

2.2 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>
The Corporate Plan development included ensuring that it fully reflected the PHA role in reducing health inequalities. Some of these explicitly aim to address key equality issues. Following consultation on the draft Corporate Plan and Equality Screening, amendments were made to strengthen the focus on reducing health inequalities Using our Communication department's expertise in public information the Corporate Plan was written in a style to make it accessible and understandable for a wide range of external stakeholders as well as PHA staff. When preparing the Plan we took the opportunity to review the purpose, vision and values to ensure its continued relevance to our work and our population. An easy read version of both the draft consultation plan and the final plan was developed	The key actions and focus on reducing health inequalities contained within the plan will guide the work of the PHA throughout the four years and will be closely monitored through a variety of established performance monitoring systems. Information will be gathered throughout the consultation period to further screen and consider the potential impact. The Corporate Plan will be widely accessible and will be available in alternative formats including an easy read version which will be developed with the final version of the Plan. As actions are taken forward in line with the outcomes of the Corporate Plan, equality issues will be reviewed and addressed as appropriate. Service leads have been reminded to keep under constant review the need for screening at an early stage when planning. Service leads will be asked during development of each Annual Business Plan to review the need for screening

at an early stage in planning and to consider and identify the actions, strategies and policies they will be progressing that will be screened and/or impact assessed.

We will also continue to implement the actions detailed in our action plan which accompanies our Equality Scheme 2013-18.

Ultimately, however, we remain committed to equality screening, and if necessary equality impact assessing, the policies we develop and decisions we take.

Tackling health and wellbeing inequalities and improving health and wellbeing through early intervention and prevention is the essence of the Plan and complements the Section 75 Agenda, whilst promoting a shift across the health service, to the prevention of disease. The Plan covers a wide range of issues across health improvement, health protection, safety and quality, research and development and screening and has the aim of improving the health and wellbeing of all people in NI (covering all section 75 groups) as well as reducing health inequalities. The health and well-being of individuals and groups involves a huge range of aspects. With regards to each of these, the Agency recognises that the needs, experiences and priorities of groups within each Section 75 category may vary substantially and specific needs may need addressed to ensure that all people can experience the intended positive impact from this

	Corporate Plan. Individual strategies and policies will be equality screened as they are developed and taken forward.
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