

## EQUALITY IMPACT ASSESSMENT

Training, Learning and Development Service Review

Reference: EIA000184



 **RESET**

 **RESHAPE**

 **RESTART**

**EIA Form – About your EIA**

Reference number	EIA000184
Date Submitted	19/01/2024
Subject of the EIA	Training, Learning and Development Service Review
Brief description of the policy, service or function covered by the EIA	This EIA is being undertaken to review the learning and development team. The TLDS service offers support to Staff; Providers; Citizens; carers (formal and informal) around training needs for both statutory training requirements and for care provision requirements. Statutory training requirements as well as care provision requirements could continue as part of the corporate training team who already commission and undertake all training initiatives across the council. There would not be gap in this service.
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Six months
Due date of the first review	2024-06-01

**Directorate, Division & Service Area**

Which directorate(s) are responsible for this EIA?	["Adults Social Care"]
Division	Training Learning and Development
Service area	Training Learning and Development
Budget Saving	Yes

**Officers**

What is the responsible officer's email address?	Atrin Conway
What is the accountable officer's email address?	Atrin Conway

**Data Sources**

Data sources	["Oracle", "Team records "]
Data source details	Team records: The information regarding Disability, Age, Gender and Ethnicity has not be identified as this would be an optional disclosure if booked via the website, and was not pertinent at the time for citizens/(in)formal carers/Providers to attend sessions



**Protected Characteristics**
**Protected Characteristic – Age**

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	The majority of citizens that have needs in BCC are over 65 years old. This year the service provided training to their carers and informal carers. There would be minimal citizen impact due to the review of this service. All statutory training requirements as well as care provision requirements would continue with the corporate training team who already commission and undertake all training initiatives across the council. However, any additional training that is not statutory could potentially be reviewed.
How will you mitigate against any negative impact to the age characteristic?	This training and development support will need to be organised; managed and run by a corporate training service. Non statutory training for citizens could be accessed via external providers. The organisation should signpost citizens to external training providers/community assets if necessary.

**Protected Characteristic – Disability**

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	The citizens the team support will all have disabilities for which they require some support. This year the service provided training to their carers and informal carers. There would be minimal citizen impact to the review of this service. All statutory training requirements as well as care provision requirements would continue with the corporate training team who already commission and undertake all training initiatives across the council. However, any additional training that is not statutory could potentially be reviewed.
How will you mitigate against any negative impact to the disability characteristic?	This training and development support will need to be organised; managed and run by a corporate training service. Non statutory training for citizens could be accessed via external providers. The organisation should signpost citizens to external training providers/community assets if necessary.



**Protected Characteristic – Sex**

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

**Protected Characteristic - Gender Reassignment**

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

**Protected Characteristic - Marriage and Civil Partnership**

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A



**Protected Characteristic - Pregnancy and Maternity**

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

**Protected Characteristic - Ethnicity and Race**

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

**Protected Characteristic - Religion or Beliefs**

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A



**Protected Characteristic - Sexual Orientation**

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

**Monitoring**

How will you ensure any adverse impact and mitigation measures are monitored?	The review of this service will not disproportionately impact any other protected characteristics unless stated above. Recording of data for citizens accessing statutory training must be improved. An action plan with statutory training areas, responsible officers and time frames must be continuously reviewed and shared with the corporate training team to prevent any gaps in service. Signposting is imperative as community assets with expertise in disability and carers can be used by citizens to access training and advice.
Please enter the email address for the officer responsible for monitoring impact and mitigation	Julia Parfitt

