

**WOVEN | GOVERNANCE & ASSURANCE**  
**SECTION 75 EQUALITY SCREENING REPORT**  
**Asbestos Compliance Policy**

| Field                                      | Details                                                                  |
|--------------------------------------------|--------------------------------------------------------------------------|
| Organisation                               | Woven Housing Association Ltd                                            |
| Policy / decision                          | Asbestos Compliance Policy                                               |
| Status                                     | Revised operational policy                                               |
| Policy owner / responsible officer         | Compliance Manager / Asset Management                                    |
| Screening date recorded on source document | 28 July 2025                                                             |
| Provisional screening outcome              | Screened out for full EQIA, with proportionate mitigation and monitoring |
| EQIA required?                             | No, on the evidence currently available.                                 |

**Part 1. Policy Scoping**

| ECNI scoping question           | Completed assessment                                                                                                                                                                                                          |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Name of policy / decision       | Asbestos Compliance Policy                                                                                                                                                                                                    |
| Is it existing, revised or new? | Revised operational policy                                                                                                                                                                                                    |
| What is it trying to achieve?   | To identify, assess and manage asbestos-containing materials, maintain registers and plans, control work and protect tenants, staff, contractors and visitors.                                                                |
| Who owns and implements it?     | Compliance Manager / Asset Management leads implementation, supported by the teams and roles identified in the policy.                                                                                                        |
| Main stakeholders affected      | Tenants and occupants; staff; contractors; visitors; Board and regulators.                                                                                                                                                    |
| Implementation factors          | Effective implementation depends on clear communication, staff awareness, consistent decision-making, adequate resources, accessible delivery and compliance with relevant legal, regulatory and organisational requirements. |

## Available evidence, needs, experiences and priorities

| Section 75 category     | Evidence available                                                                                     | Needs, experiences and priorities                                                                                                          |
|-------------------------|--------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| Religious belief        | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | No policy-specific differential evidence was supplied. Apply the policy consistently and avoid assumptions linked to belief.               |
| Political opinion       | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | No policy-specific differential evidence was supplied. Decisions and communications should remain objective and politically neutral.       |
| Racial group            | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | Plain English and alternative formats or translation may be relevant where information is communicated to staff, tenants or the public.    |
| Age                     | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | Digital familiarity, experience, health or communication needs may vary by age; avoid age-based assumptions and offer appropriate support. |
| Marital status          | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | No specific differential impact identified. Apply criteria consistently.                                                                   |
| Sexual orientation      | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | No specific differential impact identified. Maintain respectful, inclusive language and confidentiality.                                   |
| Men and women generally | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | No direct adverse impact identified. Monitor implementation where working patterns, safety, caring roles or participation may differ.      |

| Section 75 category     | Evidence available                                                                                     | Needs, experiences and priorities                                                                                                                                                   |
|-------------------------|--------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Disability              | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | Accessible information, reasonable adjustments and individual consideration may be required. Do not treat absence, access or communication needs as non-compliance without enquiry. |
| Persons with dependants | Policy content and amendments reviewed.<br>No disaggregated policy-specific outcome evidence supplied. | Notice, flexibility and accessible participation may assist people with caring responsibilities.                                                                                    |

## Part 2. Screening Questions

### Question 1: Likely impact on equality of opportunity

| Category          | Assessment                                                                                                                                 | Level | Adverse impact?                                       |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------------------|
| Religious belief  | No policy-specific differential evidence was supplied. Apply the policy consistently and avoid assumptions linked to belief.               | None  | No adverse impact identified                          |
| Political opinion | No policy-specific differential evidence was supplied. Decisions and communications should remain objective and politically neutral.       | None  | No adverse impact identified                          |
| Racial group      | Plain English and alternative formats or translation may be relevant where information is communicated to staff, tenants or the public.    | Minor | Potential indirect impact if controls are not applied |
| Age               | Digital familiarity, experience, health or communication needs may vary by age; avoid age-based assumptions and offer appropriate support. | Minor | Potential indirect impact if controls are not applied |
| Marital status    | No specific differential impact identified. Apply criteria consistently.                                                                   | None  | No adverse impact identified                          |

| Category                | Assessment                                                                                                                                                                          | Level | Adverse impact?                                       |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------------------|
| Sexual orientation      | No specific differential impact identified. Maintain respectful, inclusive language and confidentiality.                                                                            | None  | No adverse impact identified                          |
| Men and women generally | No direct adverse impact identified. Monitor implementation where working patterns, safety, caring roles or participation may differ.                                               | None  | No adverse impact identified                          |
| Disability              | Accessible information, reasonable adjustments and individual consideration may be required. Do not treat absence, access or communication needs as non-compliance without enquiry. | Minor | Potential indirect impact if controls are not applied |
| Persons with dependants | Notice, flexibility and accessible participation may assist people with caring responsibilities.                                                                                    | Minor | Potential indirect impact if controls are not applied |

### Question 2: Opportunities to better promote equality of opportunity

Yes. The policy can better promote equality through the following proportionate measures:

- Provide asbestos and access information in accessible formats and languages where required.
- Consider disability, vulnerability and caring responsibilities when arranging surveys and works.
- Use no-access escalation proportionately and record reasons for failed access.
- Monitor incidents, complaints and access outcomes for differential effects.

### Question 3: Likely impact on good relations

| Good relations category | Assessment                                                                                                     | Level |
|-------------------------|----------------------------------------------------------------------------------------------------------------|-------|
| Religious belief        | No adverse impact identified. Transparent, consistent and respectful implementation should support confidence. | None  |
| Political opinion       | No adverse impact identified. Decisions should remain objective and politically neutral.                       | None  |

| Good relations category | Assessment                                                                                                                | Level                 |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------|-----------------------|
| Racial group            | No adverse impact identified. Accessible communication and inclusive engagement may provide a minor positive opportunity. | None / minor positive |

#### Question 4: Opportunities to better promote good relations

Use inclusive and accessible communication, objective decision-making, respectful engagement and clear routes for feedback or concerns. These are enhancement opportunities rather than responses to an identified major adverse impact.

#### Multiple identity considerations

Combined needs may arise, for example for disabled older people, disabled people with caring responsibilities, minority ethnic people with communication needs, or women with dependants. Implementation should respond to the individual circumstances evidenced, without stereotyping.

#### Part 3. Screening Decision

| Decision field               | Assessment                                                                                                                                                                                                                                         |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Screening decision           | Screened out. A full Equality Impact Assessment is not required at this stage.                                                                                                                                                                     |
| Reason                       | No major adverse equality or good relations impact has been identified from the source material. The foreseeable risks are minor, indirect and capable of being addressed through the listed amendments, consistent implementation and monitoring. |
| Mitigation required?         | Yes, as a proportionate precaution and equality enhancement measure.                                                                                                                                                                               |
| Alternative policy required? | No. The policy aim can be retained and the controls embedded in the policy or associated procedures.                                                                                                                                               |
| Reconsideration trigger      | Material amendment; evidence from consultation; equality complaint; monitoring indicating disproportionate outcomes; legal or regulatory change; or failure to implement agreed controls.                                                          |

## Mitigation and equality enhancement action plan

| Action                                                                                           | Lead                             | Timing                                   | Evidence                                                      |
|--------------------------------------------------------------------------------------------------|----------------------------------|------------------------------------------|---------------------------------------------------------------|
| Provide asbestos and access information in accessible formats and languages where required.      | Policy owner / implementing team | Before approval or during implementation | Revised wording, implementation record or monitoring evidence |
| Consider disability, vulnerability and caring responsibilities when arranging surveys and works. | Policy owner / implementing team | Before approval or during implementation | Revised wording, implementation record or monitoring evidence |
| Use no-access escalation proportionately and record reasons for failed access.                   | Policy owner / implementing team | Before approval or during implementation | Revised wording, implementation record or monitoring evidence |
| Monitor incidents, complaints and access outcomes for differential effects.                      | Policy owner / implementing team | Before approval or during implementation | Revised wording, implementation record or monitoring evidence |

## Part 4. Monitoring

| Area                     | Measure / evidence                                                                                                                 | Frequency                | Trigger for review                               |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------------|
| Access and communication | Requests for alternative formats, adjustments, language support and access-related feedback.                                       | Ongoing; annual summary  | Recurring barriers or unmet reasonable requests. |
| Use and outcomes         | Relevant participation, decisions, service outcomes or formal actions under the policy, where data is available and proportionate. | At implementation review | Unexplained or recurring differential outcomes.  |

| Area                 | Measure / evidence                                                                      | Frequency                             | Trigger for review                                            |
|----------------------|-----------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------------------------------|
| Concerns             | Equality-related complaints, grievances, incidents and consultation feedback.           | Ongoing                               | Substantiated concern or recurring theme.                     |
| Policy effectiveness | Implementation review, legal or regulatory change and completion of mitigation actions. | At scheduled policy review or earlier | Material change or evidence of greater impact than predicted. |

## Part 5. Approval and Authorisation

| Field                              | Record                                |
|------------------------------------|---------------------------------------|
| Screened by                        | Ann Gallagher                         |
| Position / job title               | Corporate Assurance Manager           |
| Date completed                     | 28 July 2025                          |
| Policy owner / responsible officer | Compliance Manager / Asset Management |
| Senior approval / authorisation    | Board                                 |
| Approved by / date                 | Board/ 20/08/2025                     |