



Training Equality Standard

Equality, Diversity, and Human Rights are the responsibility of everyone. We all need to be aware of our duties and how we aim to meet these duties.

Inverclyde Child Protection Committee (ICPC) aim to provide a positive learning experience for all who participate in our training. To make this possible, we believe that trainers, practitioners and managers alike, share the responsibility to establish positive working and learning environments which promote development opportunities and equality. We recognise our responsibility for equal and fair treatment of those who wish to attend our training and to the community we serve. We aim to fulfill this commitment by adopting the following working principles and practices in the development, advertising and delivery of our training.

Working Principles

As a training provider we will:-

Promote a culture of respect that recognises and values differences between people

Ensure training opportunities are open and accessible to all

Ensure allocation of places is transparent and discrimination free

Ensure trainers adopt and promote anti-discriminatory practice

Sharing Responsibility - Protecting Children

Working Practice

1 Access to Training

Details and booking information for all our training will be advertised on the website and by e-mail to managers of all appropriate staff groups in Inverclyde. Course information is distributed via CVS Inverclyde and the Inverclyde Community Care Forum to ensure that staff from voluntary organisations who work with equality groups receive the information.

- Where courses are over subscribed places will be allocated to ensure representation from as wide a range of agencies and organisations as possible.
- Where courses are oversubscribed and multiple nominations from one team or organisation the line manager / service manager will be expected to allocate the place.

Course information will be released in pdf format which is suitable for use with electronic readers.

Course information will routinely include a prominent statement asking participants to indicate when completing the booking form if they have any special requirements including dietary or access requirements or requirements for course materials in a different format. There will be an obvious space on the standard booking form for participants to indicate such requirements. We will make every effort to meet any special requirements we are notified of. If we cannot fully accommodate a request we will discuss with the participant in advance to determine if an alternative solution can be found.

2 Training Venues

ICPC will routinely use wheelchair accessible venues for training. If a venue is being used that has limited access then an alternative venue will be identified if a participant who has access requirements is due to attend.

3 Training Experience

All participants attending ICPC training will be sent a copy of our ground rules with confirmation of their place and will receive a second copy within their training pack. These ground rules reinforce our commitment to equality along with participants own responsibilities to

- Treat all participants and facilitators with dignity and respect
- Be aware that inequality and discrimination are within us and all around us and recognise what these are about
- Try not to reflect them in what they say or do.
- Then challenge them constructively in themselves and others and the system

Participants will be encouraged to report on their evaluation form or directly to the trainer if they feel these ground rules are broken during the training

All trainers commissioned to deliver training will be expected to adopt anti-discriminatory practices and this will be explicit when they are commissioned

Copies of overheads will be included in training packs and large print versions or versions in specific colours can be made available on request.

4 Course Content

All training courses should be reviewed annually. This review should include explicit consideration of whether the course is addressing relevant equality and diversity issues.

The ICPC annual training programme is set in March each year. At this time consideration will be given to the inclusion of specific courses focussing on the needs of a particular equality groups.

Footnote

Inverclyde Child Protection Committee has completed the equality impact assessment documentation in relation to the training function. This document is available on request.

Produced December 2009

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