

**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?**

<b><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></b>	<b><i>What do you intend to do in future to address the equality issues you identified?</i></b>
<p><b>Gender</b></p> <p>Those women who are pregnant may find it difficult to travel to alternative accommodation if access to HSCB HQ is restricted. However, 90% of HSCB staff can work from home and have been provided with a laptop. Cases will be reviewed on an individual basis with line management. If travelling to an alternative accommodation is not feasible, provision of a laptop/remote access will be considered if the incident becomes protracted.</p> <p><b>Religion/Ethnicity</b></p> <p>Consideration will be given to those members of staff, whose religious beliefs prevent them working weekends/out of hours. If an Emergency Operations Centre is established, staff will be asked to volunteer to work unsociable hours, (rather than instructed).</p> <p><b>Dependents / Gender / Marital Status</b></p> <p>If a physical Emergency Operations Centre is required consideration will be given to those with dependents who might have concerns relating to lack of social distancing if they have vulnerable people within the household or care for a vulnerable</p>	<p>The Plan will be reviewed, tested and updated on an annual basis to ensure that arrangements are relevant and up to date.</p> <p>Training/staff guidance is reviewed and circulated on an annual basis. Specific consideration/attention will be given to those staff who fall within the Section 75 categories.</p>

person outside the household. A virtual Emergency Operations Centre is currently being considered which will enable staff to login from home. As outlined above, staff will be asked to volunteer to work unsociable hours and no-one will be required to do so.

### **Disability**

The majority of HSCB staff are currently working from home and follow BSO's Working from Home policy.

If a business continuity incident occurs, all staff will be made aware of the situation via call cascading from Director level down. Assurances have been sought that line managers have personal contact details for their subordinate staff and are able to make appropriate contact with those who have a disability.

If staff are required to work from an office, and an area of the building is inaccessible, appropriate signage will be used and those who have a disability will be informed/guided by their line manager. HSCB Policies - Health and Safety; Fire Safety; Procedure for Evacuation of 12 – 22 Linenhall Street refer.