

TO: **ESTABLISHMENT COMMITTEE**

Thursday, 9 June 2016

FROM: **MEMBER DEVELOPMENT STEERING GROUP** Monday, 16 May 2016

UNCONSCIOUS BIAS TRAINING

The Steering Group received a resolution from the Establishment Committee asking that they consider whether equality and inclusion training, including training on unconscious bias should be mandatory for all Members.

The Town Clerk advised that HR had already been asked to provide the details of a suitable training provider to deliver a briefing to Members on equality and diversity issues and further information was awaited. The Group asked that written guidance be provided to Members ahead of a briefing being scheduled to ensure that all Members were aware of the key issues and their responsibilities as elected Members. The Steering Group stressed that whilst attendance at training could be strongly encouraged, no training was mandatory.

RESOLVED – That:

- a) the Steering Group noted the report and instructed the Town Clerk to send a response to the Establishment Committee on behalf of the Steering Group; and
- b) the Town Clerk liaise further with HR regarding the circulation of written guidance to Members about equality and inclusion and a learning and development session on this topic be scheduled at the earliest opportunity.