|  |  |  |  |
| --- | --- | --- | --- |
| **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. |
| 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 28th November 2024. |
| 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. |