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?*
Gender: Gender issues (including specific issues for transgender service users and patients) are dealt with in detail within the Guidance. Trusts will be required to review and update the Guidance at regular intervals (every 3 years or more frequently if necessary). This should help to address emerging issues or situations that were not considered in the development of this Guide. Given that some patients may feel more comfortable discussing issues to do with sexuality/relationships with someone of the same gender as themselves, this will try to be accommodated where possible, given that the majority of the HSC workforce is female (see Section 2.2 of the template) Age: Dementia is not a normal part of aging but increased age does bring increased risk. This is addressed within the Guidance and the various training / information guides that have been published to date and available on the websites listed opposite. Marital status:	Work still needs to be undertaken to develop and roll out a programme of training for staff however, funding to support this programme has been tentatively agreed and a programme will be developed in collaboration with HSC providers, academics, trainers, independent and voluntary sectors, people with a dementia and their carers. In addition to this training programme, other sources of help are available through: • Regional Dementia Learning and Development Framework • http://www.hscboard.hscni.net/our-work/social-care-and-children/dementia/learning-development-framework • Information Guides • https://www.publichealth.hscni.net/publications?keys=dementia • https://www.publichealth.hscni.net/publications?keys=delirium • Apps - available from NISCC and shortly to be available in a regional Dementia Apps Library • Information about dementia and how to access services is available on the NI Direct website • www.NIDirect.gov.uk/dementia

Individuals who are not in legally binding relationships (e.g. marriage) may find there is more resistance to entering into another sexual relationship. However, the guidance will be very clear in that it will apply to anyone in any relationship however that relationship may be defined or regarded socially or legally. Religion: Some staff / carers may find this a difficult issue to deal with based on their own personal belief system. This will be addressed through induction, training and supervision (staff) and awareness raising and support (carers) Ethnicity: Some ethnic groups have a negative attitude to dementia, regard it as a stigma and keep it hidden (do not seek help). This issue will be highlighted in training programmes for staff and awareness programmes for the public and HSC staff working within dementia care will be expected to pick up and address these issues. Some ethnic groups may also have communication issues, and may need materials translated into different languages, or need an interpreter present. The HSCB and HSC Trusts have access to the HSC Translation Service, as well as a real-time telephony translation service, The Big Word. Sexual orientation: The Guide recognises sexual	There are still groups that are hard to reach however, the appointment of new Dementia Service Improvement Leads in each of the HSC Trusts have, as part of their job description / role, the requirement that they engage with these groups and provide support, advice and guidance as necessary / appropriate.

| differences / preferences / orientation and addresses these issues both in the main text and in the Case Studies which are intended to be used for staff induction, training, supervision and reflection. (See Section 6 of the Guidance specifically and more generally elsewhere within the Guide) | |