

Equality Impact Assessment Record

Date of EIA August 2009

Directorate Corporate Services

Initial Screening Record	
Activity to be assessed	Member Development Strategy
What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change
Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	<p>The purpose of the activity is to: outline the principles and key themes for Member development over 2008 – 2011.</p> <p>The activity is designed to continuously improve Member learning and development. The core principles are:</p> <ul style="list-style-type: none"> • To develop Members in order to achieve the Council's aims and objectives. • To make the planning and delivery of Member development the responsibility of both officers and Members. • To promote and improve the work-life balance of Members in the Council's approach to Member development. • To make the best use of technology and resources to develop Members. • To provide general, team and individual development opportunities.
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Democratic Services
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed therefore record ends here.
Full EIA Record	
Who are the members of the EIA	Kirsty Hunt

team?		
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	An annual Member Services questionnaire and evaluation forms for each learning and development event are used to monitor access.	
With regard to the equalities themes, which groups might be impacted by the activity? Might any of these groups be impacted adversely ?	Groups Impacted	Groups impacted adversely
	<input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief
What evidence is there to suggest an impact/adverse impact?	Members are involved in the delivery of public services and therefore their work impacts the whole Bracknell Forest community.	There is no actual evidence that any of the groups are being adversely affected by the current development needs of those who do sit on Council. There is, however, the potential for an adverse impact but the purpose of the strategy is to identify and meet individual identified development needs in the way that is most appropriate for the Member concerned.
On what grounds can impact or adverse impact be justified?	Not aware of adverse impact occurring but development needs will be kept under review through annual Personal Development Plan process.	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	No.	
What changes will you make to the	Development needs are kept under review through annual Personal Development Plan	

activity reduce or remove any differential/adverse impact?	process.
Into which action plan/s will these actions be incorporated?	The Democratic Services' Business Plan.
Who is responsible for the action plan?	Head of Democratic & Registration Services
Have any examples of good practise been identified as part of the EIA?	No.
Has the EIA been published on the Council website?	Yes
Who is the relevant Chief Officer and have they signed off the EIA?	Director of Corporate Services
Which PMR will this EIA be reported in?	Corporate Services – Quarter 2, 2009-10