

Summary Fair Treatment Assessment (FTA)

Area for Assessment:		
Name of service or function etc	Common Induction Training Programme	
Which Service does this affect?	Children and Young People's Trust Team	
Is this a new, existing or revised function?	Existing	
Summary of findings:		
Main conclusions on the likely impact of the function on different equality groups (protected characteristics):		
<p>Going through the assessment has been useful in enabling us to reflect on our training practice. We have already been gathering learning from participant feedback on when planning has or hasn't worked. We have knowledge of what changes we need to make to improve what we offer in terms of training.</p> <p>The Common Induction has only been running permanently for about 9 months with 3 cohorts. Review work is still needed particularly regarding ensuring that the content of the courses is appropriate and useful to all sectors and skill level of practitioners. It is difficult to pitch the level of the course and more work needs to be done on this.</p> <p>There have also been small numbers through the Common Induction so is difficult to identify trends when dealing with small cohort sizes. The long term evaluation on impact will also pick up on any barriers to accessing learning faced by different groups of workers.</p> <p>We are aware that we need to target Education and Early Years cohorts for the Common Induction as these are 2 of the biggest sectors and they both have challenges in terms of accessing the training – being able to get cover to attend training and accessing training in the evening and weekends. We have a flexible bespoke approach in approaching these issues.</p>		
Actions:		
Actions identified to address negative impacts identified or to better promote equality, human rights, cohesive and sustainable communities and safeguarding issues		
Action	Outcome	Timescale
Oracle LMS reports to be produced regularly.	Ensure training statistics can be collated	Dec 2010
Ask on evaluation form questions about access to training and adapt confirmation email	Ensure different participants can access training.	Dec 2010
Review content of training with different stakeholders to ensure cross section of issues	Ensure training is accessible to a range of participants	March 2011.
Examine issue of dyslexia and effect this might have and explore support that can be given to dyslexic participants.	To ensure participants are able to access materials	Jan 2011
Ensure case studies used in training reflect diversity of different equality groups –	Training reflects a diverse range of children and young people that trainees could engage with.	March 2011

ethnicity, age, race, religion and culture and so on.		
Deliver training needs analysis work to identify future needs of the workforce.	To be able to plan training more effectively	Jan 2011
Date Assessment Signed Off	January 2011	