



Equality Screening Template

Growth Strategy 2026 - 2031

April 2026

Clanmil Housing have a statutory duty to screen. This includes our strategies, plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, grant funding arrangement or facility. This screening template is designed to help you consider the likely equality impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

The screening template has 4 sections to complete. These are:

Section A - asks you to provide details about the policy / decision that is being screened.

Section B - has 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

Section C - has 4 key questions in relation to obligations under the Disability Discrimination Order

Section D - is the formal record of the screening decision.

Section A

Details about the policy / decision to be screened

Title of policy / decision to be screened:-

Growth Strategy 2026-2031

Brief description of policy / decision to be screened:-

The Strategy outlines how we propose to continue to deliver our ambition in line with our Strategic Plan in relation to the delivery of homes for people who need them, building on the previous Clanmil Growth Strategies

Aims and objectives of the policy / decision to be screened:-

The Strategy aims to incorporate key principles that have been developed successfully over the years to meet our vision and at a high corporate level these include in relation to development:

- Delivery of new social homes in accordance with requirements of the Social Housing Development Programme
- Promote the contribution of Housing Association in the Northern Ireland Economy
- Facilitate where we can the delivery of supported housing through private rented provision with wrap around support services provided by Charities
- Listening to communities where we build
- Taking a responsible approach to the environment
- Promoting every property built by Clanmil as a home that is safe and comfortable for anyone to live in
- Incorporating the key principles of place shaping

- Appreciating the importance of older and historic buildings

On whom will the policy / decision impact?

Consider the internal and external impacts (both actual or potential)

- ☒ Staff - Development /Housing Management/Assets/Finance/Marketing
other public sector orgs(specify) – Department for Communities/Northern
Ireland Housing Executive/ TNI/NIW/HealthTrusts
- ☐ voluntary / community groups / trade unions – local community organisations
in the areas we are providing homes/charity partners /constituted residents
groups/
- ☐ others, please specify –Political representatives /local residents living in an
areas we are providing homes /lending institutions

Are there linkages to other Agencies/ Departments?

Yes – linked to regulator at Department for Communities

Section B

1. Outline consultation process achieved or planned

This is a strategic document and interfaces with the Clanmil Strategic Plan. It also reflects the current acknowledgement of the current political leadership and the aspirations of the refreshed programme for government. Sitting alongside this across the wider political spectrum there has been a clear call for increased development in areas of acute housing need. Consultation on this strategy has been limited to internal stakeholders to ensure that our vision for increasing housing stock and alignment across our Strategic Plan has been incorporated into the underlying principles of our approach to development.

2. Available evidence

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below to help inform your screening assessment. Please note: It is important to record information gathered from a variety of sources such as:

- Monitoring information
- Complaints
- Research /surveys
- Consultation exercise and other public authorities

Section 75 category	Details of evidence / information and engagement
Religious belief	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand
Political opinion	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand
Racial group	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand

Age	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand
Marital status	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI We will continue to provide a variety of house types depending on direction from NIHE supplemented by our own research in a specific location We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand
Sexual orientation	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand
Men & women generally	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand
Disability	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI Where directed and supported by NIHE we will provide bespoke accommodation to meet complex needs of individuals and will play our part in supporting the strategic guideline % to deliver 10% wheelchair accommodation within the wider SHDP We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic

	drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand
Dependants	We will continue to build social housing considering the NIHE guidance on where acute housing need exists We will continue to reflect in our new developments the requirements of NIHE as the strategic housing authority for NI We will continue to develop our own market intelligence to support development in areas where need may not be acute but other strategic drivers exist We will continue to deliver a range of tenures and approach each development of scale from a mixed tenure perspective based on market demand

3. What is the likely impact (indicate if the policy impact is positive or negative) on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? What is the level of impact?

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	The Growth Strategy does not exclude anyone on the basis of religious belief	None
Political opinion	The Growth Strategy does not exclude anyone on the basis of political opinion	None
Racial group	The Growth Strategy does not exclude anyone on the basis of racial group	None
Age	The Growth Strategy does not exclude anyone on the basis of age	None
Marital status	The Growth Strategy does not exclude anyone on the basis of marital status	None
Sexual	The Growth Strategy does not exclude	None

orientation	anyone on the basis of sexual orientation	
Men and women generally	The Growth Strategy does not exclude anyone on the basis of men and women generally	None
Disability	The Growth Strategy does not exclude anyone on the basis of disability	None
Dependants	The Growth Strategy does not exclude anyone on the basis of dependents	None

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
All S75 Categories	We will approach every new opportunity on the basis that we want it to be safe and inviting for everyone. We will continue to engage in and promote the Shared Neighbourhoods Agenda	NIHE are responsible for determining the need in a particular location and what schemes they will support

3. To what extent is the policy likely to impact (positive or negatively) on good relations between people of different religious belief, political opinion or racial group? What is the level of impact?

Good relations category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	Given it will be our approach for our new developments to continue to engage in and promote the Shared Neighborhood's Agenda and will profile and engage actively with NIHE Cohesion Team to take forward schemes designated as such (Subject to the relevant funding being available through NI Assembly to do so) Where that is the case this and the scheme meets all the requirements to be designated as a shared neighborhood this will have a significant impact on bringing together diverse communities	None
Political opinion	Given it will be our approach for our new developments to continue to engage in and promote the Shared Neighborhood's Agenda and will profile and engage actively with NIHE Cohesion Team to take forward schemes designated as such (Subject to the relevant funding being available through NI Assembly to do so) Where that is the case this and the scheme meets all the requirements to be designated as a shared neighborhood this will have a significant impact on bringing together diverse communities	None
Racial group	Given it will be our approach for our new developments to continue to engage in and promote the Shared Neighborhood's Agenda and will profile and engage actively with NIHE Cohesion Team to take forward schemes designated as such (Subject to the relevant funding being available through NI Assembly to do so) Where that is the case this and the scheme meets all the requirements to be designated as a shared neighborhood this will have a significant impact on bringing together diverse communities	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	We will approach every new opportunity on the basis that we want it to be safe and inviting for everyone. We will continue to engage in and promote the Shared Neighborhood's Agenda and will profile and engage actively with NIHE Cohesion Team to take forward schemes designated as such Subject to the relevant funding being available through NI Assembly to do so	None
Political opinion	We will approach every new opportunity on the basis that we want it to be safe and inviting for everyone. We will continue to engage in and promote the Shared Neighborhood's Agenda and will profile and engage actively with NIHE Cohesion Team to take forward schemes designated as such Subject to the relevant funding being available through NI Assembly to do so	None
Racial group	We will approach every new opportunity on the basis that we want it to be safe and inviting for everyone. We will continue to engage in and promote the Shared Neighborhood's Agenda and will profile and engage actively with NIHE Cohesion Team to take forward schemes designated as such Subject to the relevant funding being available through NI Assembly to do so	None

Section C

Clanmil also has legislative obligations to meet under the [Disability Discrimination Order](#) and Questions 5 -6 relate to these two areas.

Consideration of Disability Duties

5. Does this proposed policy / decision provide an opportunity for the Council to better **promote positive attitudes** towards disabled people?

Explain your assessment in full

The strategy document is sufficiently flexible to promote individual needs for those with a disability and to ensure that the delivery of new homes to meet specific needs is undertaken as part of a wider delivery agenda to ensure that accommodation provided is an integral part of the community

6. Does this proposed policy / decision provide an opportunity to actively **increase the participation** by disabled people in public life?

Explain your assessment in full

It will have a part of play in the provision of fit for purpose housing solutions that promote independence for an individual with a disability.

Monitoring Arrangements

Section 75 places a requirement the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity.

Outline what data you will collect in the future in order to monitor the impact of this policy / decision on equality, good relations and disability duties.

Equality	Good Relations	Disability Duties
The Associations existing monitoring data will be used to help reflect if any outworking's of this strategy over the period in operation and any necessary adjustments will be considered in light of these evaluations	The Associations existing monitoring data will be used to help reflect if any outworking's of this strategy over the period in operation and any necessary adjustments will be considered in light of these evaluations	The Associations existing monitoring data will be used to help reflect if any outworking's of this strategy over the period in operation and any necessary adjustments will be considered in light of these evaluations

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened
Growth Strategy 2021- 2026

I can confirm that the proposed policy / decision has been screened for –

Y	equality of opportunity and good relations
Y	disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

*place an X in the appropriate box below

☐	*<u>Screened In</u> – Necessary to conduct a full EQIA
☒	*<u>Screened Out</u> – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached: The Growth Strategy focuses on property development and acquisition as this makes new homes available to people in need – housing Need is determined by NIHE in NI and not an individual Housing Association – similarly for other tenure types what is provide is driven by market demand for a particular house type in that location
☐	* <u>Screened Out -</u> Mitigating Actions (minor impacts) • Provide a brief note here to explain how this decision was reached: • Explain what mitigating actions and / or policy changes will now be introduced:

Formal Record of Screening Decision (cont)

Screening assessment completed by (Officer level) -

Name: Jan Sloan

Date:

Signature:



Screening decision approved by -

Name:



Date:

Signature: please insert a scanned image of your signature below

The screening form will be placed on the website and a link provided to Clanmil's Section 75 consultees.