

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>In developing the policy or decision what did you do or change to address the equality issues you identified?</p>	<p>What do you intend to do in future to address the equality issues you identified?</p>
<p>Gender - The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's gender.</p> <p>The Service will be required to create a safe and accessible environment for service users and carers.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected. Service users can choose which carers they feel they are best matched with, giving more control over how the service is accessed and delivered.</p> <p>The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training, to ensure all service users are treated with dignity and respect.</p> <p>The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.</p> <p>In order to address the differential rates of pay, a previous regional transformational project was led by the Health & Social Care Board reviewed this work and developed a host carer methodology. This methodology will enable providers to consider and determine appropriate allowances, contributions and expenses for host carers.</p>	<p>The HSCB will seek to work with the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service.</p>
<p>Age – Shared Lives has been developed from a similar service currently being provided for Learning Disability. The</p>	<p>The HSCB will seek to work with the new Service provider to continually improve and strengthen data collection, monitoring, and</p>

<p>expansion of Shared Lives for Older People will ensure it is accessible to adults aged 65 + - whose needs have been assessed by social care.</p> <p>Existing placement carers are mainly aged over 50 years, and recruited through word of mouth and/ or fliers. It may be that younger prospective placement carers may not have access to these same networks, and require different channels of recruitment. In order to ensure recruitment access is open to young potential carers also, alternative modes of recruitment will be explored including targeting libraries with fliers etc.</p>	<p>reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service</p>
<p>Religion - The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's religion.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected. Again, service users do choose which carers they are placed with.</p> <p>The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.</p> <p>The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services</p>	<p>The HSCB will seek to work with the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service</p>
<p>Political Opinion -The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's political opinion.</p> <p>While it can be reasonably assumed that people from all political backgrounds may require access to the Service, the Service to be procured by the HSCB cannot control the representation of people of all political backgrounds. The data highlighted above reinforces the need to ensure the Service procured by the HSCB is delivered in premises free from political markers, in areas that are not perceived as enclave or single-identity territories and by staff with relevant</p>	<p>The HSCB will seek to work with the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service</p>

<p>equality and diversity awareness and training.</p> <p>Also, Service users can choose which carers they feel they are best matched with, giving more control over how the service is accessed and delivered.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.</p> <p>The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.</p> <p>The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services</p>	
<p>Marital status - The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's marital status.</p> <p>The Service will be required to take cognizance of an individual's family and support networks and be adjusted accordingly to meet the individual's needs.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.</p>	<p>The HSCB will seek to work with the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service</p>
<p>Dependant status - The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's dependant status.</p> <p>The Service will be required to take cognizance of an individual's caring responsibilities and be adjusted accordingly to meet the individual's needs, for example, by facilitating home visits and guaranteed access to advisers via telephone.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service</p>	<p>The HSCB will seek to work with the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service</p> <p>Shared Lives aim is to provide an alternative to respite, short breaks or long term care for some adults in need of support. The scheme will offer personalised, quality care and support where Host Carers share their lives and homes with a person in need of support. The service offers personalised, quality care and support where Host Carers share their</p>

<p>will also be respected</p> <p>Potential host carers may have responsibility for dependent children, and may be restricted in the hours they can participate in the programme. Any marketing materials will emphasise that placement carers can fit this work around other caring responsibilities they may have.</p>	<p>lives and homes with a person in need of support</p>
<p>Disability - The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's particular disability.</p> <p>The Service will be required to create a safe and accessible environment for service users and carers. This includes taking cognizance of an individual's disability and making adjustments accordingly to meet the individual's needs – for example, ensuring the clarity and accessibility of communication and information provided to service users and carers, including but not limited to sensory impairment, learning disability or acquired brain injury-related needs, etc.</p> <p>Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.</p> <p>The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.</p> <p>The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.</p>	<p>The HSCB will seek to work with the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service</p> <p>Shared Lives is the right choice to build a more sustainable, asset based care model in Northern Ireland which allows older people to continue to live their lives in the community and receive person centred care</p>
<p>Ethnicity - The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's ethnicity.</p> <p>The Service will be required to create a safe and accessible environment for service users and carers, including taking cognizance of an</p>	<p>The HSCB will seek to work with the new Service provider to continually improve and strengthen data collection, monitoring, and reporting, developing approaches to data collection that are sensitive to the client and yield increasingly informative statistics to help shape a truly accessible service</p>

individual's ethnicity and cultural norms, and be making adjustments accordingly to meet the individual's needs – for example, but not limited to:

- giving careful consideration to the clarity and accessibility of information provided to service users and carers,
- ensuring access to provision of foreign language interpreters that do not have a conflict of interest, and
- where possible and requested, providing access to advisers who are the same gender as the service user.

Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.

The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.

The Service will be held accountable for the delivery of neutral, non-judgemental, and confidential care, governed by the values and robust standards of confidentiality that underpin all Health and Social Care services.

Sexual orientation - The Service will be procured with specific requirements to ensure parity of access across the region irrespective of an individual's sexual orientation.

The Service will be required to create a safe and accessible environment for service users and carers.

Collaborative decision making and ensuring informed choice at every stage of the Service will also be respected.

The Service will be procured with specific requirements to demonstrate that the provider's staff undergo relevant equality and diversity awareness and training.

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