

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>Age: Formal and informal training provided on all new systems and pieces of work.</p> <p>Disability: In line with HSCBs Accessible Formats Policy, HSCB will provide alternative formats on request to meet the needs of people with a disability who may need information in an accessible format.</p> <p>Signposting to support mechanisms such as Inspire, Occupational Health or other forms of support.</p> <p>Religion/ Political Opinion: Ensure Confidentiality is adhered to at all times. Ensure that all individuals are aware of Bullying and Harassment policies</p> <p>Marital Status: in management of change circumstances resulting in location change attempt to accommodate as close to original location as possible</p>	<p>The Health and Social Care Board (HSCB) is committed to providing equality of opportunity, and strives to promote a good and harmonious working environment where every employee is treated with respect and dignity and in which no one is disadvantaged based on their age, disability, marital or civil partnership status, political opinion, race, religious belief, sex (including gender reassignment), sexual orientation, with dependants or without dependants</p>

Dependent Status: in management of change circumstances resulting in location change attempt to accommodate as close to original location as possible

Sexual orientation: Current mandatory training (“Making a Difference”) includes a section on Sexual Orientation awareness training.