

## Housing Executive: Policy Screening

### Part 1 - Policy Scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy writer work through the screening process on a step by step basis.

Name of the policy

Control of Vibration at Work Policy

Information about the policy (General Context Statement)

Stage 5 of Policy Consultation: New Control of Vibration at Work Policy

Is this an existing, revised or a new policy?

(Please mark an 'X' where appropriate)

Existing	Revised	New
		X

What is it trying to achieve? (Intended Aims/Outcomes)

The objective of this Policy is to ensure that exposure to vibration at work is adequately controlled and any associated risks to staff, contractors, tenants or members of the public are effectively managed on all Northern Ireland Housing Executive managed workplaces/sites.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

There are no specific benefits for any particular Section 75 categories. In general the policy is aimed at ensuring/protecting the health & safety of Housing Executive staff and other third parties.

Who initiated or wrote the policy?

Health and Safety Services, Corporate Services Department

Who owns and who implements the policy?

NIHE, Health and Safety Services, Corporate Services Department

### Implementation factors

<b>Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?</b>	
<b>If yes, are they:</b>	
<b>(Please mark an 'X' where appropriate)</b>	
	Financial
X	Legislative
	Other (Please Specify) :

### Main stakeholders affected

<b>Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?</b>	
<b>(Please mark an 'X' where appropriate and detail as necessary)</b>	
X	Staff
	Service Users, Customers
	Other Public Sector Organisations
	Voluntary/Community/Trade Unions
	Other (Please Specify) :

### Other policies with a bearing on this policy

What are they?

General Health & Safety Policy

Personal Protective Equipment Policy

Incident Reporting & Investigation Policy

Who owns them?

NIHE, Health and Safety Services, Corporate Services Department

### Available evidence

Evidence to help inform the screening process may take many forms. Policy Writers should ensure that their screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories that evidence is required for.

Section 75 category	Details of evidence/information
Religious belief	<p>This is a technical policy, which sets out how the Housing Executive will ensure that exposure to vibration at work is adequately controlled and any associated risks to staff, contractors, tenants or members of the public are effectively managed on all Housing Executive managed workplaces/sites. The links below provide the evidence base for the formulation of the policy.</p> <ul style="list-style-type: none"> <li>• <a href="http://hseni.gov.uk">Vibration   Health and Safety Executive Northern Ireland (hseni.gov.uk)</a></li> <li>• <a href="http://hse.gov.uk">Hand-arm vibration at work: A brief guide for employers INDG175 (hse.gov.uk)</a></li> <li>• <a href="http://hse.gov.uk">Hand-arm vibration: A guide for employees INDG296 (hse.gov.uk)</a></li> <li>• <a href="http://hse.gov.uk">HSE - Vibration at work: Whole body vibration and Hand arm vibration</a></li> <li>• <a href="http://hse.gov.uk">Hand arm vibration - Advice to Employers (hse.gov.uk)</a></li> </ul> <p><a href="http://hse.gov.uk">Hand-arm vibration - The Control of Vibration at Work Regulations 2005 (L140) (hse.gov.uk)</a></p>
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women	
Disability	
Dependants	

### Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories that are affected.

Section 75 category	Details of needs/experiences/priorities
Religious belief	<p>This is a technical policy aimed managing exposure to vibration at work properly for Housing Executive staff, contractors, tenants or members of the public on all Housing Executive managed workplaces/sites. There are no specific needs/experiences/priorities for any Section 75 categories.</p>
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
Men and women	
Disability	
Dependants	

## Part 2 - Screening questions

Please see guidance below for further information

### Screening questions

<b>1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none</b>		
<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? minor/major/none</b>
Religious belief	This is a technical policy related to Health & Safety, which has no bearing on any Section 75 characteristics. There may be issues associated with disability, age etc. but these are addressed through risk assessments and other work place policies addressing such issues as access to information.	None
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women		
Disability		
Dependants		

<b>2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?</b>		
<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
Religious belief	This policy has very little bearing on equality but it fits within a range of Health & Safety policies that collectively pay due regard to the Section 75 duties.	
Political opinion		
Racial group		
Age		

<b>2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?</b>		
Marital status		
Sexual orientation		
Men and women		
Disability		
Dependants		

<b>3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none</b>		
Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	This policy has no bearing on good relations.	None
Political opinion		
Racial group		

<b>4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>		
Good relations category	If Yes, provide details	If No, provide reasons
Religious belief	This policy has no bearing on good relations.	
Political opinion		
Racial group		

### Additional considerations

#### Multiple Identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

There are no multiple identity issues in relation to this policy.

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

**Disability Duties:**

1. Does this policy affect (or have the potential to affect) disabled people? (Please mark an 'X' where appropriate)

Yes	No
X	

2. If yes, how does this policy pay due regard to the promotion of positive attitudes towards disabled people?

This policy accommodates the needs and rights of disabled people e.g. through risk assessments.

3. If yes, does this policy provide any opportunity for the engagement of, or participation of any stakeholder representatives? e.g. Housing Community network. (Please mark an 'X' where appropriate)

Yes	No
	X

4. If yes, what efforts have been made to encourage the participation of disabled people?

N/A

**Human Rights:**

The Screening Team must consider the Human Rights "Convention Checklist" set out below. The Screening Team must be satisfied that the policy does not interfere (unless justified by a legitimate, necessary and/or proportionate aim) with any of the rights listed. On occasion, the Screening Team may require legal advice to assure the Board/CXBC of adequate consideration of Human Rights.

There are no Human Rights issues with this policy.

#### Additional Human Rights Conventions:

There are many international instruments that the UK Government have made commitments to progressively realise. Some of these impact on housing policy and it is important that when we make policy that we can assure the Board that cognisance of these instruments has been observed. This is particularly important where policies affect or have the potential to affect children and young people and disabled people. The Screening Team may wish to seek additional legal advice or views of representative groups.

#### Monitoring:

How will this policy be monitored for equality impacts in accordance with the Housing Executive's Equality Scheme?\*

In relation to equality there are no specific monitoring requirements necessary with regard to this policy. However, the Policy will be reviewed on a regular basis in accordance with Health and Safety Legislation and any revision to the policy would be subject to the equality screening process.

\*Guidance available from the Equality Monitoring Officer, Equality Unit.

#### Part 3 - Screening Team decision

Does this policy require an equality impact assessment? (Please mark an 'X' where appropriate)

Yes	No
	X

#### Reasons for the decision:

The policy has been determined to have no potential to impact differentially on any Section 75 group.

#### Part 4 - Approval and authorisation

Screened by: (Please insert name below)	Position/Job Title	Date
Lee Duffin	Equality & Safeguarding Manager	17/02/23
Approved by:		
Tony Steed	EDIS Manager	25/4/23