



## **EQUALITIES PANEL**

### **TRAINING**

At previous Panel meetings, members have asked to know what training the council was doing. This paper is presented for information in response to this.

In order to progress the Council's equalities agenda, respond to legislation and affect the cultural change necessary to achieve our equalities objectives, resources (time, skill and finance) have been directed at different forms of training during 2005.

### **Equalities Impact Assessments (EIAs)**

Training to support the process of implementing EIAs across the Council has been delivered both in-house and using external specialists. Departmental workshops have taken place where requested, supported by Alison Kemp and Sigrid Fisher from Strategy & Partnerships, and Departmental Equalities Link Officers. Corporate training programmes have been offered during February and April, and two more are planned for June and July.

### **Corporate Training and Development Programme**

To respond to issues that became evident during the introduction of EIAs throughout the Council – ie the need for staff at all levels to have increased equalities awareness, cultural competence and up-to-date understanding – and by working closely with Human Resources, equality and diversity training programmes within the Council's Corporate Training and Development Programme for 2005 have been updated.

Equal opportunities (half day) and race awareness (full day) courses have been revised to offer:

- Responding to your customers (full day)
- Diversity, Making it work (for Managers) (full day)
- Diversity, Making it work (for Staff) (full day)

### **Traveller issues**

In September 2004 a 'Food for Thought' session, delivered by the Community Development Equalities Development Team, featured 'A Gypsy's Wish' video presentation by the Romany Theatre Company. The event was open to all staff and there was high attendance. The session illustrated a range of attitudes from staff, some of which were cause for concern in respect of our duty to promote good relations between different racial groups. Consequently, resources have been allocated for training sessions to take place later in the year, specifically targeted at staff who have some responsibility for working on traveller-related services. Departments primarily affected by this are Environment & Planning (planning and enforcement issues), Community Development (outreach work),

Strategy & Partnerships (equalities & diversity), City Services (illegal encampments, refuse and waste) and Housing.

### **Member training**

The Council's Race Equality Scheme 2004-05 – as endorsed by the Equalities Panel in April 2004 – included reference to the need for equalities and race equality training for Members. This has been organised to take place by July 2005.