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?

In developing the policy or decision what did you do or change to address the equality issues you identified?	*What do you intend to do in future to address the equality issues you identified?*
We have committed to ensuring that the system meets accessibility standards. As it was developed by NHS Digital, we asked if they could provide a statement on this. They have told us that while they do seek to incorporate accessibility standards, there is no formal assessment carried out for systems designed for internal NHS use (as opposed to web based systems for public use). The system has been used in Breast Screening offices across England for over 5 years with no outstanding accessibility issues. NHS Digital have given an undertaking that if any accessibility issues are discovered they will be added to the system development roadmap for urgent correction. We have set up a Business Change and Benefits Management group which has representation from all Breast Screening Units. Some of these staff have part-time working patterns. We have carried out a staff survey to measure awareness of the project and plan to maintain communication with the Breast Screening Units so that staff have a channel through which to raise any concerns.	Through the Business Change and Benefits Management group we will invite existing staff to take part in user testing of the new system. In recognition of the need to make IT systems accessible to staff, we will carry out user testing. We will particularly encourage staff with sight loss to take part in user testing. If that is not possible to arrange, then other HSC staff with sight loss will be asked to assist in user testing to help identify potential barriers. This approach has been discussed with RNIB NI who think it is sensible and proportionate. If any issues are discovered, then they will be reported back to NHS Digital for remediation and further advice will be sought from RNIB NI. As Equal Opportunities employers, Trusts and PHA will also be guided by their existing policies and the need for necessary reasonable adjustments. A training programme will be developed which will allow for initial training and on-going support in ways that best address any issues identified i.e. both face-to-face and e-learning; access to accessible training materials and manuals on-line after formal training; seeking feedback on training. Part-time working patterns will be considered when arranging the training schedule. The project will also ensure that business readiness for change is assessed and that there is early-life support after go-live to ease transition to new working practices.