



**REPORT OF: DIRECTOR OF HR & LEGAL & GOVERNANCE**

**TO: STANDARDS COMMITTEE**

**ON: 23rd October 2019**

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**SUBJECT: Member Training – Equality & Inclusion Workshop**

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## **1. PURPOSE OF THE REPORT**

To receive an update and contribute to the development of an Equality & Inclusion Workshop.

## **2. RECOMMENDATIONS**

The Standards Committee is asked:

1. To receive the update on work undertaken since the last meeting of the Committee
2. To contribute to the develop of the training.
3. To agree the next steps for the production of the Workshop for delivery in 2020.

## **3. BACKGROUND**

At the last meeting the Committee agreed their work programme for 2019/20. This included a Member Development Session/Workshop on Equality and Inclusion to which all Councillors would be invited and expected to attend.

The Committee had confirmed their keenness to contribute to the design and content of the session to assure that matters from an elected members perspective were fully covered by the training.

The Monitoring Officer was asked to work with the Chair to arrange for an outline plan to brought for discussion and engagement at the next meeting along with a facilitator to support the discussions.

In considering the planning of this training the Committee will also need to consider if it is felt appropriate for external consultancy support to assist in the development, presentation and delivery.

## **4. RATIONALE**

The Standards Committee has previously also agreed that a number of topics should be Mandatory for all members of the Council these topics have included Child Sexual Exploitation, Data Protection and The Code of Conduct. Training for Members who wish to sit or substitute on the Planning and Highways and Licensing Committees is also mandatory. The Standards Committee have identified the programme for 2019/20 should include, Corporate Parenting

(held in September), Adult Safeguarding (November 2019), Local Government Finance (January 2020) and Equality & Inclusion (March 2020)

## **5. POLICY IMPLICATIONS**

There are no direct policy implications from the report.

## **6. FINANCIAL IMPLICATIONS**

None at this time, however the engagement of an external training consultant would incur costs which would be subject to approval by the Committee and if approved would be funded from the Governance Services budget.

## **7. LEGAL IMPLICATIONS**

The enable Members to sit on the Planning and Highways Committee and Licensing Committee they required to undertake Mandatory Training as requirement under the Constitution. Attendance at other mandatory courses (Equality & Inclusion, etc) is seen as good practice, particularly knowledge on equality legislation.

## **8. RESOURCE IMPLICATIONS**

The Members Strategic Briefings are normally delivered in-house and are delivered within existing budgets.

## **9. EQUALITY IMPLICATIONS**

The provision of training to elected members incorporates elements which will enhance members understanding of equality aspects/implications in the development and delivery of Council services.

## **10. CONSULTATIONS**

The Standards Committee is being consulted through this report.

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Monitoring Officer

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Date: 4<sup>th</sup> October 2019