

# **POLICY SCREENING FORM**

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## **Background**

**Under Section 75 of the Northern Ireland Act 1998, the Association is required to have due regard to the need to promote equality of opportunity:**

- **between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;**
- **between men and women generally;**
- **between persons with a disability and persons without; and,**
- **between persons with dependents and persons without.**

**Without prejudice to the obligations set out above, the Association is also required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.**

## **Screening**

The screening procedure should lead to one of two conclusions:

- The policy being screened does not have a significant impact on equality of opportunity and therefore does not require an EQIA
- The policy being screened has (or is likely to have) a significant impact on equality of opportunity and may require an EQIA.

## Scoping the Policy

- Title of Policy:** Newington Housing Association's Business Continuity & Disaster Recovery Plan (v9) - (Sept. 24)
- Policy Ref:** F&CS006
- Policy Aim:** In conjunction with NHA's Business Continuity & Disaster Recovery Testing Strategy 2024, the plan/policy provides procedures and guidelines to be followed in the event of certain scenarios, enabling managers to act effectively to minimise damage to the Association's building, its contents and day to day operations.
- Brief Description:** This plan/policy outlines Newington's approach to ensure business continuity in the event of one or more scenarios occurring, which have the potential to disrupt our day-to-day operations.

### **Who defines or defined the policy?**

The Association's Board of Management, CEO, Heads of Departments and key staff have defined the policy.

### **Who implements the policy?**

Newington Housing Association's CEO and relevant Directors and key staff will implement this policy.

### **Is the policy applied uniformly throughout the organisation? If no, what are the consequences.**

Yes

### **Who are the main stakeholders in relation to the policy?**

The main stakeholder is the Association, along with other third-party suppliers specified within the policy.

### **What factors/forces could contribute/detract from the aim or implementation of the policy?**

There are no factors/forces identified which could contribute/detract from the aim or implementation of the policy.

### **How do we interface with other bodies in relation to implementation of this policy?**

Newington may liaise with our suppliers or appointed suppliers (i.e., such as our IT service providers, external software suppliers, etc.) to assist in the implementation of this policy and all its relevant procedures.

**Which other policies are related to this policy?**

- NHA Business Continuity & Disaster Recovery Testing Strategy (Sept. 2024)

**What data is currently available to facilitate the screening of this policy?**

None

**Answering the Four Screening Questions**

The four questions ask for evidence in relation to the Section 75 dimensions. You should not think of the “don’t know” column in the form as the easy option to respond to any of the questions. In cases where you don’t know and you don’t have data, you will need to make a judgement based on experience as to whether the policy you are screening may have an impact on any of the nine dimensions. If your judgement is that the policy may have a differential adverse impact in relation to any of the Section 75 dimensions (i.e., it affects some groups differently and less favourably than other groups), you should seek to obtain evidence. You should note that evidence can be qualitative – i.e., drawn from the experience of individuals from their perspective - as well as quantitative. Officers must give consideration to steps that they could reasonably be expected to take to obtain evidence and thereby inform their decision-making. Such steps could include meeting with a representative group or selective consultation.

**Where there is little or no evidence, and common sense indicates that a differential impact may be expected, you should discuss this with the Equality Officer.**

**1. Is there any evidence of higher or lower participation or uptake by different groups?**

|                    | Yes | No | Not known |
|--------------------|-----|----|-----------|
| Religious belief   |     | X  |           |
| Political opinion  |     | X  |           |
| Racial group       |     | X  |           |
| Age                |     | X  |           |
| Marital status     |     | X  |           |
| Sexual orientation |     | X  |           |
| Gender             |     | X  |           |
| Disability         |     | X  |           |
| Dependency         |     | X  |           |

Please comment: N/A

**2. Do different groups have different needs, experiences, issues and priorities in relation to this policy issue?**

|                  | Yes | No | Not known |
|------------------|-----|----|-----------|
| Religious belief |     | X  |           |

|                           |  |   |  |
|---------------------------|--|---|--|
| <b>Political opinion</b>  |  | X |  |
| <b>Racial group</b>       |  | X |  |
| <b>Age</b>                |  | X |  |
| <b>Marital status</b>     |  | X |  |
| <b>Sexual orientation</b> |  | X |  |
| <b>Gender</b>             |  | X |  |
| <b>Disability</b>         |  | X |  |
| <b>Dependency</b>         |  | X |  |

**Please comment:**

Used uniformly throughout the organization.

**3. Have consultations with relevant groups, organisations or individuals indicated that policies of this type create problems that are specific to them?**

|                           | <b>Yes</b> | <b>No</b> |
|---------------------------|------------|-----------|
| <b>Religious belief</b>   |            | X         |
| <b>Political opinion</b>  |            | X         |
| <b>Racial group</b>       |            | X         |
| <b>Age</b>                |            | X         |
| <b>Marital status</b>     |            | X         |
| <b>Sexual orientation</b> |            | X         |
| <b>Gender</b>             |            | X         |
| <b>Disability</b>         |            | X         |
| <b>Dependency</b>         |            | X         |

**Please comment:**

N/A

**4. In relation to implementing this policy, is there an opportunity to better promote equality of opportunity or good relations by altering the policy or by working with others in Government or in the larger community?**

**Yes**

**No**

**Please elaborate:**

N/A

**5. With reference to Questions 1 to 4 please summarise how you believe the policy may impact on the organisation's obligation to have due regard to the need to promote equality of opportunity.**

Newington's Policy Business Continuity & Disaster Recovery Plan (v9) - Sept. 24 has been developed to ensure continuity of service to all tenants, stakeholders, etc. and does not impact on the organisation's obligation to have due regard to the need to promote equality of opportunity.

**6. What data do you believe will be required to ensure effective monitoring of the policy following implementation?**

The Association's Board, Chief Executive Officer (CEO) and Senior Management Team (SMT) and other designed key staff are accountable for the effective implementation of this policy.

**7. In the context of Question 3 are there any relevant groups which you believe should be consulted at this time? Please specify:**

No

**8. Any other comments on the policy and/or screening exercise?**

No

**9. On the basis of answers to Questions 1 to 4 above (and in particular positive answers), do you recommend that the policy should be subjected to a full impact assessment?**

Yes

No

Please elaborate:

## Newington Housing Association Policy Screening Outcome

Is this a new policy?

No

If yes, confirm the date on which the policy was screened in relation to opportunity of equality & promotion of good relations?

N/A

If this is a review of an existing policy – have there been significant changes.

Yes

If yes, confirm the date on which the policy was screened in relation to opportunity of equality & promotion of good relations?

24<sup>th</sup> September 2024

**N.B. If an EQIA is recommended, please continue and complete an EQIA.**

**If an EQIA is not recommended, please sign and date this form and ensure that the reason for not recommending is made clear.**

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### Policy Screening Decision

This policy that has been screened does not have a significant impact on equality of opportunity and therefore does not require an EQIA.

Screened by: *Martin Hamilton*

Date: 24/09/2024

Approved by: *Glenn Ashfield*

Date: 24/09/2024

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