

**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><b>In developing the policy or decision what did you do or change to address the equality issues you identified?</b></i>	<i><b>What do you intend to do in future to address the equality issues you identified?</b></i>
<p>Awareness Days</p> <ul style="list-style-type: none"> <li>• Deaf: We arrange a Sign Language Interpreter for all our events.</li> <li>• Carers: We organise our Awareness Days on Tuesdays, Wednesdays and Thursdays, when most staff who work part-time are at work. We upload the presentation from the speakers and, whenever possible, record and upload the speaker’s input onto the Tapestry website. That way, all staff can access the information at a time convenient to them.</li> </ul> <p>Work Placements</p> <ul style="list-style-type: none"> <li>• We work with a range of disability organisations to ensure opportunities are offered to people from a wide spectrum of disabilities, as well as different gender and age groups.</li> <li>• We ensure that reasonable adjustments are discussed and put in place before placements commence.</li> <li>• Some of the placements are offered on the basis of Hybrid Working. This means, working in</li> </ul>	<p>Leadership Centre – ‘Progress Programme’</p> <ul style="list-style-type: none"> <li>• We will explore and report on cross-cutting issues as part of the evaluation.</li> </ul> <p>Human Resources – experiences and support needs of ethnic minority staff</p> <ul style="list-style-type: none"> <li>• As above, we will explore cross-cutting issues as part of the engagement.</li> </ul> <p>Human Resources – experiences and support needs of staff who are carers</p> <ul style="list-style-type: none"> <li>• As above, we will explore cross-cutting issues as part of the engagement.</li> </ul> <p>Human Resources – seeking views of Tapestry members on HR policies</p> <ul style="list-style-type: none"> <li>• As above, we will provide information in alternative formats and communication support for any Tapestry members. We will also make sure that Tapestry members can share their views with us in any way they prefer.</li> </ul> <p>Human Resources – short learning sessions for staff on reasonable adjustments</p>

an office some of the time and working from home some of the time, if preferred by the individual.

- We have completed a separate equality screening for our Placement Scheme. We review this screening every year when we make changes to the Scheme.

#### Tapestry Disability Staff Network

- We ensure that the way the forum operates allows people with a range of disabilities and from a range of age and ethnic backgrounds to be involved (for example, by providing information in accessible formats; arranging for a Sign Language Interpreter to attend all meetings; and by arranging meetings online).
- Accessible formats and inclusiveness are integrated into the Terms of Reference.
- Strict confidentiality provisions apply.
- When we engage with Tapestry members we offer members to take part in a discussion at a meeting or to send their views to a dedicated email address for Tapestry. Only a small number of staff from the BSO Equality Unit, who facilitate the network, have access to this email address.

- We will apply the same measures as for the Disability Awareness Days, to meet the needs of staff who are Deaf and those who are carers.

