.

4.5 It is hoped that from the information provided within this report members are reassured that efforts are being made to work with managers to address identified gaps in staff knowledge and skills.

5. Effect upon Policy Framework and Procedure Rules

- 5.1 As this is an information report there are no proposals requiring consideration involving changes to the Policy Framework and Procedure Rules.

6. Equality Impact Assessment

- 6.1 No equality impact assessment has been carried out as this report provides the committee with information that will positively assist in the delivery of the authority's equality duties.

7. Financial Implications

- 7.1. Equality and diversity training costs will be met mainly from the Engagement team's budget; however, where service areas identify a specific business need for Welsh at Work, costs will be met from departmental budgets. Delivery of this training will help the authority to mitigate exposure to risk over its responsibilities.

8. Recommendation

8. It is recommended that the Cabinet Committee – Equalities receives and considers this progress report.

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30 August 2013

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Background documents:
None