



**General Teaching Council
for Northern Ireland**

Promoting Teacher Professionalism

EQUALITY SCREENING

POLICY: Health and Safety Policy V1 May 2023

1. Part 1: Policy Scoping

As set out in the GTCNI Equality Scheme (section 5.1) 'policy' is broadly defined and covers all the ways in which the GTCNI carries out or propose to carry out its functions. In respect the term policy is used for any (proposed/amended/existing) strategy, policy initiative or practice and/or decision.

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.

1.1. Information about the Policy

Name of the policy	
Is this an existing, revised or a new policy?	Revised
What is it trying to achieve? (intended aims/outcomes)	<ul style="list-style-type: none">• To provide a safe and healthy environment for its employees, clients, visitors, contractors, and others who may be affected whilst at work, by the services it provides or whilst on its premises. A safe working environment can only be achieved and maintained with close co-operation and active participation from staff of all grades and disciplines.• To ensure that GTCNI complies with its statutory responsibilities under the Health and Safety at Work (Northern Ireland) Order 1978, the Management of Health and Safety at Work Regulations (Northern Ireland) 2000 and all other relevant associated legislation and requirements to which GTCNI must comply and to actively promote a positive health and safety culture.• To ensure that health and safety management in the organisation is based on a continuous improvement model
Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.	None
Who initiated or wrote the policy?	Corporate Services GTCNI
Who owns and who implements the policy?	Corporate Services GTCNI

1.2. Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (Delete as Appropriate):

Financial	Y / N
Legislative	Y / N
Other, please specify	None

1.3. Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? Describe.

Staff	GTCNI Staff
Service users	
Other public sector organisations	
Voluntary/community/trade unions	
Other, please specify	Visitors to GTCNI

1.4. Other policies with a bearing on this policy

What are they?	Display Screen Equipment Policy Fire safety and Fire Safety Evacuation Plan Hybrid Home Working Policy Flexible Working Hours Policy
Who owns them?	Corporate Services GTCNI

1.5. Available evidence

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

The Health and Safety Policy V1 May 2023 has been written in accordance with:

- The Health and Safety at Work (NI) Order 1978 (Amended 1998) Disability Discrimination Act (DDA) 1995 as amended
- Section 75 of the Northern Ireland Act 1998
- HSG652
- Health and Safety at Work (Northern Ireland) Order 1978
- Management of Health and Safety at Work Regulations (Northern Ireland) 2000
- Fire and Rescue Services (Northern Ireland) Order 2006
- Fire Safety Regulations (Northern Ireland) 2010
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (NI) 1997 (RIDDOR)
- Health and Safety (First Aid) Regulations (Northern Ireland) 1982
- Control of Substances Hazardous to Health Regulations (NI) 2003 (amended 2005)
- Health and Safety (Display Screen Equipment) Regulations (NI) 1992
- EC Directive 90/270/EEC on VDU / Monitor safety
- Provision and Use of Work Equipment Regulations (Northern Ireland) 1999
- Personal Protective Equipment at Work Regulations (Northern Ireland) 1993 (PPE)
- Manual Handling Operations Regulations (Northern Ireland) 1992
- Health and Safety (Safety Signs and Signals) Regulations (Northern Ireland) 1996
- Electricity at Work Regulations (Northern Ireland) 1991
- Smoking (Northern Ireland) Order 2006 and in accordance with JNC Circular 33

Section 75 category	Details of evidence/information
Religious Belief	N/A
Political Opinion	N/A
Racial Group	N/A
Age	N/A
Marital Status	N/A
Sexual Orientation	N/A
Men and Women generally	N/A
Disability	Considered and adjusted for within Fire Safety and Evacuation and DSE Policy and reasonable adjustments.
Dependants	N/A

1.6. Needs, experiences and priorities

Taking into account the information referred to previously, are there different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Please specify details as appropriate for each of the Section 75 categories.

Section 75 category	Yes/No/Not sure	If yes, please provide details of needs/experiences/priorities
Religious Belief	No	
Political Opinion	No	
Racial Group	No	
Age	No	
Marital Status	No	
Sexual Orientation	No	
Men and Women generally	No	
Disability	Yes	Health and Safety applies to all, but reasonable adjustments and individual plans are accounted for in other relevant policies regarding Disability Action Plan and Fire Safety and Evacuation and Display Screen Equipment and Hybrid Working
Dependants	No	.

2. Part 2: Screening

2.1. Screening Questions

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)?		
Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief		None
Political Opinion		None
Racial Group		None
Age		None
Marital Status		None
Sexual Orientation		None
Men and Women generally		None

Disability		None
Dependants		None
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?		
Section 75 category	Is <u>Yes</u>, provide details	If <u>No</u>, provide reasons
Religious Belief		No impact / relevance
Political Opinion		No impact / relevance
Racial Group		No impact / relevance
Age		No impact / relevance
Marital Status		No impact / relevance
Sexual Orientation		No impact / relevance
Men and Women generally		No impact / relevance
Disability		No impact / relevance
Dependants		No impact / relevance

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)?		
Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief	No impact / relevance	None
Political Opinion	No impact / relevance	None
Racial Group	No impact / relevance	None
4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Section 75 category	Is <u>Yes</u>, provide details	If <u>No</u>, provide reasons
Religious Belief	No impact / relevance	None
Political Opinion	No impact / relevance	None
Racial Group	No impact / relevance	None

5. Will the policy contribute to strengthening or weakening social capital and hence, the health and sustainability of rural communities? (minor/major/none)?

Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief	No impact / relevance	None
Political Opinion	No impact / relevance	None
Racial Group	No impact / relevance	None

2.2. Additional Considerations

2.2.1. 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? Yes/No (delete as appropriate).

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

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

No impact – regardless of gender identity – GTCNI’s Health and Safety Policy promotes that each employee is responsible for taking reasonable care not to endanger their own health and safety and that of other persons likely to be affected by their acts or omissions

2.2.2. Consideration of Human Rights

The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Articles 3 and 4 are classified as “absolute” rights ie the State can never withhold or take away these rights. All others are either “qualified” or “limited”. Further information is available via the following link <http://www.nicshumanrightsguide.com/>

Indicate any potential adverse impacts that the policy / decision may have in relation to human rights issues. Adverse Impact (delete as appropriate)

Human Rights Issue	HRA 1998 Article	Impact Y / N
Right to Life	Article 2	N
Prohibition of torture, inhuman or degrading treatment	Article 3	N

Human Rights Issue	HRA 1998 Article	Impact Y / N
Prohibition of slavery and forced labour	Article 4	N
Right to liberty and security	Article 5	N
Right to a fair and public trial	Article 6	N
Right to no punishment without law	Article 7	N
Right to respect for private and family life, home and correspondence	Article 8	N
Right to freedom of thought, conscience and religion	Article 9	N
Right to freedom of expression	Article 10	N
Right to freedom of peaceful assembly and association	Article 11	N

3. Part 3: Screening Decision

3.1. Decision

Decision	Delete as appropriate
The policy has been 'screened in' for equality impact assessment.	No
The policy has been 'screened out' for equality impact assessment.	Yes
If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.	
If the decision is not to conduct an equality impact assessment, please provide details of the reasons.	
<p>GTCNI believes that excellence in the management of health and safety is an essential element of its work and we recognise that health and safety is a key corporate risk and we acknowledge that minimising risk in all areas is inseparable from our other corporate business objectives.</p> <p>We expect all managers and employees to contribute towards achieving these objectives.</p> <p>GTCNI is actively engaged and committed to improving health and safety standards, irrespective of an individual's location, role, or responsibility.</p>	

Health and safety is a key responsibility for all managers and is a shared responsibility for employees, at all levels within the organisation.

GTCNI aims to encourage initiative and adopt best practice within an organisational culture where all employees are aware of their individual health and safety responsibilities.

It is GTCNI's objective to provide and maintain, so far as is reasonably practicable, a safe and healthy working environment for all its employees and other persons likely to be affected by our activities or processes, in accordance with the statutory duties set out in the legislation.

3.2. Mitigation

If the decision is not to conduct an equality impact assessment you may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality or opportunity and/or good relations?	No – not required
If yes, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy.	

3.3. Timetabling and Prioritising

If the policy has been 'screened in' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	

Priority criterion	Rating (1-3)
Relevance to GTCNI's functions	

The total rating score will be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the GTCNI in timetabling.


4. Part 4: Monitoring

Where a policy has been amended or an alternative policy introduced, effective monitoring will help you identify any future adverse impact arising from the policy, which may lead to carrying out an equality impact assessment, as well as helping with future planning and policy development.

5. Part 5: Approval and authorisation

Screened by	Organisational Role
Mary Jackson	Head of Corporate Services

Referred to DE GIST for Review on:	N/A
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Approved by (Manager/Accounting Officer)	
Position	Interim Chief Executive Officer / Registrar
Date	May 2023