

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?

The SBNI Engagement Strategy 2021-2023 is a high level document which sets out how the SBNI, the Board, its statutory and non-statutory committees and sub-groups and those suppliers who it procures will directly engage with children and young people over the next two years.

<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>Any requests for the Engagement Strategy in alternative formats will be considered As per the PHA Accessible Formats Policy</p> <p>As an integral part of this engagement strategy, each statutory and non-statutory committee within the SBNI, SBNI member a will use this strategy and the associated mitigations, where appropriate, in the execution of planned and ad hoc engagements wilt children and young people</p> <p>The range of engagements to be undertaken as part of this overarching strategy will be Equality Screened and where appropriate, Equality Impact Assessed.</p> <p>The following general mitigations are relevant in all engagements.</p> <p><u>Gender:</u></p> <p>Issues of gender and the differences of experiences between boys and girls may need to be factored into any engagements.</p> <p><u>Age:</u></p> <p>There are differences of issues that are pertinent to different age groups 4-11 & 12-18.</p>	<p>Depending on the situation it may be appropriate to ensure that the person/s carrying out the engagement is the same gender as a gender-specific engagement group</p> <p>As such different mechanisms of engagement will need to used to elicit views from these groups.</p>

Dependent Status:

The needs and experiences of children and young people who are carers may need to be factored into any engagements, where appropriate.

Disability:

Given that disabled children and young people are particularly vulnerable to all forms of abuse, all engagements involving children and young people with a disability must include them.

Ethnicity:

Issues of ethnicity and the differences of experiences between children and young people who come from different ethnic backgrounds who live in Northern Ireland need to be factored into engagements

Sexual Orientation:

Issues of sexual orientation and the differences of experiences between children and young people who have different sexual orientations may need to be factored into engagements

Consequently, understanding the context for children and young people in terms of their caring responsibilities must feature as an element of engagement, where appropriate.

The Engagement Strategy includes a commitment to take meet the communication needs of children and young people with disabilities, for example by arranging a sign language interpreter for a child who is deaf.

The Engagement Strategy commits SBNI member agencies and where appropriate other organisations providing a service to the SBNI, to take into account the use of interpreters where a child or young person does not speak English.

Similar to gender and depending on the situation, it may be appropriate to ensure that the person/s carrying out the engagement has the same sexual orientation as a sexual orientation specific engagement group