

Screening Report 2024-2025

Usel made a commitment in its Equality Scheme to publish a screening report quarterly. The purpose of screening is to identify those policies which are likely to have an impact on equality of opportunity and/or good relations.

Policy	Screening Decision	Quarter Screened	Reason
Handling Criminal Convictions	Screened out No EQIA required	Quarter 1	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Training Policy	Screened out No EQIA required	Quarter 1	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Working from Home Policy	Screened out No EQIA required	Quarter 2	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.

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Career Break Policy	Screened out No EQIA required	Quarter 3	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Family Leave Policy	Screened out No EQIA required	Quarter 3	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Disability Action Plan 2025-2028	Screened out No EQIA required	Quarter 3	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Employee Engagement Strategy	Screened out No EQIA required	Quarter 3	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Proposed ceasing of funding for Employment Support Scheme	EQIA Required	Quarter 3	There is evidence to suggest that the proposed ceasing of funding for the Employment Support Scheme will have a negative impact on those living with disabilities, age and dependants. An EQIA was submitted to DfC on 28 th November 2024.

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Renewal of tender for Café provisions at Belfast Zoo	Screened out No EQIA required	Quarter 3	There is no evidence to suggest that the business decision to not retender for the café provisions at Belfast Zoo is likely to impact negatively on any of the nine equality groups or that the decision does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group. Usel will redeploy the existing staff at Belfast Zoo to other Ability Café locations and support has been put in place for the transition.
Menopause Policy	Screened out No EQIA required	Quarter 4	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Data Protection Policy	Screened out No EQIA required	Quarter 4	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Absence Policy	Screened out No EQIA required	Quarter 4	There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Data Breach- Internal Process	Screened out No EQIA required	Quarter 4	There is no evidence to suggest that this process is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on

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