

# Full Equality Impact Assessment Record

## Section 1:

Service:

Title of strategy, policy or service:

Officers involved in the EQIA:

Type of strategy, policy or service (delete below as appropriate):

- Existing:
- New/proposed:
- Changing/Update/ revision

**Q1 – What is the aim of your strategy, policy, project or service?**

Provision of training opportunities for people who work in EYS, schools, CC staff and volunteers. Provide services to those who provide services to children.

**Q2 – Who is it going to benefit and how? If this is a changing function state who will be affected or not longer benefit**

Staff named above and those who volunteer.

**Q3 – What outcomes do you want to achieve?**

A better skilled and qualified workforce.

**Q4 – Are there barriers to doing this?**

We have no control over candidates nominated by employers.  
Smaller contracts may not have equally specific T&C in Purchase Order.

**Q5 – How will you put this into practice?**

Online website advertising all training open to access for all. Bookings can be made via website, still reliant on employer approval. If a complaint was raised a report can be raised to highlight no of times refused.

## Section 2: Information gathering and judging impact

### Q6 - What existing information and data do you have?

- Do not hold settings staff data, data on ethnicity is not collected
- Tribal does not collect the ethnicity of staff
- Large providers complete procurement docs including EQ statement
- Disability
- Borough of Poole Happy to Help Toolkit for Translation Services and Accessibility Guidance.

### Q7- What does this tell us about the likely impact on different groups?

#### General/all equality groups

Concerns with regards to trainers as this is not currently monitored – candidates are sent on training by their employers, we have no input on equality of attendees.

#### Age

#### Disability

Taken into account when venue is being booked for facilities.

#### Gender reassignment

#### Pregnancy and maternity

#### Race

#### Sex

There is a shortage of male childcare workers.

#### Religion or belief

#### Sexual orientation

#### Socially excluded groups

**Q8 - Is there any potential for direct or indirect discrimination? Yes If yes, please use the action plan below to say how this will be mitigated**

## Section 3: Action planning

Issue	Objective/ Intended outcome	SMART action	Performance Target	Lead	Deadline
<b>General equality issues</b>		Check current PO T&C for equalities – if there is no detail, complete a disclaimer for all providers to sign agreeing to	New commissioning procedure to be in place including equalities expectations and standards	LG	30 Sept 12
<b>Race</b>	Ethnicity data	EYS Audit to include ethnicity of staff			30 Sept 12
<b>Sex</b>	Gender data	EYS Audit			30 Sept 12

If you have any comments, queries or suggestions to be considered as part of this EQIA please email [integrated.services@poole.gov.uk](mailto:integrated.services@poole.gov.uk) or telephone 01202 261974 or Text Relay on 18001 01202 261974.

**EQIA approved by:**

**Date:** 30 March 2012

**Contact number:**

**Review date:** 30 September 2012

Send a copy of your completed screening to your Unit's [Equality Rep](#) and the [Corporate Equality Officer](#) for publication