

## 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?

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 equality issues you identified?
<ul style="list-style-type: none"> <li>• PHA will provide information in alternative formats as requested.</li> <li>• Interpreting and signers will be made available on request.</li> <li>• Supporting documents will be made available in braille and large text if requested.</li> <li>• 1:1 direct involvements will be made available to services users and carers if requested.</li> </ul> <p><b>Gender</b></p> <ul style="list-style-type: none"> <li>• Consideration will be given to time and methodology used.</li> <li>• PHA will encourage Participation through an online methodology and promotion via networks that support e.g. Men's Sheds.</li> <li>• Participation will be encouraged through an online methodology and promotion through organisations that support individuals who identify as transgender or non-binary e.g.SAIL, Rainbow NI.</li> <li>• Participation will be promoted through current networks that</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor requests for alternative formats and / or language to inform the production of future involvement processes.</li> </ul>

provide support to LGB and trans people.

### **Age**

- Participation will be promoted through current networks that provide support to persons of different ages e.g. Youth Reference Group, Age Friendly Officers.
- We will follow 'Let's Talk Lets Listen' ECNI Guidance on engaging with children and young people

### **Religion**

- Participation will be promoted through the Flourish Churches suicide initiative.

### **Political Opinion**

- Political parties will have the opportunity to input to involvement processes.

### **Marital Status**

- The needs of single parents will be considered in relation to timing of involvement to take into account childcare arrangements.

### **Disability**

- Participation will be promoted through current networks that provide support to persons living with a disability
- Where appropriate a video will be produced with subtitles to

outline involvement.

- Interpreters and/or signers will be available if required and supporting documents will be provided in braille or large text on request.
- Accessibility will be taken into account in all forms of communication and information e.g. sign language, interpreting and all requests for alternative formats will be considered.

### **Ethnicity**

- Translation/Interpreting services will be provided on request.
- Participation will be promoted through current networks that provide support to members of BAME and Traveller Communities.

### **Sexual Orientation**

- Participation will be promoted through current networks that provide support to LGB people.