

2.2 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>
<p>Access to information and engagement and communication with stakeholders is paramount in achieving the aims and objectives of this project.</p> <p>Disability</p> <p>The NIPEC Accessible Formats Policy outlines how those developing information should consider alternative formats, and how information and publications can be requested in alternative formats.</p> <p>When developing the microsite we will engage with disability groups and organisations to get their views on what needs to be built in to make it as accessible as possible.</p> <p>Ethnicity</p> <p>Accessible Formats Policy outlines how those developing information should consider alternative formats, and how information and publications can be requested in alternative formats, including in another language.</p> <p>As part of HSCNI, NIPEC can access the regional contract for translation and interpreting.</p>	<p>The lead officer will review any equality issues, including those identified in 2.3 and undertake the required screening.</p> <p>Organisation of external meetings with stakeholders, who may have particular needs regarding timing and location of meetings and access to buildings and information, will be considered at the time of organising meetings, booking venues and developing information to be shared.</p>
<p>Key activities of the project include:</p> <ul style="list-style-type: none"> - developing and agreeing core competencies - identifying and agreeing core education and learning requirements - developing core job descriptions - developing a microsite on NIPEC's main website hosting all the resources. 	<p>Screening has identified that a number of Section 75 groups have particular needs and be more likely to require safeguarding.</p> <p>In developing the career pathway and any supporting documents, the specific needs of these Section 75 groups and their diversity across the groups will be considered, and where necessary, reflected within the pathway.</p>