

Equality Impact Assessment

1. What is the name of the policy, service or procedure (PSP) that this EIA relates to?

Diversity Training for employees and Members of the Council.

2. Briefly describe the aim of the PSP

To enhance employee/Member knowledge that there are clear differences between people in terms of gender, abilities and disabilities, ethnic origin, age, sexual orientation and religion & belief and that none of these should act as a barrier.

3. Are the aims consistent with the Equality and Diversity Policy and Action Plan?

Yes – ‘Respect for People’ Training is one of the actions contained in the Corporate Equality Action Plan.

4. Is there any evidence that the PSP will have a differential impact (when a particular group has or will be affected differently in either a positive, negative (adverse impact) or neutral way? Is there a possible adverse impact around the 7 areas of Equality and Diversity?

The training will have a positive impact on the Community and employees of the Council as a result of both employees and Members being better informed in meeting the needs of customers and work colleagues and to avoid any unintended discrimination taking place.

5. Describe the evidence that you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply the evidence that was used to make your judgement around the 7 areas of Equality and Diversity.

The workbook used to deliver the training covered all areas of Equality and Diversity issues. As of 11th September 2006, 407 employees and Members have successfully undertaken the training and passed the on-line test.

6. Are there any unmet needs/requirements that can be identified that affect specific groups?

This is the first stage in our Equalities and Diversity Training. The Internal Equalities and Diversity Group have identified areas for more in-depth equalities training in an on-going programme, and are currently evaluating and selecting training providers for the next stage.

7. Have you consulted externally as part of the EIA? Who have you consulted? What methods did you use? How do you intend to use the information gathered through the consultation?

Consultation took place with the Local Joint Consultative Committee and Wiltshire Race Equality Council prior to the training being delivered. The training was provided through various methods to ensure that everyone was given equality of opportunity to undertake the training.

8. Have you published the results of the consultation? If so, where?

Information prior to the training being delivered was provided to employees and Members in various formats i.e. Business Area Meetings, Team Meetings, e.mail, information leaflets and everyone was given the opportunity to contact a number of officers in the event they had any queries or concerns.

9. Is there public concern/perception (in the media etc) that this PSP is being operated in a discriminatory manner?

No. The 'Respect for People' Diversity Training forms part of the employee and Member Induction. All employees and Members are required to complete the training on joining North Wiltshire District Council.

10. If the PSP could have an adverse impact, can that impact be justified?

N/A

11. If that impact cannot be justified, how do you intend to deal with it?

N/A

12. What actions need to be put in place?

N/A

13. Do these actions appear within the Business Plans, Team Plans and Individual Work Plans?

N/A

14. What is the justification for suggesting these actions?

N/A

15. How will these actions be monitored and reviewed?

N/A

16. What are your conclusions and recommendations following the completion of the EIA?

To ensure that all new employees and Members continue to undertake the 'Respect for People' training that allows everyone to have a common understanding of diversity issues. In addition, to build on the 'Respect for People' training, further equalities training be delivered to employees and Members of the Council i.e. Disability Equality Training.

17. Do you have adequate resource (finance & people) allocation to deliver the required actions?

Yes. The Council's Internal Equalities & Diversity Group lead on ensuring that new employees and Members undertake the training. In addition, the Council's Corporate Training budget, Members' Training budget and the Equalities & Diversity budget fund the training.

18. Please name others that have been involved in this EIA.

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