



POLICY AND RESOURCES SCRUTINY COMMITTEE – 4TH OCTOBER 2011

SUBJECT: EQUALITIES TRAINING ANNUAL REPORT 2010-2011

REPORT BY: DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 To inform members on the progress and development of Equalities and Welsh Language training courses during the academic year 2010-2011 for Caerphilly CBC and a number of external partners.

2. SUMMARY

- 2.1 The Council has for many years run Equalities and Welsh Language Courses for staff and elected members and further afield by offering the same opportunities to staff from partner organisations and neighbouring local authorities, which cover all strands of Equalities as detailed in the CCBC Strategic Equality Plan 2011.
- 2.2 The report highlights the achievements of the training provision and notes issues raised during the academic year 2010-2011.

3. LINKS TO STRATEGY

- 3.1 The report illustrates how the courses have been coordinated over the academic year in accordance with the Strategic Equality Plan 2011. The report also supports the professional development of staff and equal opportunity issues.
- 3.2 Equalities is a crosscutting theme of the Community Strategy and impacts on every council policy that is aimed at the public.
- 3.3 The Equalities Training has direct links with a number of other policies and strategies, both within the Council and in terms of various partnership working documents:-
- Community Strategy
 - The Improvement Plan
 - The Regeneration Strategy
 - 50+ Positive Action - action plan
 - Corporate Learning & Development Policy
 - Community Cohesion Plan
 - Safeguarding Children action plan
 - The Health, Social Care and Well-being Strategy
 - Children and Young Peoples Partnership Plan
 - The Living Environment Strategy
 - Protection of Vulnerable Adults action plan
 - Compact with the Voluntary Sector
 - Safer Caerphilly County Borough action plan

4. THE REPORT

- 4.1 The full training report is attached as Appendix 2 to this report.

5. FINANCIAL IMPLICATIONS

- 5.1 The cost per head of providing the Welsh language training outlined in the report is £52.00.
- 5.2 The cost per head of providing Equalities training outlined in the report is £22.30.
- 5.3 The only financial implication that would fall on the relevant Service Area would be where a student did not attend an agreed course, showed poor attendance or did not complete the course. In such cases, the student's Line Manager, who counter-signed the Agreement Form, would be invoiced for the course fees outstanding.
- 5.4 During this reporting period, there were no cases where money had to be reclaimed from Line Managers for Welsh Language course fees.
- 5.5 The financial implication that would fall on the individual student would be if they left the authority within the timescales noted in the Council's corporate training agreement policy. Any such fees would be reclaimed via Sundry Debtors.

6. PERSONNEL IMPLICATIONS

- 6.1 The Welsh and Equalities Training offered links in with workforce development and individual staff members' personal development.

7. CONSULTATION

- 7.1 The draft report was circulated extensively both internally and externally and the full list of consultees is shown as Appendix 1 at the end of this report.
- 7.2 4 responses were received by the consultation period closing date of 9th September 2011, and where possible, the comments and additional information received have been reflected in the amended report being presented here.

8. RECOMMENDATIONS

- 8.1 That the content of the report is noted.

9. REASONS FOR RECOMMENDATIONS

- 9.1 The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 requires that public authorities set out their arrangements for training staff and elected members on Equality and Diversity issues, and reports annually on progress.

10. STATUTORY POWER

- 10.1 Local Government Act 2000, Equality Act 2010, Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, Local Government (Wales) Measure 2010, Human Rights Act 1998.

Author Anwen Rees, Equalities Training and Promotion Officer, Ext 4404,
reesma@caerffili.gov.uk
16th September 2011

Appendices:

Appendix 1	List of Consultees
Appendix 2	Equalities Training Report 2010-2011
Appendix 3	Breakdown of Course Participants on Welsh Language Courses
Appendix 4	Breakdown of Course Participants on Equalities Training Courses
Appendix 5	Feedback from a selection of training course participants

Background Papers:

Strategic Equality Plan 2011

Welsh Language Scheme 2009-2012

(These are available electronically for information if requested)