

## ULSTER SUPPORTED EMPLOYMENT LIMITED

### SECTION 75 EQUALITY OF OPPORTUNITY SCREENING

|   |  |
|---|--|
| <b>Policy Title (in full)</b>           | Stress at Work   |
| <b>Policy Aim</b>                       | The objectives of this policy are to ensure, so far as reasonably practicable, that:<br>➤ Areas of work related stress are identified and assessed as appropriate, and relevant measures are introduced to control the risk to health;<br>➤ Ways are identified to control and reduce the costs associated with work related stress, be they financial, organisational or personal;<br>➤ Roles, responsibilities and accountabilities are clearly defined and understood in order to achieve successful management of work related stress.<br>➤ The prevention of stress is preferable to the management of stress |
| <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  
Stress at Work

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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)

The objectives of this policy are to ensure, so far as reasonably practicable, that:

- Areas of work related stress are identified and assessed as appropriate, and relevant measures are introduced to control the risk to health;
- Ways are identified to control and reduce the costs associated with work related stress, be they financial, organisational or personal;
- Roles, responsibilities and accountabilities are clearly defined and understood in order to achieve successful management of work related stress.
- The prevention of stress is preferable to the management of stress

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?

Business Improvement 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?

Sick leave and Absence, Health & Safety

- 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.

| <b>Section 75 category</b> | <b>Details of evidence/information</b>   |
|----------------------------|--|
| Religious belief           | Research was taken into existing stress at work policies and support provided through our free and confidential helpline for staff. The policy is supported by a Stress Assessment that staff can complete with their manager or themselves if they do not wish to share the results |
| 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 generally    | <b>As above</b>  |
| 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

| Section 75 category     | Details of needs/experiences/priorities                               |
|-------------------------|---|
| 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?<br>minor/major/none |  |                                      |
|---|--|--------------------------------------|
| Section 75 category   | Details of policy impact                             | Level of impact?<br>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        |                                 | This policy was developed to help staff and managers identify stress at work and set out each of their responsibilities, this is regardless of 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 category | If <b>Yes</b> , provide details | If <b>No</b> , provide reasons  |
|-------------------------|---------------------------------|---|
| Religious belief        |                                 | This policy was developed to help staff and managers identify stress at work and set out each of their responsibilities, this is regardless of 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

#### **Part 3. 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

## 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    |