

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Realign learning and development salary budget
Please outline the proposal.	The transfer of salary costs for coordination and delivery of learning and development to the appropriate budget to reflect the true cost of the service.
What savings will this proposal achieve?	£180,000
Name of Lead Officer	Stephanie Griffin

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
None anticipated. The provision of learning and development is to equip the workforce with the skills and knowledge to perform at their best in their role. Mitigation is in place to ensure that any statutory or priority development needs are met and the remaining funds are equitably shared among services
Please outline where there may be significant negative impacts, and for whom.
N/A

<b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
<p>There will be less funding to spend on the commissioning of external learning &amp; development activity to meet service requests but the current programme of internally delivered learning and development activity continues.</p> <p>There is no anticipated direct impact on colleagues with protected characteristics as the remaining budget will be available for all colleagues and will continue be prioritised for statutory training or development that will improve performance; reduce costs or risk. Colleagues are also encouraged to use on the job learning, e-learning, coaching or mentoring as more effective and low cost development opportunities.</p> <p>There is additional investment available for two years to support leadership development and inclusion as part of the emerging Workforce Plan. This programme includes the roll-out of our values and behaviours, leadership development at all levels, and a programme of diversity and</p>

inclusion. This includes support and development for our staff led groups, race equality development, effective equalities impact assessments and reverse mentoring. There is also a city-wider programme to support leadership development for aspiring BME leaders – Stepping Up.

This additional funding will be used to deliver a wide ranging programme of additional development activity accessible to all.

Please outline where there may be negative impacts, and for whom.

None anticipated

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No – the proposal is to realign budgets and won't reduce access to learning and development opportunities.

Service Director sign-off and date:



10/1/18

Equalities Officer sign-off and date:

Simon Nelson

20/10/17