

Equality Impact Assessment Summary

Name of policy, function or service
Learning & Development Strategy
Purpose and aim(s) of the policy, function or service
To set out the key objectives and actions for learning and development in the Forestry Commission
Who will benefit mainly from this policy, function or service?
It will facilitate all learning activities and resources to be focused improved organisational performance through staff identifying the skills, knowledge and competencies they require to do their job both now and in the future
Information and Data (evidence) used
Existing Learning Strategy Data on training delivery Benchmarking 'best practice' via CIPD study resources People Strategy Discussions with individual staff members and senior managers on their perception of current training delivery Discussions within individual trainers about their experience to date
Summary of Impact
The information did not demonstrate any likely impact on particular groups, however, it did raise awareness about: Timing of events – Making sure that events are not always planned for the same days of the week Accessibility to training venues
Monitoring/Evaluation
As part of the strategy we are to develop meaningful evaluation measures to demonstrate effectiveness of learning and development activities. As part of this process we will be improving our metrics for training requests, training delivered etc. The strategy itself is due for review in Dec 2010
Further Information