

## Chapter 7: BSO Equality and Human Rights Mitigation Report 2017-18

### 1. Gender Identity and Expression – Employment Policy

<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>We actively encouraged those from the transgender and non-binary community to provide their input in the development of this policy.</p> <p>We listened to the needs of trans employees and encourage them to provide input in the establishment of awareness raising and training events.</p> <p>Reference was made to existing policies in order to determine ways of changing them making them more inclusive of the needs of transgender and non-binary people.</p> <p>Disability – for any transgender and non-binary staff who have a disability reasonable adjustments will be considered in line with our obligations under the Disability Discrimination Act</p> <p>Age – information on the differences in the experience of ‘passing’ depending on the age of transitioning will be included in awareness raising for staff.</p>	<ul style="list-style-type: none"> <li>• Increase the avenues of support for transgender employees undergoing gender reassignment.</li> <li>• For those who have completed the gender reassignment process on-going support will be provided.</li> <li>• Awareness raising sessions will be provided to employees and HR staff who work in close proximity with transgender and non-binary employees. These sessions will be conducted with the utmost sensitivity respecting privacy of transgender and non-binary employees.</li> <li>• Any incidents of workplace bullying or harassment on the basis of gender identity will be dealt with in the same way as other equality categories.</li> <li>• Provide support to transgender and non-binary employees with caring responsibilities and where possible ensure that flexible working patterns are offered.</li> </ul>

<p>Marital status – information for transgender staff on the need to nominate partners for pensions following divorce will be provided</p>	
<p>Religion – the need for dignity and respect to guide behaviour regardless of religious belief will be underlined in awareness and training for staff.</p>	

## 2. Draft Equality and Disability Action Plans 2018-23

<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>• We ensure that reasonable adjustments are discussed and put in place before placements commence.</li> </ul> <p>Tapestry Disability Staff Network</p> <ul style="list-style-type: none"> <li>• We ensure that the way the forum operates</li> </ul>	<p>Procurement and Logistics Service (PaLS): Issue of appliances to clients in Southern Trust area</p> <ul style="list-style-type: none"> <li>• Train staff and drivers on diverse needs of clients – should a new way of delivering the service be agreed with the Trust.</li> </ul> <p>Carers</p> <ul style="list-style-type: none"> <li>• Use of diverse case studies in materials</li> <li>• Targeted materials (young carers, BME carers, carers of elderly dependants)</li> </ul>

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).

- Accessible formats and inclusiveness are integrated into the Terms of Reference.
- Strict confidentiality provisions apply.

#### Gender Identity

- Training and awareness initiatives to emphasise diversity in their content, including through choice of range of case studies and testimonials (gender, age)

#### Domestic Violence

- Support mechanisms and awareness raising materials need to meet the needs of a range of people including different gender and gender identities, ages, ethnic groups, disabilities and sexual orientations
- Information materials need to be reflective of the above groups both in the contents and images used

#### Awareness Days

- 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.
- Information distributed to staff will take on board the needs of both staff with a particular disability

	<p>and staff who are carers.</p> <ul style="list-style-type: none"> <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 under-representation</li> <li>• Provisions for Information materials in accessible formats; provision of interpreters at events.</li> </ul> <p>Clinical Education Centre – Raise awareness of visual impairment</p> <ul style="list-style-type: none"> <li>• The work will take on board the need to consider factors including age, ethnicity and disability in relation to the content of information to be conveyed.</li> </ul>
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### 3. Partial Retirement Policy

<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>In terms of staff who decide to avail of Partial Retirement BSO will have to consider abatement which may affect the employee’s salary should their salary plus pension be more than there previous earnings. Abatement may affect those who avail of partial retirement and wish to avail of promotional opportunities. The policy outlines clearly how abatement occurs and how it may affect salary and pension benefits.</p>	<p>Consideration and advice will need to be provided to staff should they be affected by abatement. The policy for Partial Retirement outlines how abatement affects employees pay and pensionable pay. Advice and guidance will be provided by both HSC Pensions and Human Resources.</p>

### 4. Tapestry (our Disability Staff Network) Communication and Information Screening

<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>Tapestry will adopt a set of common communication and information principles.</p> <p>These principles will be added to the Terms of Reference of Tapestry – also attached as Appendix 1 to this screening template.</p>	

## 5. Estates Policy

<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>
	Contractors will be informed of the policy and associated procedures.