

2.2 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>Gender: The PCC have set up a gender identity engagement platform to take issues forward, this project will link in with this group.</p> <p>Age: The network of networks set up by the PCC, will ensure all target areas are involved in the project. This is continually being added to in terms of new support organisations. The project reached out to young people's organisations</p> <p>Dependents: The project has built flexibility into the project to allow for carers who may have family caring duties. We have done this by ensuring there are always two peer Partners on each project to support each other. A projects Co-ordinator is also employed to mentor and supervise these peer partners.</p> <p>Disability: In terms of accessibility and adaptation, the project has taken the needs of disabled Peer partners and members of the public into consideration. As far as possible zoom contact will be used, Interpreters will be employed and those with visual impairment will have suitably produced</p>	<p>To revisit the membership scheme and analyse the database to ensure all section 75 groupings are being engaged with and take up involvement positions. The project will reach out to further education colleges and universities to ensure a higher percentage of young people get involved in the project.</p>

materials and resources. We have a number of staff responsible for access for those with learning disabilities, their expertise will be called upon for easy read versions and approaches. The PCC have set up a Learning disability engagement platform and a mental health engagement platform which this project will tap into for reference and guidance.

Ethnicity: Because of the language barriers this group are difficult to reach but the project will ensure networks and links are strengthened with the BEM organisations.

Sexual orientation: In recognition of the impact of discrimination and victimisation experienced by gay, lesbian and bisexual individuals, in order to increase the likelihood of participating in this programme, the PCC have linked with voluntary and advocacy organisations supporting those of different sexual orientations