

## 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>The Agile working pilot provides for additional flexibility for those who require it for a specified period of time.</p> <p>Arrangements will be made for face to face engagement with registrants on an exceptional basis if they are unable to do this online.</p> <p><u>Disability:</u></p> <p>In August 2020 it was recognised that some staff needed an alternative work space to support their mental health wellbeing and the office was therefore made available from that time for that reason.</p> <p>Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy</p> <p><u>Dependant Status</u></p> <p>Staff have been reminded to avail of the full range of policies that support carers – in addition staff were provided with time to plan for agile working with the activation of the Business Transition Plan.</p> <p><u>Ethnicity:</u></p>	<p>The other policies (special leave, etc. will be actively promoted to all.</p> <p>Staff will be advised about how to provide support in this way and under which circumstances.</p>

<p>Issues relating to accessible information for people whose first language is not English are considered in our Accessible Formats Policy.</p>	
--	--