

Dear

I am writing to you in reply to your Freedom of Information Act (FOIA) request to Nottinghamshire County Council. Firstly I apologise for the response being a day late and hope that it has not caused any inconvenience. I have the following information.

The Council offers a blended approach to all learning activity including face to face (classroom style), e-Learning and audio courses. Equalities Training is predominantly delivered through computer based activity which can be supplemented by face to face briefings on specific issues.

Equalities training is included as part of the mandatory training requirements for all employees and is part of the induction process. It is core training for all directly employed staff of Nottinghamshire County Council and has been since before the introduction of the Equality Act 2010.

The current eLearning programme cross references the employment implications of the Equality Act, how it applies in the workplace and makes reference to all the protected characteristics, including disability. The audio learning resources available are to provide more detailed information for employees on each of the protected characteristics, including disability. The eLearning system also allows the County Council to monitor when employees have completed the learning package and follow up through line managers if not. More details of the types of training were provided in our previous response.

The Council's intranet site has further information for managers and staff on Equalities issues which staff are encouraged to access.

111 additional employees have accessed Equalities training since your last request.

Nottinghamshire County Council is one of the top 100 employers (51st) on Stonewalls listing which independently assessed the Council's approach.

The induction training for Members of the County Council includes the Code of Conduct and Guidance for Councillors and Officers which is underpinned by the Nolan Principles. Member induction training took place most recently following the local elections in May 2017.

If you have any queries or concerns then please contact me. Please remember to quote the reference number above in any future communications.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to the Team Manager, Complaints and Information Team, County Hall, West Bridgford, Nottingham, NG2 7QP or e-mail [complaints@nottsc.gov.uk](mailto:complaints@nottsc.gov.uk).

Yours sincerely

Jo Kirkby  
Team Manager  
Complaints and Information Team  
Resources  
Nottinghamshire County Council