

**2.2 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>Work Placements</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Ensuring that reasonable adjustments are at the heart of placements.</li> </ul> <p>Tapestry Disability Staff Network</p> <ul style="list-style-type: none"> <li>• 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).</li> <li>• Accessible formats and inclusiveness integrated into Terms of Reference</li> <li>• Strict confidentiality provisions apply</li> </ul>	<p>Awareness Days</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Information distributed to staff will take on board the needs of both staff with a particular disability and staff who are carers.</li> <li>• This is important for the selection of disabilities to be featured and the information distributed, including support services in the community signposted to.</li> </ul> <p>Work Placements</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Provider to monitor diversity of participants and consider outreach measures to address</li> </ul>

	<p>under-representation</p> <ul style="list-style-type: none"><li>• Provisions for Information materials in accessible formats; provision of interpreters at events.</li></ul>
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