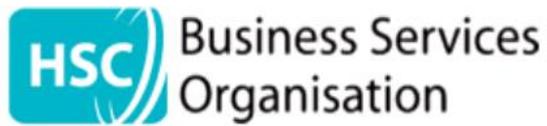


## Chapter 6: Mitigation Report 2024-25



# Equality and Human Rights Mitigation Report

**April 2024 – March 2025**

## Annual Quality Report 2023-24

<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>ReachDeck feature now included in all new BSO web pages which has a built-in translator, and can enlarge text, read aloud sections and supports those with additional requirements.</p>	

## Equality Governance Framework

<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>Disability</p> <p>the format of reports – an accessible format will be developed and user tested with people with a disability</p> <p>the technology used for submitting information electronically – decisions on what technology and tools will be used will be informed by accessibility considerations and user testing with people with a disability</p> <p>the technology used for online</p>

	meetings - decisions on what technology will be used will be informed by accessibility considerations and put to Forum members
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## Evolve Programme

<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>
Gender, Age, Religion, Political Opinion, Dependent Status, Disability, Ethnicity, Sexual Orientation	Design principles have been agreed to minimise base location changes and job role changes. Staff will only be transferring between HSC organisations. Further screening of this will be required when final design and staffing is completed, with consideration of the equality impact ongoing throughout the development of the design (see section 1.1)
Marital Status	No impact is currently noted, however further screening of this element will be required when final design and staffing is completed, with consideration of the equality impact ongoing throughout the development of the design (see Section 1.1)