

SECTION 75 EQUALITY SCREENING REPORT

Employee Remuneration Policy

Field	Detail
Public authority	Woven Housing Association Ltd
Policy area	Human resources / Remuneration
Screening date	16/07/2025
Proposed decision	SCREENED OUT WITH MITIGATION AND MONITORING

1. Policy profile

Screening question	Evidence-based assessment
What is the policy intended to achieve?	Support recruitment and retention through fair, objective and transparent pay scales, job evaluation and benchmarking.
Who is affected?	All directly employed staff, including temporary and fixed-term staff and work placements.
Geographical scope	Woven operations and services in Northern Ireland.
Implementation context	The report is based on the supplied policy or procedure, its stated duties, decision points, safeguards and monitoring arrangements.

2. Equality relevance and Section 75 assessment

The table below identifies likely impacts and proportionate safeguards.

Section 75 category	Assessment of likely impact	Level
Religious belief	No direct differential treatment identified. Apply arrangements consistently and reasonably accommodate observance where relevant.	None identified
Political opinion	No direct differential treatment identified. Decisions must remain objective and politically neutral.	None identified
Racial group	Language or communication barriers may arise. Use plain language and interpretation where needed.	Minor
Age	Experience and progression criteria must be objectively justified.	Minor
Marital status	No direct differential impact identified.	None identified
Sexual orientation	No direct differential impact identified. Protect confidentiality and respectful treatment.	None identified

Men and women generally	High relevance because grading, starting pay and progression may create or perpetuate sex-based pay differences.	Minor
Disability	Disability-related absence or adjustments must not unfairly affect probation or progression.	Minor
Dependants	Part-time or flexible working linked to caring responsibilities must not disadvantage pay progression.	Minor

3. Multiple identity and good relations

Impacts may be compounded where disability, age, language, sex, working pattern, caring responsibilities or organisational power relationships overlap. Decisions should consider the person's circumstances as a whole and avoid stereotypes.

Consistent, transparent and respectful implementation can support good relations. Poorly explained or inconsistent decisions may undermine trust or create perceptions of bias.

4. Opportunities and mitigation

- Periodic equal-pay and pay-gap analysis
- Objective job-evaluation criteria and trained evaluators
- Documented grading review or appeal route
- Fair treatment of statutory leave, part-time work and reasonable adjustments

Potential issue	Required safeguard	Evidence / owner
Access or communication barrier	Provide reasonable adjustments, accessible information and alternative routes where needed.	Policy owner and service manager
Bias or inconsistent discretion	Use objective criteria, documented reasons and appropriate independent review.	Decision-maker / quality assurance
Unidentified differential outcomes	Monitor complaints, decisions and outcomes using proportionate equality data.	Policy owner / Corporate Assurance

6. Screening decision

Decision: Screened out without a full Equality Impact Assessment, subject to the mitigation and monitoring actions in this report.

Remuneration carries material equality risk. The policy may be screened out with robust pay monitoring; significant unexplained disparities should trigger re-screening and consideration of an EQIA.

ECNI consideration	Conclusion
Major impact	No major adverse impact is established by the evidence supplied.
Minor impact	Potential differential impacts are capable of mitigation through the actions identified.
EQIA required	No on current evidence. Re-screen after material amendment or where monitoring identifies significant or persistent adverse impact.

7. Monitoring, consultation and review

- Record equality-related complaints, adjustment requests, review outcomes and lessons learned.
- Analyse relevant outcomes by Section 75 category where data is lawfully available and proportionate.
- Consult affected users and representative groups when material changes are proposed.
- Review this screening alongside the policy review or sooner if evidence changes.

8. Sign-off

Field	Entry
Policy owner / lead	Director of Governance, People and Culture
Screening completed by	Corporate Assurance Manager
Screening date	16/07/2025
Approval / quality assurance	25/03/2026
Next review	25/03/2029