

2.5 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>Work Placements</p> <ul style="list-style-type: none"> • We work with a range of disability organisations to ensure opportunities are offered to people from a wide spectrum of disabilities, as well as different gender and age groups. • Ensuring that reasonable adjustments are at the heart of placements. <p>Tapestry Disability Staff Network</p> <ul style="list-style-type: none"> • We ensure that the way the forum operates allows people with a range of disabilities and from a range of age and ethnic backgrounds to be involved (for example, by providing information in accessible formats and choosing accessible venues). • Accessible formats and inclusiveness integrated into Terms of Reference • Strict confidentiality provisions apply • Will liaise with appropriate 	<p>Carers</p> <ul style="list-style-type: none"> • Use of diverse case studies in materials • Targeted materials (young carers, BME carers, carers of elderly dependants) <p>Gender Identity</p> <ul style="list-style-type: none"> • Training and awareness initiatives to emphasise diversity in their content, including through choice of range of case studies and testimonials (gender, age) <p>Domestic Violence</p> <ul style="list-style-type: none"> • Support mechanisms and awareness raising materials need to meet the needs of a range of people including different gender and gender identities, ages, ethnic groups, disabilities and sexual orientations • Information materials need to be reflective of the above groups both in the contents and images used

organisations in regard to reviewing how best to involve children and young people in the co-design of guidance.

Awareness Days

- Work to feature specific disabilities will take into consideration the need to include a range of age groups, ethnic groups and genders when testimonials and case studies are selected.
- Information distributed to staff will take on board the needs of both staff with a particular disability and staff who are carers.
- This is important for the selection of disabilities to be featured and the information distributed, including support services in the community signposted to.

Work Placements

- We will work with a range of disability organisations to ensure opportunities are offered to people from a wide spectrum of disabilities, as well as different gender and age groups.
- Provider to monitor diversity of participants and consider outreach measures to address under-representation
- Provisions for Information materials in accessible formats; provision of interpreters at events.