

Equality Impact Assessment – *Please familiarise yourself with the EIA guidance before completing this form*



Topic	Members Training Strategy
For decision by/project lead	For Decision by Full Council
Date of assessment (or date range if over a period of time)	June/July 2017
Author	Nick Hughes

Introduction to the proposal and background		<p>TDC believes that at the centre of any authority dedicated to meeting the needs of its community will be elected members and the Council understands its key role in supporting and assisting those members so that they may successfully undertake the vital role they have in serving their communities and modernising local government and having a clear Member Training Strategy is fundamental to this. Local Government is a constantly changing environment and all Councillors whether they are newly elected or those of more experience require training to ensure they are as prepared and equipped as possible to meet both their own and their constituents' needs. The aim of the member training strategy is to set out a clear pathway to achieving the following three goals:</p> <ul style="list-style-type: none"> • Members are equipped with the right skills to help them serve their community to the best of their ability identified through a comprehensive self-assessment of their individual needs. • Members equipped to help the Council achieve its corporate priorities. • A culture where Member development is seen as a key component in the success of the organisation. 		
PSED Engaged by this topic (Select)	Yes	No	X	If no, please explain your reasoning and provide evidence where possible.
				<p>After speaking with the Information Governance and Equality Manager, whilst a number of Councillors do display protected characteristics, the strategy would not negatively affect Councillors and will strengthen access to training for all our members.</p> <p>In addition The Council also allows for the payment of Dependents Carers Allowance, which allows Councillors to claim back the cost of childcare or dependents care to allow them to attend meetings of the Council. This reduces the impact on a number of protected groups.</p>

Protected Characteristic	Definitions	Positive Impact			Negative Impact	No specific impact	<p>What will the impact(s) be? If there is a negative impact, can you mitigate it or suggest alternative options for the groups identified? Include detail of any consultation that has taken place with affected groups and any other relevant data that supports the points you make (see EIA Guidance).</p> <p>If there is a negative impact, please explain the 'legitimate aim you are trying to achieve' and provide evidence that no other options are available.</p> <p>Use this space to evidence your thinking if you believe there to be no impact on a particular protected characteristic. Ensure you assess each protected characteristic.</p>
		PSED Aim 1	PSED Aim 2	PSED Aim 3			
Gender	Men/Boys					X	
	Women/Girls					X	
Gender Reassignment						X	
Disability	Physical					X	
	Mental Ill health/disability					X	
	Learning difficulty/disability					X	
	Sensory impairment					X	
Age	Babies and children (0-16)					X	
	Young adults (16-25)					X	
	Mid-age adults (26-59)					X	
	Older adults (60+)					X	
Race	White British/white other					X	
	Mixed race					X	
	Asian/Asian British					X	
	Black/Black British					X	
	Arab/Arab British					X	
	Gypsies/travellers					X	
	Other ethnic group					X	
Sexual Orientation	Heterosexual					X	
	Gay man					X	
	Lesbian					X	
	Bisexual					X	
Religion or Belief	Faith Groups					X	
Pregnancy &						X	However whilst the impact could be small the Council does offer Dependents Carers

Maternity						allowance to all its members, which allows members to pay for childcare, which should allow members to access training.
Marriage & Civil Partnership	<i>(Aim 1 of the PSED only)</i>				X	
Socio-Economic Background	<i>(N.B not a protected characteristic but relevant to Thanet)</i>				X	

Consultation with Information Governance & Equality Team						
Date advice given	8 June 2017					
Advice	That the strategy was in need of a full Equality Impact Assessment.					
Advice accepted by responsible officer?	Yes	X	No		If no, please explain your reasoning.	

Approval and Signoff from Line Manager			
Name	Nick Hughes	Job Title	Committee Services Manager
Date	14/9/17		

Please ensure this EIA is appended to your report to CMT/Members (if going to CMT/Committee) and that the main issues are highlighted in the Equality section of the report template to enable the decision maker to discharge the PSED at the time the decision is made.