

## 2.5 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?

**In developing the policy or decision, what did you do or change to address the equality issues you identified?**

**What do you intend to do in the future to address the equality issues you identified?**

### **Gender – Maternity Leave**

NIGALA has incorporated other policies in this Pack to include males and females i.e. Adoption Leave, Paternity Leave and Shared Parental Leave.

### **Gender and Sexual Orientation – Adoption Leave**

Whilst the policy refers to paternity leave, the same provisions are available to all individuals irrespective of sexual orientation and gender following the birth or adoption of a child.

### **Gender – Shared Parental Leave**

Whilst the use of the feminine pronoun has been used in this document, NIGALA recognises that in cases of adoption the primary adopter may be male.

### **Age – Maternity Leave**

NIGALA will provide reasonable adjustment and time off for any antenatal appointments for

The Family Pack will be available on the intranet and all employees will be required to read policies

The Family Pack will be outlined and brought to employees attention.

Advice will be sought from BSO HR and BSO Equality Unit on equality issues raised by managers and employees.

expectant mothers.

### **Disability – Maternity Leave**

NIGALA's management is committed to supporting employees who have a disability and ensuring reasonable adjustments are in place.

### **Parental Leave – Gender, Dependents**

Whilst NIGALA recognises this issue, decisions will be taken based on business needs. NIGALA will make every effort to grant requests for parental leave for staff with a disabled child. NIGALA will give particular consideration to meeting the needs of staff who have caring responsibilities where possible.

### **Paternity Leave – Sexual Orientation**

Whilst the policy refers to paternity leave, the same provisions are available to all individuals irrespective of sexual orientation following the birth or adoption of a child.

### **Sexual Orientation – Shared Parental Leave**

Whilst the use of the feminine pronoun has been used in this document, the same provisions are available to all individuals irrespective of sexual orientation

following the birth or adoption of a child.	
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