

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?

<p><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></p>	<p><i>What do you intend to do in future to address the equality issues you identified?</i></p>
<p>Disability:</p> <p>Access to information and engagement and communication with stakeholders is paramount in achieving the aims and objectives of this project.</p> <p>Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy.</p> <p>Communication and consultation with Section 75 groups will be ongoing throughout the project, using various mechanisms such as email, virtual meetings, teleconferencing and NIPEC’s website.</p> <p>Individuals with certain disabilities (e.g. mental health issues) may find public meetings a more difficult process if they are not comfortable in large groups or used to speaking in public. The needs of this group should be accommodated by another method of consultation.</p> <p>Consideration will be given to more informal forms of consultation that may be appropriate – for example, email or web-based forums, public meetings, working groups, focus groups, and surveys – rather than always reverting to a written consultation.</p> <p>People with learning disabilities may be less likely to have access to a computer or the intranet or may find the use of IT equipment challenging. Relevant resources will be provided in alternative format upon request.</p> <p>Religion:</p> <p>Stakeholders from different religious communities may have specific requirements</p>	<p>The lead officer will review any equality issues, including those identified in 2.3 and undertake the required screening.</p> <p>All meetings will be conducted virtually in response to the coronavirus pandemic and associated restrictions limiting social gatherings.</p> <p>In consideration of the potential negative impact of moving to a virtual/remote meeting approach information will be provided in a variety of formats to ensure accessibility for all.</p> <p>Organisation of meetings with stakeholders, who may have particular needs regarding timing of meetings, access to IT equipment, internet and relevant information, will be considered at the time of organising meetings.</p> <p>Meetings will be planned well in advance and be sufficient in number to ensure accessibility.</p> <p>These requirements will also be considered when developing information to be shared.</p>

with regards to meeting timings / dates. It is also important to consider that stakeholders attending meetings where lunch / refreshments are provided may have specific dietary requirements (e.g. no pork products etc.)

All meetings will be conducted virtually in response to the coronavirus pandemic and associated restrictions limiting social gatherings, therefore there should be low negative impact. In consideration of those who are unable to access meetings virtually, information will be provided in accessible formats as required.

It is recognised that certain religions (e.g. Christianity/ Muslim/ Judaism) will have holiday periods, where they may have less time to consider any responses to a consultation. Consultations will run for a period of 12 weeks, and if these run over prolonged periods of religious holidays (e.g. Ramadan/ Christmas etc.) additional time will be added to the consultation period.

Political opinion:

People from loyalist or republican backgrounds may feel uncomfortable in venues that are located in an area regarded as belonging to the “opposite” tradition. All meetings will be conducted virtually in response to the coronavirus pandemic and associated restrictions limiting social gatherings therefore there should be low negative impact.

Age:

It is recognised that certain age groups may have different preferences for communication. In consideration of the potential negative impact of moving to a remote meeting approach, information will be provided using a variety of formats to ensure accessibility for all. The accessibility of formats was a subject raised in the project team meetings in the initial consultation phase which will have a second stage – where printable formats will be sent to registrants for review.

Those in older age groups in may be less

likely to be computer literate and have access to a computer or the internet. As a result, they may be less confident in moving to a digital format and increased use of technology. The purpose of the framework is to address these needs and improve the digital capabilities of nursing and midwifery staff.

Dependents:

Those with dependents and/or caring responsibilities may require some flexibility in terms of timing and location of meetings or engagement events. These may be further compounded by the challenges of juggling work and childcare as a result of the ongoing pandemic.

Meetings should be planned in advance to address accessibility issues for those with dependents. Also, there will be 12 consultation workshops, to allow additional opportunities for participation, as well as opportunities for people to contribute via email or online survey.