

## ULSTER SUPPORTED EMPLOYMENT LIMITED

### SECTION 75 EQUALITY OF OPPORTUNITY SCREENING

<b>Policy Title (in full)</b>	Health & Safety
<b>Policy Aim</b>	Use aims as a business to act as a good employer and to conduct its' business activities in a way which will achieve the highest possible standard of health and safety for its employees, trainees, visitors and members of the public. The company regards the successful management of health and safety as equal to all its' other business activities. All levels of management, including Board members consider health and safety within the organisation to be of high importance.
<b>Decision (delete as appropriate)</b>	Policy screened out <b>without</b> mitigation
<b>Business Area</b>	<b>Corporate Services</b>
<b>Contact</b>	<b>Sarah-Jane Mowbray</b>
<b>Date of form completion</b>	<b>24/08/17</b>

#### For HR Department completion:

<b>Date received</b>	<b>30/08/17</b>
<b>Amendments requested?</b>	No
<b>Date returned to Business Area</b>	<b>30/08/17</b>
<b>Date final version received</b>	<b>30/08/17</b>
<b>Date place on S75 Screening webpage</b>	<b>01/09/17</b>

## Information about the policy

Name of the policy  
Health & Safety

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Is this an existing, revised or a new policy?  
New

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What is it trying to achieve? (intended aims/outcomes)

Usel aims as a business to act as a good employer and to conduct its' business activities in a way which will achieve the highest possible standard of health and safety for its employees, trainees, visitors and members of the public. The company regards the successful management of health and safety as equal to all its' other business activities. All levels of management, including Board members consider health and safety within the organisation to be of high importance.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

No

Who initiated or wrote the policy?

Health & Safety Officer

Who owns and who implements the policy?

Head of Corporate Services

## Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they

financial

legislative

other, please specify \_\_\_\_\_

## Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

staff

service users

other public sector organisations

voluntary/community/trade unions

other, please specify \_\_\_\_\_

## Other policies with a bearing on this policy

- what are they?

Stress at Work, Disciplinary, Lone Working

- who owns them?

Head of Corporate Services

## Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Section 75 category	Details of evidence/information
Religious belief	<p>The policy was developed by our Health &amp; Safety Officer in conjunction with the H&amp;S at work Oder 1978 and the below regulations in order to ensure full compliance</p> <ul style="list-style-type: none"> <li>• Management of Health and Safety at Work Regulations (NI) 2000</li> <li>• Workplace (Health Safety and Welfare) Regulations (NI) 1993</li> <li>• Health and Safety (Display Screen Equipment) Regulations (NI) 1992</li> <li>• Provision and Use of Work Equipment Regulations (NI) 1999</li> <li>• Manual Handling Operations Regulations (NI) 1992</li> <li>• Personal Protective Equipment at Work Regulations (NI) 1993</li> </ul>
Political opinion	<b>As above</b>
Racial group	<b>As above</b>
Age	<b>As above</b>
Marital status	<b>As above</b>
Sexual orientation	<b>As above</b>
Men and women	<b>As above</b>

generally	
Disability	<b>As above</b>
Dependants	<b>As above</b>

### **Needs, experiences and priorities**

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
Religious belief	The policy will not adversely affect any of the groups covered by S75
Political opinion	As above
Racial group	As above
Age	As above
Marital status	As above
Sexual orientation	As above
Men and women generally	As above

Disability	As above
Dependants	As above

### Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	The policy has no impact of religious belief	None
Political opinion	The policy has no impact on political opinion	None
Racial group	The policy has no impact on racial group	None
Age	The policy has no impact on age	None
Marital status	The policy has no impact on marital status	None
Sexual orientation	The policy has no impact on sexual orientation	None

Men and women generally	The policy has no impact on men and women generally	None
Disability	The policy has no impact on people with disabilities	None
Dependants	The policy has no impact on those with dependants	None

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief		Our Health & Safety policy was developed to comply with our requirements as a responsible and legal employer. All staff must adhere to it, regardless of their Section 75 categories
Political opinion		As above
Racial group		As above
Age		As above
Marital status		As above

Sexual orientation		As above
Men and women generally		As above
Disability		As above
Dependants		As above

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none		
Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	No impact on religious belief	None
Political opinion	No impact on political opinion	None
Racial group	No impact on racial group	None

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons

category		
Religious belief		Our Health & Safety policy was developed to comply with our requirements as a responsible and legal employer. All staff must adhere to it, regardless of their Section 75 categories
Political opinion		As above
Racial group		As above

### **Additional considerations**

#### **Multiple identity**

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

*(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).*

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Not affected by multiple identity-processes will be applied to all groups

#### **Screening decision**

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

Based on the answers above we recommend the policy is screened out. The policy supports, rather than adversely impacts upon any of the groups covered by S75

### Part 5 - Approval and authorisation

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
Patrice Devine	Business Improvement Officer	30/08/17
<b>Approved by:</b>		
Sarah-Jane Mowbray	Head of Corporate Services	30/08/17