

EQUALITY IMPACT ASSESSMENT

Training, Learning and Development Service Review

Reference: EIA000184



Protected Characteristics

Protected Characteristic	Age
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	The majority of citizens that have needs in BCC are over 65 years old. This year the service provided training to their carers and informal carers. There would be minimal citizen impact due to the review of this service. All statutory training requirements as well as care provision requirements would continue with the corporate training team who already commission and undertake all training initiatives across the council. However, any additional



Protected Characteristic - Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A



Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?

No

Please describe the impact to the pregnancy and maternity characteristic

N/A

How will you mitigate against any negative impact to the pregnancy and maternity characteristic?



Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>The review of this service will not disproportionately impact any other protected characteristics unless stated above. Recording of data for citizens accessing statutory training must be improved. An action plan with statutory training areas, responsible officers and time frames must be continuously reviewed and shared with the corporate</p>
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