

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 The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's gender.</p> <p>The Service will be required to create a safe and accessible environment for service users.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.</p> <p>The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.</p> <p>The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.</p>	<p>Across all areas: <i>the HSCB will seek to work with both Trusts and the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service.</i></p>
<p>Age The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an</p>	<p>Across all areas: <i>the HSCB will seek to work with both Trusts and the new Service provider to continually</i></p>

<p>individual's age, and the delivery of the Service will be required to take cognizance of an individual's age and be adjusted accordingly to meet the individual's needs.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.</p>	<p><i>improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service.</i></p>
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<p>Religion</p> <p>The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's religion.</p> <p>The Service will be required to create a safe and accessible environment for service users.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.</p> <p>The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.</p> <p>The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.</p>	<p>Across all areas: <i>the HSCB will seek to work with both Trusts and the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service.</i></p>
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<p>Political Opinion</p>	<p>Across all areas: <i>the HSCB</i></p>
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<p>The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's political opinion.</p> <p>The Service will be required to create a safe and accessible environment for service users.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.</p> <p>The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.</p> <p>The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.</p>	<p><i>will seek to work with both Trusts and the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service.</i></p>
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<p>Marital Status</p> <p>The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's marital status.</p> <p>The Service will be required to take cognizance of an individual's family and support networks and be adjusted accordingly to meet the individual's needs.</p>	<p>Across all areas: <i>the HSCB will seek to work with both Trusts and the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a</i></p>
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Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.

truly accessible service.

Dependant Status

The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's dependant status.

The Service will be required to take cognizance of an individual's caring responsibilities and be adjusted accordingly to meet the individual's needs, for example, by facilitating home visits and guaranteed access to advocacy via email communication or video-based information dissemination.

Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.

Across all areas: the HSCB will seek to work with both Trusts and the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service.

Disability

The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's particular disability, whether in terms of deafness or other sensory or physical disability.

The Service will be required to create a safe and accessible environment for service users. This includes taking cognizance of an individual's disability/ies and making adjustments accordingly to meet the individual's needs – for

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example, ensuring the clarity and accessibility of information provided to service users.

Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.

The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.

The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.

Ethnicity

The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's ethnicity.

The Service will be required to create a safe and accessible environment for service users and carers, including taking cognizance of an individual's ethnicity and cultural norms, and making adjustments accordingly to meet the individual's needs – for example, giving careful consideration to the clarity and accessibility of information provided to service users, and working to deliver access to provision of neutral foreign sign

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language interpreters where required.

Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.

The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.

The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.

Sexual Orientation

The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's sexual orientation.

The Service will be required to create a safe and accessible environment for service users.

Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.

The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.

Across all areas: the HSCB will seek to work with both Trusts and the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service.

<p>The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.</p>	
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