

## 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 Annual Business Plan development included ensuring that it fully reflected the PHA role in reducing health inequalities. Some actions explicitly aim to address key equality issues.</p> <p>Using our Communication department's expertise in public information the Annual Business Plan was written in a style to make it accessible and understandable for a wide range of external stakeholders as well as PHA staff.</p> <p>The feedback from the consultation on the PHA Corporate Plan 2017-21 was used to inform the development of this Annual Business Plan 2019/20.</p>	<p>The key actions and focus on reducing health inequalities contained within the plan will guide the work of the PHA throughout 2019/20 and will be closely monitored through a variety of established performance monitoring systems.</p> <p>The Annual Business Plan will be widely accessible and will be available in alternative formats.</p> <p>As each of the actions are taken forward equality issues will be reviewed and addressed as appropriate. Service leads have been reminded to keep under constant review the need for screening at an early stage when planning.</p> <p>We will also continue to implement the actions detailed in our action plan which accompanies our Equality Scheme.</p> <p>Ultimately, however, we remain committed to equality screening, and if necessary equality impact assessing, the policies we develop and decisions we take.</p> <p>As a minimum this will include the following actions of the plan:</p>

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- FIT testing within the bowel cancer screening programme (implementation dependant on DoH)
  - the planning and procurement of Protect Life services
  - Stop Smoking Services
  - Introduction of primary screening with Human Papillomavirus Virus (HPV) testing within the Cervical Screening Programme
  - Procurement of new Telecare service by CCHSC
  - The HSC R&D Strategy has been equality screened and all HSC R&D's objectives were contained within that. Events being hosted by HSC R&D will have data collated/reviewed on all attendees to ensure an equal representation and we will aim to address any under-represented parties for future events. The new Northern Ireland Clinical Research Network (NICRN) Infrastructure currently being reconstituted aims to address the need for greater equality generally.

The CHITIN Project is committed to complying with all relevant legislation. Good practice will be promoted through Equality Screening and the provision of an Equality Impact Assessment if deemed necessary. The project has to submit an equality return to the EC (via SEUPB) by way of a report by June 2022.

