

Diversity impact assessment

TITLE
Learning & Development Policy 2022-2025
DATE
12/8/2022
LEAD OFFICER.
Selina Bullivant
1 Summary description of the proposed change What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
Refreshed L&D policy, which has been amalgamated with the Study leave Appendix.
2 Summary of evidence used to support this assessment Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
This is a policy refresh. Learning and Development Policy 2019-2022, Study leave appendix and Learning Agreement documents used to support the refresh.

3 What is the likely impact of the proposed change? Is it likely to: Adversely impact on one or more of the protected characteristic groups Advance equality of opportunity for one or more of the protected characteristic groups Foster good relations between people who share a protected characteristic and those who don't (insert Yes when there is an impact or No when there isn't)
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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	NO	NO	NO
Disability	NO	NO	NO
Gender reassignment	NO	NO	NO
Marriage/civil partnership	NO	NO	NO
Pregnancy/maternity	NO	NO	NO
Race	NO	NO	NO

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Religion/belief	NO	NO	NO
Sex	NO	NO	NO
Sexual orientation	NO	NO	NO
Other (eg low income groups)	NO	NO	NO

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The policy refresh affects all staff. They will be affected by the formalisation of the Learning Agreement for all individual qualifications with a combined value of £2000 or more.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

Where an employee has a signed learning agreement in place and they leave the council within the 2 year period, they are expected to repay the cost of training (sliding scale according to timeframe). This can be recouped either via the individual's final pay or via invoice with an agreed payment plan to mitigate any financial hardship this may cause if a lump sum is requested.

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Review payment plan process	Selina Bullivant	Annually

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7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Proceed with refresh and amalgamation

8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Date of authorisation