

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?

<p><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></p>	<p><i>What do you intend to do in future to address the equality issues you identified?</i></p>
<p>People with a disability, those whose first language is not English</p> <p>PHA and NIPEC’s Accessible Formats Policy outlines how those developing information should consider alternative formats, and how information and publications can be requested in alternative formats, receipt of which is recorded and requests are monitored.</p> <p>Children and Young People and Older People</p> <p>PHA/NIPEC will provide alternative formats on request to meet the needs of older people who don’t have computer skills or access to a computer/internet and will also consider the need to provide age-appropriate information to meet the needs of children and young people.</p> <p>Those whose first language is not English</p> <p>As part of HSCNI, PHA/NIPEC can access the regional contract for interpreting, translation and transcription services.</p> <p>People with a disability</p> <p>From the onset of the coronavirus pandemic, there had been a move to conducting most business online using advised virtual platforms. This move to virtual meetings highlighted the need for organisers to give consideration to any additional impact on Section 75 groups.</p> <p>However, in normal times, PHA/NIPEC’s procedure for booking external venues requires those responsible for organising</p>	<p>People with a disability, those whose first language is not English</p> <p>PHA/NIPEC will continue to monitor requests for alternative format and/or language to inform future production of electronic and written communication.</p> <p>People with a disability, those whose first language is not English, Children and Young People and Older People, People with dependents</p> <p>A checklist is available to assist those organising engagement events and meetings and developing information – this will cover the need to take account of specific needs of the nine groups.</p>

<p>events and meetings ensure that venues and information are fully accessible.</p> <p>People with dependents</p> <p>During the current pandemic, there has been a move to conducting most business online using advised virtual platforms. This move to virtual meetings highlighted the need for organisers to give consideration to any additional impact on Section 75 groups.</p> <p>However, in normal times, when planning engagement events and meetings, PHA/ NIPEC will consider their timing and location. Where applicable, assistance with travel expenses will also be considered.</p>	
<p>Key activities of the project include:</p> <ul style="list-style-type: none"> • Development of core competencies and education requirements for regionally agreed core roles in critical care nursing career pathway. • Development of regionally agreed job descriptions for the core critical care nursing roles. • Critical care nursing career pathway and resources submitted for inclusion on nursing and midwifery careers website. 	<p>Screening has identified that a number of Section 75 groups have particular needs and be more likely to require safeguarding.</p> <p>In developing the career pathway and any supporting documents, the specific needs of these Section 75 groups and their diversity across the groups will be considered, and where necessary, reflected within the pathway.</p>