

## Making Changes

**Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?**

<i><b>In developing the policy or decision what did you do or change to address the equality issues you identified?</b></i>	<i><b>What do you intend to do in future to address the equality issues you identified?</b></i>
<p><b>Gender:</b> Promotion of this policy in the more male orientated departments may be required.</p> <p><b>Disability:</b> In line with BSO's Accessible Formats Policy, BSO will provide alternative formats on request to meet the needs of people with a disability who may need information in an accessible format.</p> <p>Where an employee is unable to adhere to a dress code due their disability, mitigation will be applied, BSO will ensure staff are supported through Health and Wellbeing initiatives such as Occupational Health. Also, the policy makes specific reference to the personal circumstances and or health / disability of the employee asking if this could be a relevant factor in circumstances where the policy is invoked.</p>	<p>The Business Services Organisation (BSO) is committed to providing equality of opportunity, and strives to promote a good and harmonious working environment where every employee is treated with respect and dignity and in which no one is disadvantaged based on their age, disability, marital or civil partnership status, political opinion, race, religious belief, sex (including gender reassignment), sexual orientation, with dependants or without dependants</p>