

ULSTER SUPPORTED EMPLOYMENT LIMITED

SECTION 75 EQUALITY OF OPPORTUNITY SCREENING

Policy Title (in full)	Training Policy
Policy Aim	Usel is committed to the provision of structured training and development activity in order to assist employees achieve the required level and quality of job performance and to develop their knowledge and skills levels accordingly. The Training and Development Policy sets out the framework within which support and funding will be provided to employees to pursue identified and agreed training and development activities and should be read in conjunction with the Training & Development Procedures document.
Decision (delete as appropriate)	Policy screened out without mitigation
Business Area	Corporate Services
Contact	Sarah-Jane Mowbray
Date of form completion	21/08/17

For HR Department completion:

Date received	24/08/17
Amendments requested?	No
Date returned to Business Area	24/08/17
Date final version received	24/08/17
Date place on S75 Screening webpage	01/09/17

Policy scoping

Information about the policy

Name of the policy Training Policy
Is this an existing, revised or a new policy? Existing
What is it trying to achieve? (intended aims/outcomes) Usel is committed to the provision of structured training and development activity in order to assist employees achieve the required level and quality of job performance and to develop their knowledge and skills levels accordingly. The Training and Development Policy sets out the framework within which support and funding will be provided to employees to pursue identified and agreed training and development activities and should be read in conjunction with the Training & Development Procedures document.
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? HR Manager 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?

No

- who owns them?

N/A

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	Training and development activity will be undertaken according to the needs of the organisation and with due consideration given to equality of opportunity. No individual will be excluded from training and development on the grounds of disability, gender, marital status, sexual orientation, religious belief, political opinion, race or cultural origin, domestic or caring responsibilities, trade union membership, age or any other criteria which could be deemed to be discriminatory
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

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? 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 martial 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 disability	None

Dependants	The policy has no impact on those with dependants	None
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2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief		Training and development activity will be undertaken according to the needs of the organisation and with due consideration given to equality of opportunity. No individual will be excluded from training and development on the grounds of disability, gender, marital status, sexual orientation, religious belief, political opinion, race or cultural origin, domestic or caring responsibilities, trade union membership, age or any other criteria which could be deemed to be discriminatory
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 Yes , provide details	If No , provide reasons
Religious belief		Training and development activity will be undertaken according to the needs of the organisation and with due consideration given to equality of opportunity. No individual will be excluded from training and development on the grounds of disability, gender, marital status, sexual orientation, religious belief, political opinion, race or cultural origin, domestic or caring responsibilities, trade union membership, age or any other criteria which could be deemed to be discriminatory
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

Screened by:	Position/Job Title	Date
Patrice Devine	Business Improvement Officer	24/08/17
Approved by:		
Sarah-Jane Mowbray	Head of Corporate Services	24/08/17

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.