

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>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
<p>Disability: Social interaction will be accessible via virtual means to assist employees working from home. Employees will be provided with technology to assist with WFH. Should an individual experience difficulties setting up equipment at home, a risk assessment can be carried out and a member of their team or line manager give assistance in setting up equipment.</p> <p>Employees with disabilities may be more likely to suffer from mental health issues and isolation, so BSO have a number of online support for staff which are referred to in the WFH policy. This is also communicated via corporate communication on a regular basis.</p> <p>Information from the staff survey found that the corporate communications were effective: over 98% of respondents reported receiving information from the H&WB group, and more than half (53%) had accessed the Health & Wellbeing SharePoint site created by the group.</p> <p>Staff interaction is also vitally important and this can also be via virtual means. The WFH policy encourages Line Managers to have</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> <p>A survey is planned to explore the out workings of the pilot WFH policy to see if organisations, managers and teams have been effective in putting in reasonable adjustments and offering support and guidance.</p>

regular contact with their team members.

There is also a blended approach included in the WFH policy in terms of part office and part home working to assist with social interaction and mental health. Regular WFH staff surveys will be conducted to monitor impact on all section 75 groups.

Dependent Status: WFH policy allows for both the employee and organisation to be flexible in terms of working hours and allowing employees with dependents to work outside of normal office hours. Reduced hours and other flexible working arrangements to be considered to assist. Employment breaks may also be a consideration.

Also, to assist those with caring responsibilities who may need greater flexibility in working hours, BSO have opened premises late night and over the weekend. This will be communicated to staff on a regular basis through email.

Mental health may be affected for employees with dependents and there is regular corporate communication relation to the online support services available in BSO. Staff interaction is also vitally important and this can also be via virtual means. There is also a blended approach in terms of part office and part home working to assist with social interaction and mental health.

Marital Status: For married staff with

dependents BSO to flexible in terms of working hours and allowing employees with dependents to work outside of normal office hours. Reduced hours and other flexible working arrangements to be considered to assist. Employment breaks may also be a consideration. Social interaction encouraged via technical means such as Zoom meetings and online forums. Employees without a spouse or partner may suffer from isolation and mental health may be affected. For employees experiencing mental health issues there is regular corporate communication relation to the online support services available in BSO. Staff interaction is also vitally important and this can also be via virtual means. There is also a blended approach in terms of part office and part home working to assist with social interaction and mental health.

Age: Social interaction encouraged via technical means such as Zoom meetings and online forums. Mental health may be affected for employees and there is regular corporate communication relation to the online support services available in BSO. Staff interaction is also vitally important and this can also be via virtual means. There is also a blended approach in terms of part office and part home working to assist with social interaction and mental health.

Gender: Organisation to be flexible in terms of working hours and allowing employees with dependents to work outside of normal office hours. WFH policy allows for both the employee and the organisation consider reduced

hours and other flexible working arrangements. Employment breaks may also be a consideration. BSO encourage interaction with staff and are happy to alter working arrangements if required. This includes full working from home, flexible outside of normal hours working, combination of home and office working or full time office working.

BSO also have a number of online support services to cover all aspects of home working and has particular support services for

Employees who may or may know someone who is experiencing domestic abuse. Extra support services have been set up in order to assist employees through COVID. All are available via an online support hub and regular communication is circulated to remind employees of the services available. Management will regularly review WFH arrangements. However the policy does set out terms for a blended approach of both home and office working, reviewed in line with government guidelines. Mental health may be affected for employees and there is regular corporate communication relation to the online support services available in BSO. Staff interaction is also vitally important and this can also be via virtual means.

The WFH policy also includes a blended approach in terms of part office and part home working to assist with social interaction and mental health, offering employees who may be experiencing difficulties at home

the flexibility to work in the office or at home.

Sexual Orientation:

BSO encourage interaction with staff and are happy to alter working arrangements if required as per WFH policy and other flexible working policies. This includes full working from home, flexible outside of normal hours working, combination of home and office working or full time office working. BSO also have a number of online support services to cover all aspects of home working. Mental health may be affected for employees and there is regular corporate communication relation to the online support services available in BSO. Staff interaction is also vitally important and this can also be via virtual means. There is also a blended approach in terms of part office and part home working to assist with social interaction and mental health.