

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 policy or decision in order to promote equality of opportunity?

In developing the policy or decision what did you do or change to address the equality issues you identified?	What do you intend to do in future to address the quality issues you identified?
<p>Disability: Ensure that this policy (and others) is in accessible formats for e.g. size 14 for those who are partially sighted and consideration given to all those with disabilities. Also, all staff are to be made aware of the policy, through such avenues as Awareness Sessions. There may be a need for support and any reasonable adjustments to practice to ensure a fair hearing.</p> <p>Age: Younger (or older) members of staff may lack experience or confidence to report incidents of domestic abuse, and therefore the policy states clearly what constitutes incidents of domestic abuse and gives examples.</p> <p>Sexual orientation: In order to give LGB people more</p>	<p>For all issues identified under Section 75 it is important that this policy is shared with all, and targeted with the section 75 groups. Therefore communication is key when this policy is released. NIGALA will continue to gather data in regards on all incidences of domestic abuse) and gather equality data in order to monitor the progress of this policy and procedure.</p> <p>To ensure the on-going effectiveness of this policy and procedure, a review will be undertaken at regular intervals, and not more than 3 years from the date of implementation.</p>

confidence in reporting incidences of domestic abuse, the policy states that staff can approach HR if they are uncomfortable approaching their manager. Support sources and organisations for people of different sexual orientations have been included in the policy.

Ethnicity: It is recognised that cultural differences exist between different ethnic groups, and that staff from minority ethnic groups may be reluctant to report incidents of domestic abuse. Sources of help and information on agencies who can help people experiencing domestic violence are included in the policy. This includes details of the PSNI, including the availability of Domestic Violence Support Officers. Details for Victim Support, Women's Aid, and the Simon Community are also included, who can provide legal advice, and information on housing and benefits available to those leaving situations of domestic abuse/ violence

Gender: As most cases of domestic abuse involve a female victim, and that people are

especially vulnerable leaving work, the policy suggests support with transport arrangements to and from work if necessary. A safety at work plan is also included in the guidance policy.

In recognition that men may be less likely to seek help when experiencing domestic abuse, details are provided of organisations specialising in providing support to male victims of domestic abuse.

Dependents: The policy includes arrangements for Special leave, if for example the employee needs to find suitable alternative accommodation. Also included is flexibility in shift patterns to suit additional or more complicated caring arrangements as a result of domestic abuse.