

## 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>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 avenues such 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 members of staff may lack experience or confidence to report incidents of conflict, bullying and harassment, and therefore the policy states clearly what constitutes incidents of conflict bullying and harassment and gives examples.</p> <p>Religion: Members of staff who are working in teams dominated by a different religion may lack experience or confidence to report incidents of conflict, bullying and harassment, and therefore the policy states clearly what constitutes incidents of conflict bullying and harassment and gives examples.</p> <p>Political opinion: Members of staff who are working in teams dominated by a different religion may lack experience or confidence to report incidents of</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. NIMDTA will continue to gather data in regards on all incidences of Bully and harassment (victims and harassers) 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>

conflict, bullying and harassment, and therefore the policy states clearly what constitutes incidents of conflict bullying and harassment and gives examples.

Sexual orientation: In order to give LGB people more confidence in reporting incidences of conflict, bullying and harassment, sexual orientation is clearly defined as a protected Equality Group in the definition of Harassment. Moreover, the policy states that Line managers have a specific responsibility in the prevention and resolution of conflict, bullying and harassment. They are responsible for creating a safe, harmonious and enabling working environment, setting a good example for other staff members to follow, intervening when conflict arises and ensuring that their teams are aware of their obligations and relevant policies.

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 conflict, bullying and harassment. The policy explicitly states that harassment on is unacceptable behaviour, and there is a possibility of criminal proceedings should Harassment occur. The policy places a responsibility on Line Managers in prevention and resolution of conflict, bullying, or harassment.

Any additional communication needs of those who do not speak English as a first language will be considered and translation services available if requested.

Marital status: Employees who do have the support of a spouse or partner may lack the confidence in bringing forward a complaint of bullying and harassment. However, the policy emphasises all employees' play a vital role to play in the creation, promotion and maintenance of a good harmonious working environment. Other sources of support include confidential counselling provided via the employee assistance programmes.

Gender: In some scenarios a Conflict, Bullying and Harassment policy may provide the support for those working in areas that may be dominated by other genders, i.e. where they are the minority. Examples of different forms of Conflict, Bullying and Harassment are described in the policy. Also, for those who are transgender, the policy is clear in that all complaints will be dealt with seriously, promptly and confidentially. The policy aims to have a positive impact in that it provides a mechanism for the prompt resolution of issues that may arise and to prevent future recurrence through on going monitoring arrangements.