

Chapter 6: Mitigation Report



Equality and Human Rights Mitigation Report

April 2024 – March 2025

Business Plan 2024/25

<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>
<p><u>Dependant and Disability Status</u></p> <p>During the development of the Business Plan we enhanced what we are doing to support and enable people who use service and carers and those with a disability.</p> <p>Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy.</p> <p><u>Ethnicity Status</u></p> <p>During the development of the Business Plan we recognised the need to include what we are doing to support a diverse social work and social care workforce.</p>	<p>We will deliver a new strategic action to support people who use services and carers.</p> <p>We will ensure our services and engagement approach are accessible by all.</p> <p>We will deliver a new strategic action to support cultural competence in the social work and social care workforce.</p>

Social Media Policy

<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>
<p><u>Disability:</u></p> <p>Staff with a disability with specific communication needs will be supported to ensure they can fully engage in team and business communications by providing HSC tools relevant to the individual's needs. We are reviewing our</p>	<p>We will keep this decision under review.</p>

accessibility arrangements across all forums.	
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