

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>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>Gender – e-learning will allow flexibility for individuals with childcare responsibilities. Times of training will be varied to ensure flexibility and easy access for all.</p> <p>Religion – Where possible training will be delivered in neutral venues. Where training is delivered in a non-neutral venue a similar event will be scheduled in a venue appropriate to those with a different religious affiliation.</p> <p>Political opinion – Where possible training will be delivered in neutral venues. Where training is delivered in a non-neutral venue a similar event will be scheduled, in a venue appropriate to those with a different political opinion.</p> <p>Marital Status - Sources of support will be identified and provided throughout the training, including the opportunity</p>	<p>We will continue to explore the different needs for individuals and groups and make bespoke plans to meet their individual needs.</p>

to speak with the trainer should any issues arise. This will include support available from the organisation and self-care measures.

Dependent status - Times of training sessions will be varied with both Levels One and Two being provided at different times to facilitate those with caring responsibilities. As mentioned above, e-learning will allow flexibility for individuals with caring responsibilities.

Support strategies and personal wellbeing strategies will be explored throughout the training.

Signposting will be available for participants in relation to local and organisational support services.

Disability – Training will be delivered in accessible premises which are disability friendly.

A variety of learning styles will be accommodated through use of flip charts, video, group discussion and power point presentations. Materials will be required to be available in large print to facilitate individuals with a visual impairment. Individuals who are deaf will have a sign language interpreter made available if requested.

Additional time will be given to ensure those with a disability have adequate time to complete pre and post training questionnaires.

