

Name of new/ revised Policy:	Value and Managing Difference
Purpose of Policy:	Mandatory training for new entrants to COPFS to promote Equality and Diversity awareness and responsibilities.
Lead EIA Officer:	
Team / Federation:	LDD / OSBS
Email Address:	DiversityTeam@copfs.gsi.gov.uk
Others involved:	
Date Assessment Completed:	27/08/18
Assessment Record Authorised by:	

This new / revised policy was fully assessed for any equality impact based on the General Equality Duty of the Equality Act (2010).

Background Details about new policy / process
Training course has been condensed from 2 days to 1 day meaning rationalising content. Provided opportunity to refresh behavioural focus with greater representation of the protected characteristics and contemporary issues.
Summary of research and consultation carried out:
<ul style="list-style-type: none"> • Research of current training market and landscape; • through professional bodies including CIPD, EHRC, ENEI, ACAS, etc.; • as well as training providers such as Glasstap, Equality & Diversity Ltd, Skills Boosters, etc. • Feedback from colleagues and delegates regarding the previous course has also been instrumental in informing the way forward.
Equality Ambassadors contacted: (if none, please give reasons why)
Only two of the Equality Ambassadors responded; both commented that the content was interesting and covered requirements pretty well. No equality issues were raised.
Key issues identified: - (Note here if you conclude there are no equality issues relating to the new / revised policy)

Feedback from delegates who have attended the one day course, has led to a number of refinements being made over the months it has been trialled, although these have tended to be regarding session content and impact. No equality issues have been raised with the material.

Changes made to new / revised Policy

As above, changes have been more focussed on session content than equality issues.

Review Process for Policy

L&D will review feedback received on an ongoing basis and make any changes highlighted by trends identified. L&D will react to changes in Equality legislation and developments and amend materials as required.

SEND THIS COMPLETED FORM TO DiversityTeam@copfs.gsi.gov.uk

For further information about this impact assessment,
please contact:
Equality Team, Policy Division,
Crown Office, 25 Chambers Street, Edinburgh, EH1 1LA

Alternatively send an email to DiversityTeam@copfs.gsi.gov.uk.

Assessment records can be made available in alternative formats
or languages on request.