

## 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><b>In developing the policy or decision what did you do or change to address the equality issues you identified?</b></i>	<i><b>What do you intend to do in future to address the equality issues you identified?</b></i>
<p>The policies are designed to take into consideration all mitigating factors which may include factors related to one or more equality group. The approach of these policies is HSC values based with consideration given to Fairness, Confidentiality, Equality and Natural Justice.</p> <p>Dependents:</p> <p>Financial detriment following a dismissal and reinstatement following an appeal may be higher for those staff with dependents, who are careers or single parents – all considerations for financial detriment will be considered on a case by case basis.</p> <p>Disability:</p> <p>Individuals with certain disabilities may not have the capacity to stick to certain timeframes within the policies. These will be mitigated as and when they arise with timeframes extended to accommodate anyone with a disability.</p>	<p>The policies will be reviewed every 2 years with the intention to address any equality issues which may arise.</p>