

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>
Any requests for the Business Plan in alternative formats will be considered.	As an integral part of the annual business planning process, each area of service within BSO formulates its own local plan to deliver services in the financial year ahead. As part of this year's business planning process, service areas were asked to identify the actions in their area which will be Equality Screened and where appropriate, Equality Impact Assessed. This screening programme for 2022-23 can be found in Appendix 1.

APPENDIX 1

CEC Service Objective 1.1 and 3.1

- Equality Screening of CEC programmes
 - AHP Regional Supervision Programme Summer 2022
 - Yearly equality review of Nursing and Midwifery Education Delivery Plan March 2023

Equality Unit

- BSO Equality and Disability Action Plan end of March 23

FPS

- Service objectives identified for screening:
- Post verification on entitlement (Service Objective 2) April 2022
- Communication Strategy (Service Objective 4) September 2022
- Screening (service objective 7 i/ii) September 2022

Leadership Centre

- The development of a mentoring scheme for the BAME workforce June 2022

Interpreting

- Currently working on an Equality Screening relating to 1.3 - reviewing how Interpreters join the BSO Interpreter Register April 2022 TBC

PaLs

- Following confirmation of any growth or expansion plans March 23
- 5 year Sustainability Action Plan March 23
- Implementation of new Public Contract Regulations March 23
- 5 year People Strategy March 23