**Chapter 6: Mitigation Report**



**Equality and Human Rights Mitigation Report**

**April 2023 – March 2024**

**Business Plan 2023-24**

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| ***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?*** |
| Dependant and Disability Status  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.  Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy.  Ethnicity Status  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. | We will deliver a new strategic action to support people who use services and carers.  We will ensure our services and engagement approach are accessible by all.  We will deliver a new strategic action to support cultural competence in the social work and social care workforce. |
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**Strategic Plan 2023-24**

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| ***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?*** |
| Dependant and Disability Status  During the development of the Strategic Plan we enhanced what we are doing to support and enable people who use service and carers and those with a disability by revising our priorities to ensure there is a clear objective in relation to people who use services and carers. We also ensured that our objectives and outcomes will be delivered in a way that ensures access and inclusion includes people with a disability and their specific needs.  Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy.  Ethnicity Status  During the development of the Strategic Plan we recognised the need to include what we are doing to support a diverse social work and social care workforce.  Delivering effective regulation  Develop the capability of the workforce  Lead with influence  Innovate and improve  Business Plans, business cases and policies | We will deliver a new strategic action to support people who use services and carers.  We will ensure our services and engagement approach are accessible by all.  We will deliver a new strategic action to support cultural competence in the social work and social care workforce.  We will equality screen any updates/revisions to the model of regulation, standards of conduct and education and training.  We will equality screen the qualifications and continuous learning framework and Digital Learning Strategy.  We will review the equality profile of the workforce as part of our gathering of workforce data and intelligence  We will equality screen the development of any new digital solutions and to ensure accessibility is a key element in their design.  More generally we will ensure we equality screen other decision-making documents to capture any S75issues that may arise and we will see how we can mitigate against any issues. |
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**Travel and Subsistence Policy**

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| ***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?*** |
| Disability Status  We will ensure that people with a disability are able to be supported in their travel arrangements to enable them to fully undertake their role within the organisation. | We will ensure our services and are accessible by all. |
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| ***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?*** |
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