

Disability and Carers Service Learning and Development Review – Race Impact Screening

Aims and functions of the review

The purpose and objectives of the L&D review were to

- Optimise the current L&D organisational structures
- Define future L&D service delivery
- Canvass opinion about and identify potential efficiency opportunities
- Gain buy-in for headcount reductions from the Operational and L&D line management
- Explore potential organisational options for future L&D service delivery with key stakeholders
- Recommend a future L&D organisational structure for DCS that meets the required headcount and can support the business through its change programme and beyond
- Identify any potential issues arising from the reorganisation
- Produce an implementation approach that is acceptable to key stakeholders.

The implementation of the recommendations of the review will

- Provide a L&D function the control of which is centralised under the HR Director
- Provide L&D interventions, which are consistent across DCS and utilise a range of delivery methods in line with DWP modernised learning objectives
- Provide training to meet the operational needs of the business across a range of locations
- Up skill L&D staff to develop a professional team, to provide a proactive and efficient L&D service
- Introduce Learning and Development Advisors (LDAs) who will work with operational managers to forecast L&D requirements and support managers in coaching and mentoring their staff

Who is affected by the review?

All DCS staff these can be categorised into 3 main areas

- Learning and Development staff
- Managers
- All other staff (end users of the service)

Who will benefit and how?

The review will ultimately benefit all those affected by providing a more proactive and focussed L&D service. The move away from a predominantly classroom based learning environment will provide greater flexibility and accessibility for learners. The consistent approach to technical training will contribute to more uniform standards across the business. Line Managers will be supported by LDAs, in identifying and providing appropriate L&D interventions and coaching their staff.

The implementation of the new structure will support the introduction of the staff information system phase 2, which will provide a fairer system for booking corporate L&D learning interventions, giving equal access to all. It will also enable DCS to, provide a comprehensive and professional L&D service offering modernised learning solutions and meet the headcount targets in line with the DWP HR Modernisation programme.

Relevance to race equality duty.

There is no evidence that the implementation of the review recommendations, which were reached following extensive consultation with a cross section of business representatives (see annex 1), will lead to any quantitative or qualitative differences in impact on any specific group.

There are no evident differing needs, experiences or priorities for groups relative to this proposal when compared to existing procedures.

The proposed changes would not have a significant impact positively or negatively on equality of opportunity or good race relations.

There is sufficient information available from existing sources to inform this assessment.

Recommendation

There is no evidence to suggest that a full race impact assessment is required at this point. **A review date of March 06** is recommended, at this time the new organisation will be fully operational and the assumptions made about the impact can be tested.

Annex 1

During the interview stage of the review the following people gave their time, input and professional opinions regarding the future structure of the L&D organisation within DCS:

- Rosemary Bibby
- Carol Brownhill
- Mary Crone
- Anne Docherty
- Joy Dunne
- Phil Earl
- Andrew Forbes
- Gail Gallacher
- Sue Garlick
- Denis Gilfoyle
- Neil Harrison
- Barbara Harvey
- Graham Heard
- Mike Kelly
- David Leach
- Catherine Lister
- Paul Lloyd
- Roger Lloyd-Jones
- Sue Mayers
- Krystyna Mill
- Steve Monk
- Terry Moran
- Angela North
- John Osborn
- Michelle Parker
- Dean Rhodes
- Ian Rodger
- Veena Shah
- Stan Shearer
- Denise Simpson
- Paul Spencer
- Viven Taylor
- Pauline Thompson
- Jo Willacy

The interviews were followed up by two workshops to engage the business in defining the new L&D organisation.

Participants at these workshops are detailed below (* indicates attendance at both workshops)

	Name		Representing
	Jackie	Alderson	DCS L&D Team
	Drew	Allport	DWP Corporate
	Sue	Anderton	DCS L&D Modernisation
*	Nigel	Burrows	Cap Gemini Consultant
*	Jean	Doherty	DCS Head of HR Diversity & L&D
	Christine	Eyre	DCS Carers Allowance Unit
	Bill	Farrell	DCS Wales & Western England
*	Denis	Gilfoyle	DCS Disability Benefit Unit
*	Graham	Heard	DCS Customer Service Group
	Sarah	Jury-Onen	DCS Wembley DBC
	Rikin	Khumar	Cap Gemini Consultant
	Shelia	Latchford	DCS Midlands DBC

Annex 1

*	Catherine	Lister	DCS HR Business Partner
	Angela	Lue	DCS Midlands DBC
*	Rob	McAlpine	DCS L&D Review
*	Gerry	Miles	Cap Gemini Consultant
	Phil	Millard	DCS Disability Specialists Group
*	Jeanette	Mortimer	DCS HR/L&D
	Mark	Pollard	DCS Disability Benefit Unit
	John	Puplett	DCS Bristol DBC
*	Ian	Rodger	DCS Edinburgh DBC
	Sue	Roylance	DCS Helpline
	Andy	Shaw	DCS Training Design & Development
*	Stan	Shearer	DCS Operations NE & Scotland
	Denise	Simpson	DCS Transformation
*	Vivien	Taylor	DCS F&PMT
	Steve	Warner	DCS ISSG/Estates
	Anne	Docherty	DCS Glasgow DBC
	Joy	Dunne	DCS Bootle DBC
	Phil	Earl	DCS Southern England
	Sue	Mayers	DCS Training Design & Development
	Karen	Shenton	DCS L&D Team
	Pauline	Thompson	Disability Specialists Group