

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>Gender</p> <p>NIGALA will not take into account any periods of pregnancy-related sickness absence when making a decision about employment i.e. when calculating employment rights to do with length of service or for taking action for poor attendance record.</p> <p>Age</p> <p>Managers will use return to work interviews to explore flexible working arrangements with employees, including reduction in hours. This will take into consideration the needs of individuals.</p> <p>Disability</p> <p>NIGALA's management is committed to supporting employees who have a disability and ensuring reasonable adjustments are in place. The particular needs of the individual being taken into account.</p>	

<p>Gender, Martial & Dependent Status</p> <p>Managers need to be cognisant of the hidden reasons for absence which may include caring responsibility. Return to work interviews are designed to tease out both work and non-work related reasons for absence, with managers exploring other options with employees i.e. reduction in hours, flexible working.</p>	
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