

Screening Report 2020 - 21

Usel made a commitment in its Equality Scheme to publish a screening report twice per year. 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	Reason
Business Case – Voluntary Redundancy	Screened out No EQIA required	There is no evidence to suggest that this business case is likely to impact negatively on any of the nine equality groups or that the business case does not promote equality of opportunity to the nine equality groups. The business case does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Business Case – Pension Benefit Redesign	Screened out No EQIA required	There is no evidence to suggest that this business case is likely to impact negatively on any of the nine equality groups or that the business case does not promote equality of opportunity to the nine equality groups. The business case does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Working Well Together Policy	Screened out No EQIA required	There is no evidence to suggest that this business case is likely to impact negatively on any of the nine equality groups or that the business case does not promote equality of opportunity to the nine equality groups. The business case does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.

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Adoption Leave Policy	Screened out No EQIA required	There is no evidence to suggest that this business case is likely to impact negatively on any of the nine equality groups or that the business case does not promote equality of opportunity to the nine equality groups. The business case does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Equality, Diversity & Inclusion Policy	Screened out No EQIA required	There is no evidence to suggest that this business case is likely to impact negatively on any of the nine equality groups or that the business case does not promote equality of opportunity to the nine equality groups. The business case does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Whistleblowing Policy	Screened out No EQIA required	There is no evidence to suggest that this business case is likely to impact negatively on any of the nine equality groups or that the business case does not promote equality of opportunity to the nine equality groups. The business case does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Code of Conduct Policy	Screened out No EQIA required	There is no evidence to suggest that this business case is likely to impact negatively on any of the nine equality groups or that the business case does not promote equality of opportunity to the nine equality groups. The business case 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	There is no evidence to suggest that this business case is likely to impact negatively on any of the nine equality groups or that the business case does not promote equality of opportunity to the nine equality groups. The

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Grievance Procedure	Screened out No EQIA required	