

External stakeholder group members

Meeting 22nd June 2022



Committee *for*
Employment & Social Security

Welcome

- Update on progress of Policy and implementation work
- Timeframe
- Results from training needs survey
- Training- Next steps
- Prejudice and discrimination survey
- Any questions?

Policy and implementation work

- Drafting
- Tribunal recruitment and training
- Religion or belief and sexual orientation policy letter
- Bite sized sessions for States members

Timeframe

- Drafting of ordinance
- Closed consultation on ordinance
- Engagement with organisations for awareness raising and details of training for 2022
- Ordinance return to States for final approval.
- Training commences
- Ordinance comes into force

Results from Training needs Survey

Undertaken in March 2021

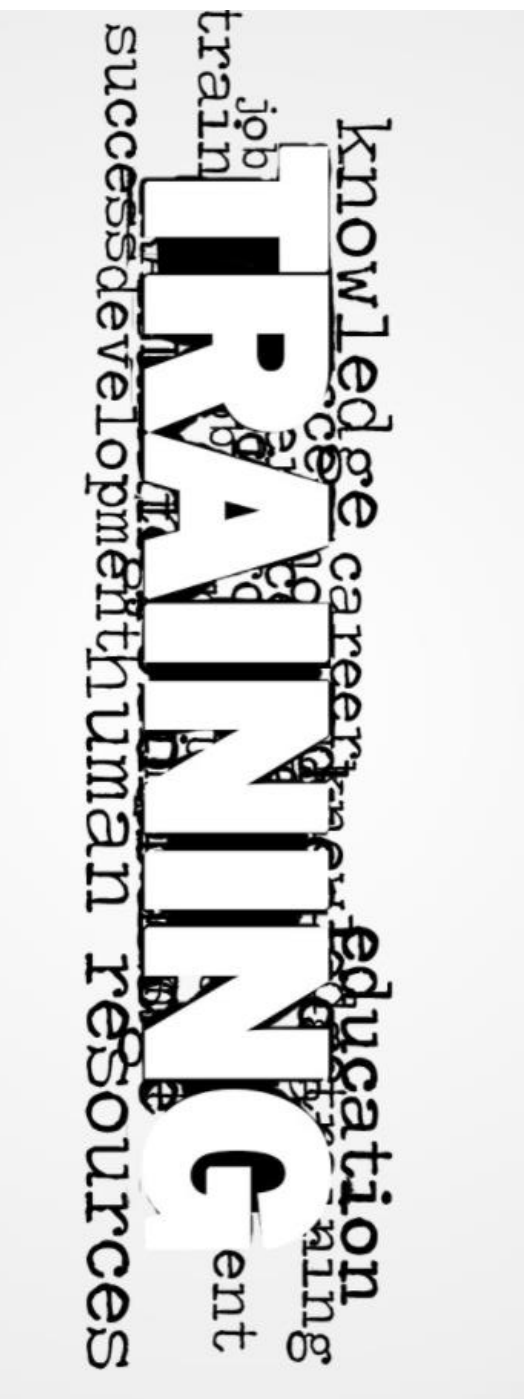


Committee for
Employment & Social Security

Training needs survey

Circulation

- By external stakeholder group.
- By email and also survey monkey.
- Social media promotion by States communications team



Questions....

1. Are there any additional training requirements that are not already listed?
2. How would you like the training presented?
 - Presentations to mixed groups
 - Presentations to individual groups
 - On line training sessions
 - Training document to download
3. What time could you commit to the training sessions?
 - 1 session of up to 90 minutes: High level information about legislation, discrimination and employers responsibilities
 - Multiple sessions of 90 minutes: detailed separate sessions for legislation, discrimination and employers responsibilities
 - What numbers from your organisations would attend the above sessions.
4. What additional guidance documents might you find useful?
5. The best way to ask your colleagues/ membership for their views?

Responses

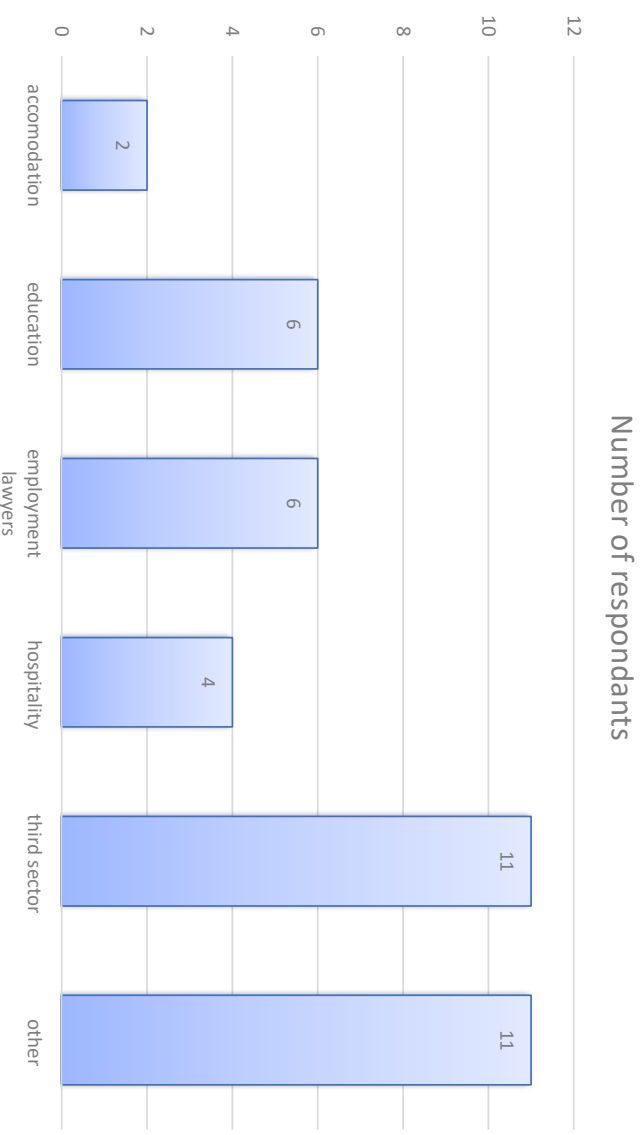
Total of 40 responses

38 online

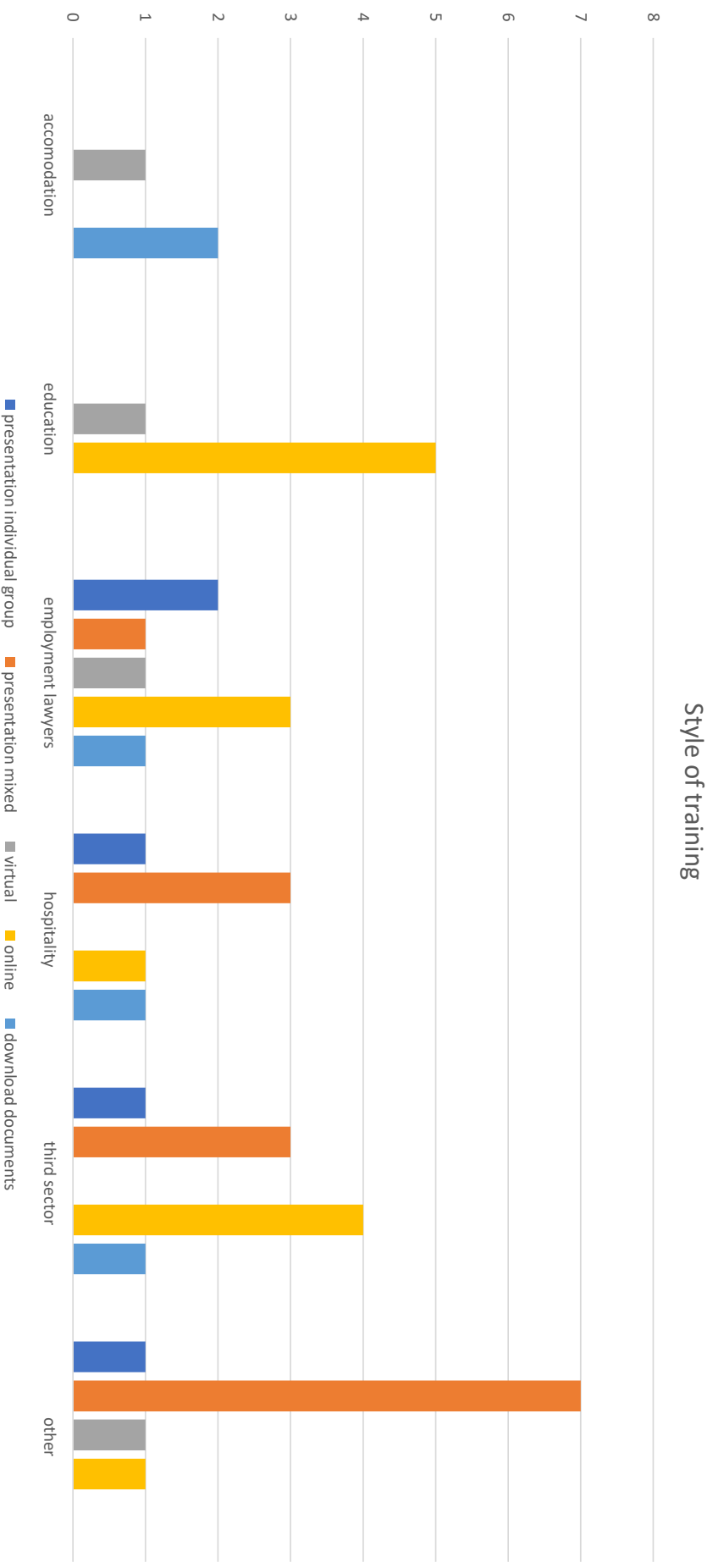
2 by email

Some are representing organisations (i.e. more than one person)

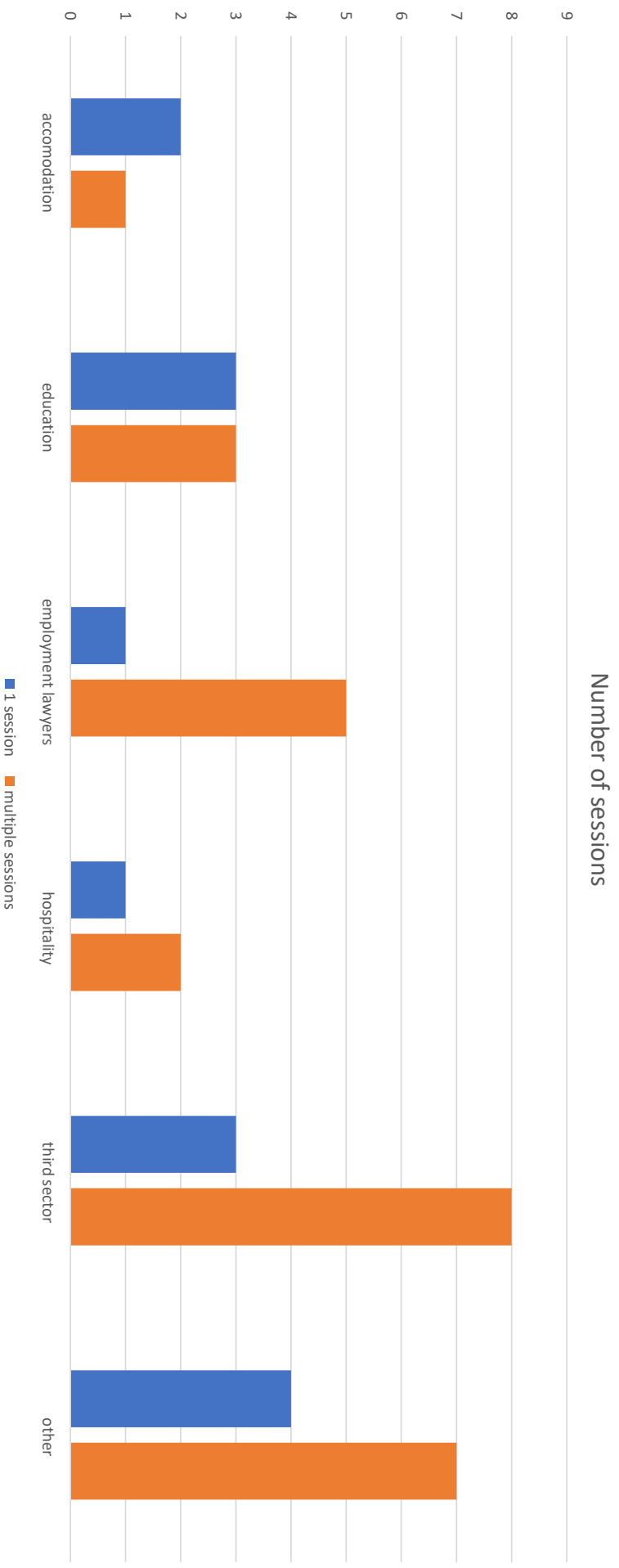
Others included health providers, social services, veterinary, utilities, faith, HR and finance.



Style of training



Number of training sessions



Additional training requirements

- How to dismiss fairly when capability or absence is an issue.
- Clarity on direct and indirect discrimination in accordance with the legalisation and examples
- Guidance as to the pre-claim conciliation process
- what complaints might look like and how they might progress.
- Ensure people understand that these protections will go beyond the field of employment
- Responsibility of employers – Termination
- Guidance on sickness absence management and performance management
- Specific management training around empathy and compassion

- Clarity on direct and indirect discrimination in accordance with the legalisation and examples
- access to resources for student learners in order to raise awareness with younger age groups too.
- Reasonable adjustments
- A guidance note on carers
- Responsibilities of Healthcare providers
- a timeline of process
- What support is available for businesses
- Inclusion of the concept of unconscious bias

Additional guidance documents

Education

- Training documents.
- Brief clear visuals
- Checklist / audit

Employment Lawyers

- Tribunal rules of procedure
- ACAS style documents on discrimination and harassment
- Guidance document particularly around managing employees who become unwell.
- What occupation health guidance and support available

Accommodation

- FAQs

Hospitality

- Reasonable adjustments
- documents in different languages

Other sectors

- Requirements of the legislation and best practice
- Case studies and discussion of cases that are not straightforward.
- Quick look guide to interpret the legislation.

Final comments

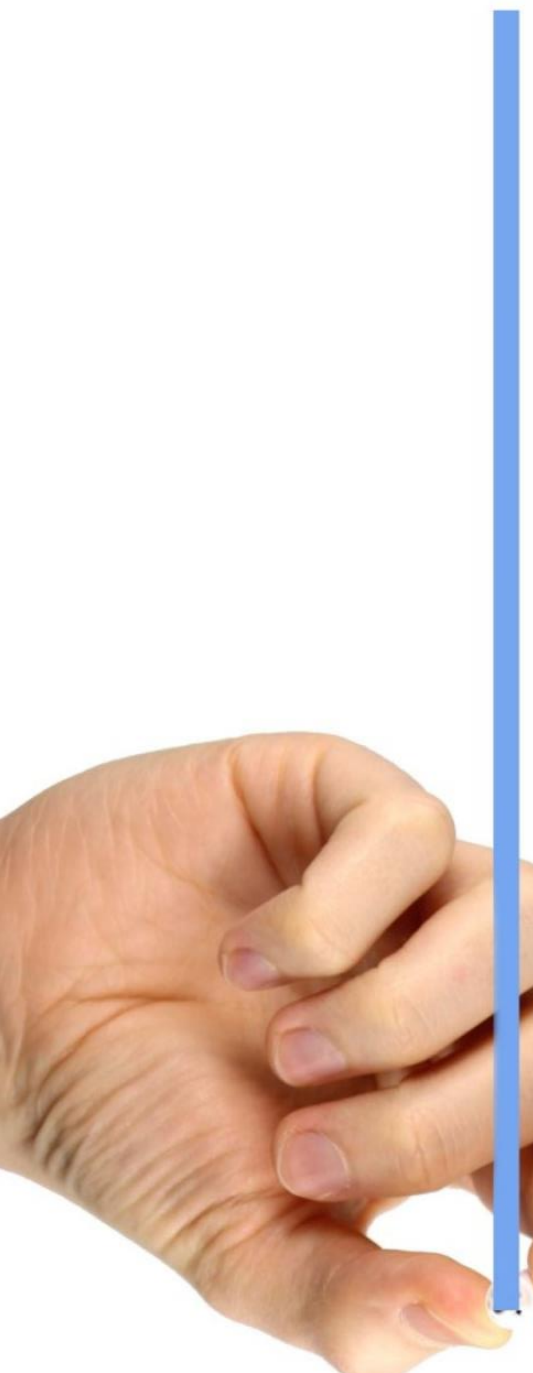
- Flexibility for training
- User friendly resources that can be shared.
- Training and guidance documents provided at different levels
- Guidance materials to keep any external training consistent with the legislation.
- Update training and guidance at appropriate times going forwards
- Focus of the training and guidance needs to be centred on worked examples of what discrimination looks like, what can be done to avoid it.
- Practical ways for employers and service providers to know and understand how to respond to a specific situation; and understand the limitations of their obligations.

Next steps

- Expressions of interest for suppliers to provide training
 - Limited staff resources to provide this training
 - Some areas are specialised - e.g employment law
- Opened May 25th 2021
- Closes 22nd June 2021
- Decision on applications by early August
- Preparation of material August- November
- Training delivery:
 - ESS/ EEOs and Tribunal staff January- February 2022
 - Service providers, employers and everyone March – June 2022

Prejudice and discrimination survey

SURVEY



Any questions

