

1. what if any training in gender, gender identity and equality your Council staff , or sub groups of staff e.g. Social workers, strengthening families workers, admin staff have received in the last 4 years,

Training and development including e-learning received by Cambridge City Council employees over the past 4 year period up to June 2023 includes:

- **Corporate Induction: Equality & Diversity (Mandatory for all new employees in first 3 months of employment)**

This is a two part training course; provides attendees with awareness of the benefits of good practice on equality, diversity and inclusion. It relates to their role at Cambridge City Council and to raise their awareness on issues of all types of discrimination relevant to staff and customers of the council.

- **Trans Awareness**

This training provides attendees with an awareness around trans and gender variant people. This includes a detailed look at gender types and acceptable terminology.

- **Equality & Diversity in the Public Sector – e-learning (mandatory training for all employees)**

This module is specific to working within the public sector; provides a practical common-sense understanding of how equality and diversity apply in everyday working life, and covers all categories of discrimination.

- **Respect & Dignity at Work**

This course provides attendees with knowledge and skills to identify and address negative issues regarding the use of inappropriate language/terminologies used in the workplace; when jokes/banter can become harassment & bullying; and types of behaviours which would breach the law or council policy.

Unconscious Bias e-learning

This course is intended for staff who work in all sectors of business. It provides information and advice to help employees become more aware of their own unconscious biases, as well as for employers to minimise unconscious bias in the workplace.

Equality Impact Assessment Training

For employees responsible for developing new policies, plans and procedures. To enable attendees to identify equality impacts of changes to policies, plans and procedures by carrying out an Equality Impact Assessment.

2. All the organisations who provided this training over the last 4 years.

- Diversiti
- Kite Trust
- CMS Training Ltd
- ME Learning – e-learning
- Cambridge City Council

3. Please confirm if you possess training resources supplied by the trainers.

Yes. However it's important to note that external training provider's materials and resources used for training Cambridge City employees remain the provider's intellectual property, and would require their permission to share or use beyond the intended use. Where the Council delivers its own training, materials and resources are the property of the Council.

4. If you do possess the training please confirm if it is stored in a location accessible to all clinical staff e.g. a shared drive or common training resource.

Cambridge City Council does not employ Clinical staff. However, all our employees do have access to our e-learning modules, and EDI information & Guidance on our Intranet, they also have access to course handouts for the training they've attend. Employees can also contact the Council's Learning and Development Team for related training materials.

5. How much any training cost.

Cambridge City Council's overall expenditure for Equality, Diversity and Inclusion employee training over a 4 year period up until June 2023:

Apr 20 - Mar 21	£5,780
Apr 21 - Mar 22	£4,950
Apr 22 - Mar 23	£9,480
Apr 23 - Jun 23	£3,240
Total	£23,450

6. Are you a member of any organisation that assists with provision of gender, gender Identity or equality training, e.g. employers network for equality and diversity, global butterflies etc.

Yes

7.If you are a member please name all the organisation(s) who help with gender, gender identity and equality training you are a member of

Cambridge City Council is a member of the Employer's Network for Equality and Inclusion. To date, only the Equality and Anti-Poverty Officer has attended training run by the Employer's Network for Equality and Inclusion.

8.what if any is the cost of this membership.

Membership to the Employer's Network for Equality and Inclusion cost £1,500 for the last year excluding VAT (October 2023 to September 2023).