

Report

Report to:	Equal Opportunities Forum
Date of Meeting:	24 November 2021
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Review of Equalities Training
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Forum on the progress of the review of equalities training for employees and elected members

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the contents of the report be noted.

3. Background

3.1. Equalities training is part of a wide range of training offered to all employees as part of their work with the Council, and there are several training courses and e-learning modules available.

3.2. Employees and elected members in particular roles are required to undertake equalities training in relation to that role. In regulated services such as education and social work, equalities/diversity learning is embedded in the professional training, registration and post registration requirements and codes of conduct.

3.3. For newly elected members, some aspects of equalities training are covered in induction and code of conduct briefings. For others, it is part of the role they might undertake - being part of recruitment selection panel or part of the adult protection committee.

4. Outcome of review

4.1. The review showed that:-

- ◆ a range of general and specific equalities training both classroom and online content is available
- ◆ the content requires regular review to make sure it is current and up to date, as this is an area where language and legislation, policy and approaches can change regularly
- ◆ there is no requirement on all employees to undertake equality training as part of their employment with the Council, although some employee groups do this as a matter of course
- ◆ generic learning on equalities/diversity is not mandatory for all employees, however, there is learning provision where this is embedded

- ◆ once equalities training has been undertaken, there is currently no requirements to undertake further training on a refresh cycle, as is the case for other types of training provision such as health and safety. As this is a subject where change is frequent, this means employees are not necessarily aware of current thinking and approaches, and is an area for improvement

5. Programme of mandatory equalities training

- 5.1. It was agreed by Council that a programme of mandatory equalities training is introduced for all employees and elected members, with a refresh period of 5 years. This training will cover a general introduction to equality and diversity issues and specific modules on each of the protected characteristics. This content will supplement existing training for professional groups, and for those undertaking specific roles, such as managers.

The agreed programme of equality and diversity training for all is shown below.

Group schedule	Month 1	Month 1-3	Month 4-6	Month 7-9	Month 10-12	Refresh
New employees	Introduction to equality and diversity	Race equality Marriage and partnerships	Disability equality Equality and employment	Gender equality LGBTI issues	Equality in age Religion and belief	5 years
Existing employees	Introduction to equality and diversity	Race equality Marriage and partnerships	Disability equality Equality and employment	Gender equality LGBTI issues	Equality in age Religion and belief	5 years
Newly Elected Members	Introduction to equality and diversity	Race equality Marriage and partnerships	Disability equality Equality and decision-making	Gender equality LGBTI issues	Equality in age Religion and belief	5 years
Existing Elected Members	Introduction to equality and diversity	Race equality Marriage and partnerships	Disability equality Equality and decision-making	Gender equality LGBTI issues	Equality in age Religion and belief	5 years

- 5.2. A review of the content of available training has been undertaken with some of the content of the training being revised. This is now available for employees and elected members to complete on the Council's e-learning platform. This includes:-

- ◆ Equality and Diversity Awareness
- ◆ Age Discrimination
- ◆ Race Discrimination

6. Next Steps

- 6.1. The review of the current equality and diversity learning is continuing, revised/new modules will be released as these are available.

7. Employee Implications

- 7.1. New and existing employees will be expected to undertake a programme of equalities training as outlined in the report considered by the Equity Working Group on 26 April 2021.
- 7.2. New and existing elected members will also be expected to undertake a similar programme of equalities training, outlined in the same report.

8. Financial Implications

- 8.1. There are no financial implications.

9. Climate Change, Sustainability and Environmental Implications

- 9.1. There are no implications for climate change, sustainability, or the environment as a result of this proposal.

10. Other Implications

- 10.1. There is a public commitment to equality on the Council's website, and our progress will be monitored and reported through our Equalities Mainstreaming update reports.

11. Equality Impact Assessment and Consultation Arrangements

- 11.1 This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.

Paul Manning

Executive Director (Finance and Corporate Resources)

3 November 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ Promote economic growth and tackle disadvantage
- ◆ Improve Quality of Life for Everyone in South Lanarkshire
- ◆ Focussed on People and Their Needs

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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