

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>Disability</p> <p>NIPEC's Accessible Formats Policy outlines how those developing information should consider alternative formats, and how information and publications can be requested in alternative formats, receipt of which is recorded and requests are monitored.</p> <p>Staff awareness of this policy should include support and any reasonable adjustments to those who may require or request this.</p> <p>There may be a need for support and any reasonable adjustments to practice to ensure a fair hearing.</p> <p>Age:</p> <p>Younger members of staff may lack experience or confidence to report incidents of conflict, bullying and harassment - the policy clearly states what constitutes incidents of conflict, bullying and harassment and provides examples.</p> <p>Sexual orientation:</p> <p>In order to provide LBG people more confidence in reporting incidences of conflict, bullying and harassment, sexual orientation is clearly defined as a protected Equality group in the definition of Harassment.</p> <p>Moreover, the policy states that Line managers have a specific responsibility in the prevention and resolution of conflict, bullying and harassment; for creating a safe, harmonious and enabling working environment; setting a good example for other staff members to follow; and intervening when conflict arises, ensuring their teams are aware of their responsibilities</p>	<p>For all issues identified under Section 75, it is important that this policy is shared with all employees and targeted with Section 75 Groups. Therefore, communication is a vital when this policy is approved and issued.</p> <p>NIPEC will continue to gather data in regards on all incidents of conflict, bullying and harassment (victims and harassers) and gather equality data in order to monitor the progress of this policy and procedure.</p> <p>To ensure the ongoing effectiveness of this policy, a review will be undertaken at regular intervals, and not more than 3 years from the date of implementation.</p>

and other relevant policies.

Ethnicity:

The policy explicitly states that bullying and harassment in this area is unacceptable behaviour and there is a possibility of criminal proceedings should harassment occur. The policy places a responsibility on Line managers in the prevention and resolution of conflict, bullying and harassment. Any additional communication needs of those who do not speak English as a first language will be considered and translation services available if requested.

Marital status:

Employees who do not have the support of a spouse or partner may lack the confidence in bringing forward a complaint of bullying or harassment. However, the policy emphasises all employees play a vital role to play in the creation, promotion and maintenance of a good harmonious working environment. Other sources of support include confidential counselling provided via a regional HSC contract for staff support.

Gender:

In some scenarios, a conflict, bullying and harassment policy may provide support for those working in areas that may be dominated by other genders, ie. where they are the minority. Examples of conflict, bullying and harassment are described in the policy.

Also, for those who are transgender, the policy is clear in that all complaints will be dealt with seriously, promptly and confidentially. The policy aims to have a positive impact in that it provides a mechanism for the prompt resolution of issues that may arise and to prevent future recurrence through ongoing monitoring arrangements.