

## EQUALITY IMPACT ASSESSMENT

<b>TITLE OF POLICY/PROCEDURE:</b>	Member Training Plan
<b>NAME OF AUDITOR:</b>	Alison Bolton
<b>FIN OF AUDITOR:</b>	11786
<b>DATE COMPLETED:</b>	December 2009

### SECTION ONE – INITIAL ASSESSMENT TO BE COMPLETED BY (OR ON BEHALF OF) POLICY / PROCEDURE OWNER

**Identify the aims and projected outcomes of the policy / procedure.**

Each year, the Authority produces a Member training plan, setting out the learning and development opportunities we intend to offer to Members in the coming Municipal year. In drawing up the plan, we try to take into account the developmental needs of individual members to help them fulfil their roles, as well as the wider needs of the Authority as a whole.

Training and development opportunities are available to all Members, regardless of length of service or type of membership, but within the Authority's budget.

**Which individuals and organisations are likely to have an interest in or are likely to be affected by the policy / procedure?**

Most significantly, Members of the Authority. Also those staff asked to deliver or organise training.

### SECTION 2 – IMPACT ON DIVERSITY

**This policy / procedure must work towards eliminating discrimination, promoting equal opportunity and promoting good relations between the community and Surrey Police Authority.**

**Is there any reason why this policy / procedure would not achieve this? Please explain your justification below.**

Please select: YES / NO

We do make a specific effort to ensure that any training we plan is accessible to any Member who wishes to attend. We would not want to discourage people from becoming members of the Authority, or affect their performance once on the Authority, by not allowing them to access developmental opportunities.

We also make sure that the training plan includes an item on equality and diversity. This is compulsory for all Members so that they understand their legislative responsibilities and are able to properly represent the wider community in their police authority duties.

**Is there any potential implication for differential / adverse impact on people based on the following. Please indicate no impact / low / medium / high**

Gender	No
Sexuality	No
Disability	Low

Age	
• Young people (up to age 17)	Not relevant – all SPA Members must be over 18
• Older people (aged 50 and over)	No
Religion	No
Race	No

Is there any evidence that this policy / procedure will have an intentional impact, internally or externally, on people based on their:

Gender	No
Sexuality	No
Disability	Low
Age	
• Young people (up to age 17)	N/A
• Older people (aged 50 and over)	No
Religion	No
Race	No

If you have answered 'YES' to any of the above questions, please explain the evidence / reasoning behind your answers below:

When drawing up and delivering the training plan, we try to make sure we use accessible premises, dates and times. If needs be, we would provide training material in alternative formats, although at present, this is not something we have to do for our current membership.

### SECTION THREE – CONSULTATION AND CONSIDERATION

Is there any evidence or reason to believe that some minority groups could be differently affected, either personally or negatively? (e.g. lower participation or success rates)

Please select: **NO** / YES

Please specify the reasoning / evidence behind your decision, including evidence of any consultation that has taken place.

As well as approval by the Authority as a whole, the Standards Committee also provides oversight and scrutiny of the training plan, which provides extra reassurance.

Is there likely to be any public concern that functions / policies are being operated in a discriminatory manner (e.g. expressed in media / research papers etc)

Please select: **NO** / YES

Please specify the reasoning / evidence behind your decision, including evidence of any consultation that has taken place.

We are not aware of any public concern. See above re Standards Committee scrutiny.

**Is there any opportunity to better promote equality of opportunity?**

Please select: NO / **YES**

**Please specify the reasoning / evidence behind your decision including evidence of any consultation that has taken place.**

In an ideal world, we would be able to tailor training more specifically to an individual's needs. Although we do make every effort to ensure training is accessible, we are somewhat restricted by our limited resources and budget.

**What monitoring arrangements have been established for this policy or procedure?**

Training and development is scrutinised by the Standards Committee.

**If the policy / procedure discriminates against certain groups, can it be justified because of the overall objectives?**

Please select: NO / YES N/A

**If you have selected YES, please provide evidence of your reasoning below.**

**List those who were consulted in carrying out this assessment.**

Erika Faris – Committee and Member Services Officer

**List any changes that will be made as a result of this assessment / consultation**

None required

**Select the method of publication for this assessment.**

Website