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## WORKSHOP DESCRIPTIONS

### Local Government Essentials East – A Day of Discovery and Development

Friday 28 February 2025, 09:00 – 15:20

Chesterford Research Park, Little Chesterford, Saffron Walden, CB10 1TS

#### WORKSHOPS: Round 1 (11:15 – 12:00)

##### **Digital Transformation: The Key to Savings and Efficiencies (ROOM 2)**

James Wickham, Associate, EELGA Talent Bank

In this session, you will discuss how digital transformation can help councils tackle budget pressures, improve efficiency, and deliver better outcomes for residents. Drawing on practical examples and real-world experience, the facilitator will share insights into overcoming common barriers like outdated systems and limited resources.

This workshop is designed to give senior leaders and members clear, actionable ideas to help their organisations achieve meaningful change.

##### **Sexual Harassment: How Can Every Person Meet Their Legal Duties? (ROOM 3)**

Emma Swan, Facilitator, Cultural Awareness Hub

This workshop will focus on understanding new legislative duties for employers, as well as the individual duty of care placed on employees. The workshop will explore key definitions and consider some strategies and approaches to improve workplace culture.

There will be discussions, engage in private reflections, and an opportunity for questions and answers in the latter part of the session.

##### **Members and Officers Working Together to Achieve Success in Planning (ROOM 4)**

Simon Payne, Associate, EELGA Talent Bank

Planning reform and the Government's commitment to economic growth are adding new and greater challenges for Local Planning Authorities to deal with. The workshop will split into mixed groups of members and officers to explore how together these challenges may be addressed to achieve successful outcomes. The workshop will begin with a ten minute presentation to set the scene.

## WORKSHOPS: Round 2 (12:15 – 13:00)

### **Demystifying Equality Impact Assessments (ROOM 1)**

Jacqui Gavin BEM and Jiten Patel, Facilitators, Cultural Awareness Hub

Have you ever wondered if the decisions you make are as inclusive as they could be? Whether it is shaping a policy, delivering a service, or leading a team, our choices can have far-reaching impacts on equality and fairness. The challenge is knowing how to identify potential inequalities and address them effectively.

Equality Impact Assessments (EIAs) provide a practical framework to ensure your actions are fair, inclusive, and considerate of diverse needs. In this taster session, Jacqui Gavin BEM and Jiten Patel will take you through the essentials of EIAs. They will explore what they are, why they matter, and how they can help you identify and reduce inequalities in your work.

This session is for anyone involved in decision-making or service delivery who wants to embed fairness and equity into their processes. It is not about ticking boxes; it is about taking meaningful steps to create positive change.

### **Transformation in Local Government: The Art of Positive Disruption in Transformation (ROOM 2)**

Martyn Cockram and Tim Carr, Associates, EELGA Talent Bank

In this workshop session the facilitators will work with attendees in an experiential learning session about what works and doesn't in effective and sustainable transformation. It will investigate how we embrace disruptive transformation, what this means and the benefits which arise from it.

There will be an opportunity to share stories around transformation and its effectiveness or not....in this session you will look at the importance of people....and the role we all play in it.

### **The New Procurement Act – Overhead or Driver for Economic Growth (ROOM 3)**

Ken Cole, Associate, EELGA Talent Bank

Many of us will be heavily involved in planning for the forthcoming organisational changes. Yet we all recognise that 'business as usual' has to be maintained. For many, the new Procurement Act will be seen as another compliance overhead offering little to hard pressed councils. But is this perception correct? Read closely, and there are a lot of opportunities to support local businesses and voluntary groups and make a positive contribution to economic regeneration, sustainability goals, wealth creation and community facilities.

Led by EELGA Talent Bank member and renowned authority on these matters, this workshop will allow participants to explore how they can use this legislation to make a positive difference with limited resources. Suitable for elected members and officers alike.

### **Building Trust - Developing Reputation (ROOM 4)**

Dominic Chessum, Associate, EELGA Talent Bank

Hard to gain but easy to lose, a good reputation is one of the most valuable assets an organisation has. This session looks at the foundations on which positive reputation is built, and the strategic focus needed to create and maintain it. It also looks at how and why a good reputation can be lost.

With a focus on encouraging senior leaders to put communications and reputational considerations at the heart of their decision making, those attending will leave with a better understanding of reputation management and how to make best use of the advice given to them by their communications teams.

## WORKSHOPS: Round 3 (13:45 – 14:30)

### **From Unconscious Bias to Conscious Inclusion (ROOM 1)**

Jiten Patel and Jacqui Gavin BEM, Facilitators, Cultural Awareness Hub

Have you ever stopped to consider how the smallest, most automatic assumptions might shape the way you see others, make decisions, or lead your team? Unconscious bias is something we all carry—it's part of being human. But here's the good news: when we recognise it, we have the power to shift from automatic reactions to intentional actions that create real inclusion.

In this taster session, Jiten Patel and Jacqui Gavin will discuss how unconscious bias impacts us, and our workplaces. They will then go on to look at effective ways to foster a culture of conscious inclusion and take practical steps to ensure fairness and equity in your everyday decision making.

This session is for leaders and line managers who want to build stronger, more innovative teams—leaders who are ready to move from awareness to action. It's not about judgment or blame; it's about growth, understanding, and creating workplaces where everyone has the chance to thrive.

### **Empowering Local Authorities: Educating Staff to Break Barriers for LGBTQ+ Inclusion (ROOM 2)**

Tracy Martinez, Facilitator, Cultural Awareness Hub

This workshop is designed to bring together elected members, officers, and partners from local authorities in the East of England to enhance their understanding and support of LGBTQ+ inclusion.

Participants will gain valuable insights into key topics, including:

- Becoming confident in the vocabulary
- Not being worried about getting it wrong
- Sexual orientation
- Gender identity
- Anatomical sex
- Gender expression
- Barriers and solutions

By the end of this workshop, attendees will be equipped with the knowledge and tools to break down barriers and foster a more inclusive and supportive environment for LGBTQ+ individuals within their organisations and communities.

### **Housing - Tackling the Homelessness Crisis (ROOM 3)**

Liz Bisset and Trish Reed, Associates, EELGA Talent Bank

The housing crisis fuelling the rise in homelessness is not going to go away any time soon. This workshop explores the drivers for rising homelessness and the approaches local authorities are taking to manage the increasing numbers of households affected. It looks at the national trends and considers the impact of statutory responsibilities and assessment, collaboration with partners, temporary accommodation, finance and funding.

### **Empowering Elected Members for a Brighter Future (ROOM 4)**

Gilli Galloway, Associate, EELGA Talent Bank

This bite-sized workshop will highlight 11 key reasons why developing and delivering a Member Development will benefit a council, the individual members, decision making, officers and directors and the wider community. It will be a brief run through of the key elements and provide an opportunity for delegates to consider whether their council would benefit from introducing a development programme for both existing and new elected members. Ways to get started will be explored and time has been allocated for questions.