

**Clatterbridge Centre  
for Oncology NHS  
Foundation Trust**

<b>Name of Policy</b>
Learning and Development Policy
<b>What is the aim of the policy?</b>
To ensure that all staff are treated equitably in accessing appropriate learning and development opportunities
<b>NOTE - Quote directly from policy documentation.</b>
<b>What outcomes do we want to achieve for this policy or function, &amp; for whom?</b>
To ensure that all staff have equitable access to learning and development opportunities which are linked to the Trust's annual business plan and service objectives where appropriate, and that the responsibility for learning and development is a shared one between the Trust and the individual
<b>NOTE - Wherever possible in responding to these questions, be specific, &amp; name organisations, individuals &amp;/or equality categories: Race, Gender, Age, Disability, Religious &amp;/or Sexual Identity.</b>
<b>Who are the key stakeholders in the policy?</b>
All staff  The Trust
<b>Who is intended to benefit from this policy, &amp; in what way?</b>
All staff by having their learning and development needs identified and supported in line with the Trust's objectives To enable staff to develop their own career via further education To enable all staff to attend mandatory training relevant to their role To ensure staff are aware of their responsibility regarding risk management
<b>NOTE - Wherever possible in responding to these questions, be specific &amp; name organisations, individuals &amp;/or equality categories</b>
<b>What impact will the proposal have on any services currently provided or on our staff and/or stakeholders</b>

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**How do the outcomes help or hinder other organisational objectives, policies or values?**

Helps to deliver the Trust's annual business plan and objectives  
  
Delivers an expert cohort of experienced staff which enhances patient care

**If there are associated objectives of the policy, what are they?**

None

**Who implements the policy & who is responsible for it?**

Learning and Development Officer  
HR  
Line Managers  
Heads of Departments  
Directors

**How relevant is the policy to each Equality category? Based on your answers above, is the policy of High, Medium, or Low relevance:**

**(tick one box for each Equality category)**

Category	High	Medium	Low
Age			x
Disability			x
Ethnicity (Race)			x

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<b>Gender (Sex)</b>			<b>x</b>
<b>Religion or Belief</b>			<b>x</b>
<b>Sexual Orientation</b>			<b>x</b>

**Are there any concerns the policy could have a differential impact on the grounds of racial or ethnic origin?**

No

**Are there any concerns the policy could have a differential impact on the grounds of religion or belief?**

No

**Are there any concerns the policy could have a differential impact on the grounds of disability?**

No

**Are there any concerns the policy could have a differential impact on the grounds of age?**

No

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**Are there any concerns the policy could have a differential impact on the grounds of sexual orientation?**

No

**Are there any concerns the policy could have a differential impact on the grounds of gender?**

No

**Is there enough evidence to proceed directly to a Full Impact Assessment?**

Y    N