



Equality Screening Template

HSP14 – Group Health, Safety and Wellbeing Policy

Date – 16/04/2026

Clanmil Housing Association 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:-

Group Health, Safety and Wellbeing Policy.

Brief description of policy / decision to be screened:-

This policy sets out the health, safety, and wellbeing statement of intent, organisation, and arrangements for the Clanmil Housing Group to ensure compliance with legislation and best practice. It establishes a governance framework, risk management procedures, and operational arrangements for property safety, occupational safety, and external contractors

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

The primary objective is to ensure, so far as is reasonably practicable, the health, safety, and welfare at work of all colleagues. The policy also aims to prevent work-related injury and ill-health for colleagues, tenants, and anyone interacting with Clanmil's services. It seeks to fulfil legal and regulatory requirements whilst promoting a proactive safety culture built on core values. Furthermore, the policy explicitly aims to ensure that its procedures do not create an unfair disadvantage for anyone.

On whom will the policy / decision impact?

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

Internal: All colleagues (employees).

External: Customers (tenants), volunteers, persons on work experience, and contractors.

Are there linkages to other Agencies/ Departments?

Yes. The policy links to the Department for Communities (DfC) through the Housing Association Guide. It also references alignment with the Health and Safety Executive for Northern Ireland (HSENI) regarding stress management standards and involves audits by the Northern Ireland Fire and Rescue Service (NIFRS).

Section B

Outline consultation process achieved or planned

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	No specific group evidence. General legislative framework and periodic policy review apply universally to all groups.
Political opinion	No specific group evidence. General legislative framework and periodic policy review apply universally to all groups.
Racial group	No specific group evidence. General legislative framework and periodic policy review apply universally to all groups.
Age	Evidence includes the policy's specific arrangements and safety standards for children's play areas.
Marital status	No specific group evidence. General legislative framework and periodic policy review apply universally to all groups.
Sexual orientation	No specific group evidence. General legislative framework and periodic policy review apply universally to all groups.
Men & women generally	Evidence includes the requirement for specific risk assessments for new and expectant mothers.
Disability	Evidence includes the specific responsibilities and arrangements outlined regarding Personal Emergency Evacuation Plans (PEEPs).
Dependants	Evidence includes arrangements for children's play areas (impacting those with child dependants) and specific risk assessments for expectant mothers.

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	None	None
Political opinion	None	None
Racial group	None	None
Age	The policy explicitly includes safeguarding measures for vulnerable adults and children. It also mandates safety standards and inspections for children's play areas.	Minor +ve
Marital status	None	None
Sexual orientation	None	None
Men and women generally	The policy mandates that specific risk assessments are conducted immediately upon written notification of a colleague's pregnancy to protect the mother and child.	Minor +ve
Disability	The policy clarifies responsibilities for Personal Emergency Evacuation Plans (PEEPs). It also	Minor +ve

	mandates Display Screen Equipment (DSE) assessments to ensure ergonomic safety , and establishes clear rules for mobility scooters to ensure fire safety whilst maintaining access.	
Dependants	The prompt implementation of risk assessments for expectant mothers supports those transitioning into dependency-care roles. Safety regulations for children's play areas also positively impact colleagues and tenants with child dependants.	Minor +ve

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		No. This is a universal statutory compliance and life-safety framework designed to protect all individuals equally. The policy explicitly states its commitment to fairness and equality, ensuring procedures do not create an unfair disadvantage for anyone. Standard health and safety controls apply universally, with specific positive interventions (like PEEPs and maternity risk assessments) already embedded where necessary.
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		

Disability		
Dependants		

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	None	
Political opinion	None	
Racial group	None	

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		No. There are no direct opportunities within this specific Health and Safety policy to better promote good relations between these groups, as the focus is purely on physical and occupational safety
Political opinion		
Racial group		

Section C

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

Consideration of Disability Duties

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

Explain your assessment in full

Yes.

The policy requires colleagues to complete DSE assessments to ensure workstations are ergonomically safe and properly adjusted for individual needs. Furthermore, by establishing clear responsibilities for Personal Emergency Evacuation Plans (PEEPs) and safely managing the storage of mobility scooters, the organisation demonstrates a proactive approach to accommodating physical disabilities safely, fostering an inclusive culture of care.

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

Explain your assessment in full

Yes.

By ensuring that properties meet statutory fitness requirements and that reasonable adjustments (such as PEEPs) are integrated into safety planning, the policy ensures that disabled colleagues, customers, and volunteers can safely and confidently participate in the workplace and communal scheme environments.

Monitoring Arrangements

Section 75 places a requirement for Clanmil Housing Association 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 Health, Safety and Wellbeing (HSW) Forum will review policies, procedures, risk assessments etc.		The Fire Safety Group (FSG) will monitor Fire Risk Assessment (FRA) actions , which includes the management of PEEPs

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Group Health, Safety and Wellbeing Policy

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

Yes	equality of opportunity and good relations
Yes	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**

☐	*Screened In – Necessary to conduct a full EQIA
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☒	*Screened Out – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached: <i>The Group Health, Safety and Wellbeing Policy is a universal framework designed to protect the lives and wellbeing of all colleagues, tenants, and visitors. The policy explicitly states that it is committed to fairness and aims to ensure its procedures do not create an unfair disadvantage for anyone. Where the policy does intersect with Section 75 groups (such as Age, Disability, and Men & Women generally), the impacts are entirely positive and protective—specifically through provisions for expectant mothers , safeguarding vulnerable adults and children , and mandating PEEPs. Therefore, a full Equality Impact Assessment is not required.</i>
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☐	* Screened Out - 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:
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Formal Record of Screening Decision (cont)

Screening assessment completed by (Manager level) -

Name: Rhys Williams (Corporate Health and Safety Manager)

Date: 16/04/2026

Department: Corporate Services

Signature: 

Screening decision approved by (Director level) -

Name: Nick Haddock, Head of Business Assurance
& Performance



Signature: please insert a scanned image of your signature below

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

For more information about equality screening contact Bernadette O'Donnell, HR Business Partner at bernadette.odonnell@clanmil.org.uk