

## 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><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>We actively encouraged those from the transgender and non-binary community to provide their input in the development of this policy.</p> <p>We listened to the needs of trans employees and encourage them to provide input in the establishment of awareness raising and training events. Reference was made to existing policies in order to determine ways of changing them making them more inclusive of the needs of transgender and non-binary people.</p> <p>Disability – for any transgender and non-binary staff who have a disability reasonable adjustments will be considered in line with our obligations under the Disability Discrimination Act</p> <p>Age – information on the differences in the experience of ‘passing’ depending on the age of transitioning will be included in awareness raising for staff.</p> <p>Marital status – information for transgender staff on the need to nominate partners for pensions following divorce will be provided</p> <p>Religion – the need for dignity and respect to guide behaviour regardless</p>	<ul style="list-style-type: none"> <li>• Increase the avenues of support for transgender employees undergoing gender reassignment.</li> <li>• For those who have completed the gender reassignment process on-going support will be provided.</li> <li>• Awareness raising sessions will be provided to employees and HR staff who work in close proximity with transgender and non-binary employees. These sessions will be conducted with the utmost sensitivity respecting privacy of transgender and non-binary employees.</li> <li>• Any incidents of workplace bullying or harassment on the basis of gender identity will be dealt with in the same way as other equality categories.</li> <li>• Provide support to transgender and non-binary employees with caring responsibilities and where possible ensure that flexible working patterns are offered.</li> </ul>

of religious belief will be underlined in awareness and training for staff	
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