2.1 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?

<table>
<thead>
<tr>
<th>In developing the policy or decision what did you do or change to address the equality issues you identified?</th>
<th>What do you intend to do in the future to address the equality issues you identified?</th>
</tr>
</thead>
<tbody>
<tr>
<td>All NIGALA staff and agency workers have to undertake mandatory e-learning of ‘Discovering Diversity’. The programme explores difference, with the aim of the programme to promote and encourage appropriate behaviours in keeping with equality legislation. This training covers gender (including transgender), race, disability, religion, sexual orientation and political opinion. Therefore, staff and agency workers are aware of diversity and expected behaviours.</td>
<td></td>
</tr>
</tbody>
</table>

Older People, Children, People with Disabilities

NIGALA will consider using other suitable methods of communication to meet the needs of older people, children/young people and people with disabilities who do not have access to social media.

Age, Sex, Race, Disability, Political opinion, Religion and Sexual Orientation

NIGALA is committed to the promotion of good relations between people of differing religious beliefs, political opinion and/or racial groups,
and promotes respect for diversity. Its Social Media Policy clearly states unacceptable content and offensive statements, including those related to age, sex, race, disability, religion and sexual orientation and those that infringe or violate an individual’s human rights, will be removed by NIGALA’s Social Media Administrator(s).

**Ethnicity and People with Disabilities**

Consideration will be given to the provision of all documentation in other formats on request e.g. large print, audio format, other languages.