



Andover Town Council

To **consider** a quote for Diversity Training and to decide on actions.

Item
No.
12

Produced for: Full Council

By: Town Clerk

Date of Report: 15 Apr 2024

Background:

Councillors have recently attended training in understanding LGBTQIA+ issues. Council are aware that there are other groups in society are sometimes not treated fairly due to widespread misconceptions or lack of understanding.

Councillors wish to make sure they are all fully informed and have been given the training required to identify and support minority groups and consider the impact on them when making decisions.

Proposals:

To **review** and if thought appropriate to **approve the training costs** for a course given by Unity.

Course content:

In any training we would cover the following issues:

- Definitions of Equality, Diversity and Inclusion and how we understand these
- Equality Act 2010
- Definitions of discrimination and the different types of discrimination we may encounter
- Disabilities (including definitions)
- Protected Characteristics
- Harassment and victimisation (possibly looking at stereotypes)

This is not a full list but gives a flavour of the training and the areas covered.

Course Cost: £250.00

Course length: 3 hours (with a break in the middle)

Course venue: Incuhive.

If Councillors feel this is an acceptable proposal, the Town Clerk can then investigate suitable timings.