

ULSTER UNIVERSITY POLICY SCREENING PRO-FORMA

Information about the policy

Note: 'Policy' includes any strategy, policy (proposed/amended/existing) or practice and/or decision, whether written or unwritten.

Name of the policy

People & Culture Strategy

Is this an existing, revised or a new policy?

New Policy

What is it trying to achieve? (intended aims/outcomes)

Ulster University embarked on a new and ambitious strategic 5-year plan with a strategic vision to take the University to its 50th anniversary in 2034. Restructuring led to the formation of People & Culture Directorate and this Strategy sets out the directorate's aims and aspirations to deliver key strategic objectives. The Strategy sets out the Vision, objectives and people priorities. Our vision is to create an environment where we achieve excellence by working together.

The People and Culture strategy aspires to be the difference that makes the difference, creating the conditions, frameworks and approaches to enable our people to achieve and exceed both their own career aspirations and the Five & Fifty ambitions. This will be achieved by building a culture in which we can all flourish, and where brave thinking and values-led behaviour is encouraged and modelled by leaders and colleagues alike.

A University, fit for the future and in which we are all proud to work and study.

Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.

We expect all Section 75 Categories to benefit from the Strategy. The Strategy sets out to create a supportive diverse, inclusive culture reflective of the communities the University serves.

Who initiated or wrote the policy?

The P&C Director initiated the policy and the P&C Strategy Working Group developed and wrote the Strategy.

Who owns and who implements the policy?

The Director of People & Culture.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? (Please select one answer)

Yes

No

If yes, are they

Financial. Adequate resources need to be in place to support this strategy. Restructuring of the Directorate of People & Culture has provided additional resources to help achieve aims and objectives.

Legislative, changes to legislation particularly employment law and Health & Safety legislation will impact this strategy

Other, changes to corporate plan will impact on this Strategy.

Main stakeholders affected

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

Staff

Students

Other service users (e.g. prospective students, conference delegates)

Other public sector organisations

Voluntary/community/trade unions

Other, future employees

Part 1

Other policies with a bearing on this policy

Policy Name	Policy Owner
All existing and future People & Culture policies.	Director of People & Culture
Five & 50 Strategic Plan	Vice Chancellor
Global Engagement Strategic Plan	PVC Global Engagement
Campus Life Strategic Plan	Director of Campus Life
Learning & Teaching Strategic Plan	PVC Education
Research & Impact Strategic Plan	PVC Research & Impact
Equality, Diversity & Inclusion Strategy	Director of People & Culture
Digital Strategy	Chief Digital & Information Officer
Disability Action Plan	Director of People and Culture
Article 55 Affirmative Action programme	Director of People and Culture
Athena SWAN Action Plan	Director of People and Culture
Students' Good Relations Policy	Students Union/ Director of People and Culture

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)

Note: evidence can come from many sources. Examples include the University's management information systems, internal or external research, surveys or consultation exercises. Anecdotal evidence such as feedback from service users may also be used.

The following evidence was considered:

- Staff Equal Opportunities (EO) monitoring data (2018, 2013)
- Student EO monitoring data (2012/13, 2017/18)
- Ulster University's 9th Article 55 Review (7 February 2013-6 February 2016)
- The Northern Ireland Census (2011)
- 'Key Inequalities in Education in Northern Ireland', Equality Commission for Northern Ireland, 2015

Section 75 category	Details of evidence/information
Religious belief	<p>The University's EO data were reviewed. On 6 February 2018, our staff profile was 52.7% Protestant, 47.3% Catholic. Compared with 6 February 2013, this indicates a 3.5% increase in Catholic staff.</p> <p>In the Academic Year (AY) 2017/18, 76.1% of our students identified as Christian and 13.5% identified as having 'No religion'. This shows little change compared with AY2012/13, when 76.7% identified as Christian and 11% identified as having 'No religion'.</p> <p>In AY2015/16, there were around one-third more Catholic students than Protestant students in Northern Ireland's higher education institutions (Source: Belfast Telegraph 28 June 2017: https://www.belfasttelegraph.co.uk/news/northern-ireland/revealed-47-of-higher-education-students-are-catholics-and-30-protestants-35874614.html).</p>
Political opinion	The University does not collect information on Political Opinion, or make assumptions regarding Political Opinion based on Community Background.
Racial group	The University's EO data were reviewed. On 6 February 2018, our staff profile was 95.3% White, 4.7% Black and Minority Ethnic (BME). This indicates a 1.7% increase in BME staff

Part 1

	<p>compared with 2013.</p> <p>In AY2017/18, 4.4% of our students identified as BME. This indicates a 0.8% increase in BME students compared with AY2012/13.</p> <p>Our BME profile suggests that we are twice as diverse as the local population. The Northern Ireland Census (2011) suggests that 1.8% of the NI population is BME.</p>
Age	<p>The University's EO data were reviewed. On 6 February 2018, over one third (35.1%) of our staff were in the '46-55' age band. 28.4% of staff were in the '36-45' age band, consistent with a 3% increase compared with 2013. The proportion of Staff aged '56 and above' decreased 3.2% compared with 2013.</p> <p>In AY 2017/18, the majority of students (64.3%) were aged 21 and under 40. This indicates an 8% increase in students within this age band compared with 2012. This coincides with a 7% decrease in students aged under 21 and 1% increase in students aged 40 and over.</p>
Marital status	<p>The University's EO data were reviewed. In 2018, 63.8% of staff were 'Married or in a Civil Partnership', a 1.1% increase compared with 2013.</p> <p>In AY 2017/18, 78.3% of students were 'Single', a 1.6% increase compared with AY2012/13.</p>
Sexual orientation	<p>Although we collect staff data on sexual orientation, this is not considered to be reliable. We do not collect student data on sexual orientation.</p>
Men and women generally	<p>The University's EO data were reviewed. In 2018, 55.3% of staff were 'Female'. This indicates a 0.7% increase in female staff compared with 2012.</p> <p>In AY 2017/18, 56.2% of students were 'Female', a 1.1% decrease compared with AY2012/13.</p>
Disability	<p>The University's EO data were reviewed. In 2018, 5% of staff declared a disability. This shows no change compared with 2013.</p> <p>In AY 2017/18, 10.4% of students declared a disability, an increase of 2.6% compared with AY2012/13.</p>

Part 1

	<p>Our disability declaration rate is lower than expected, compared with the local population. The Northern Ireland Census (2011) found that 20.6% of the NI population stated that their day-to-day activities were limited because of a long-standing health problem or disability.</p>
Dependants	<p>The University's EO data were reviewed. In 2018, 48.5% of staff had dependants. This indicates an increase of 3.3% compared with 2013.</p> <p>In AY2017/18, 16% of students declared dependants, a decrease of 1.5% compared with AY2012/13.</p>

Needs, experiences and priorities
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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? (Please specify details for each of the Section 75 categories)

Section 75 category	Details of needs/experiences/priorities
Religious belief	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.
Political opinion	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.
Racial group	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.
Age	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.
Marital status	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.
Sexual orientation	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.

Part 1

Men and women generally	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.
Disability	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.
Dependants	None identified. The Strategy has equality, diversity and inclusion as one of its key priorities. It is supported by, and should be cross referenced with, the University's dedicated Equality, Diversity and Inclusion Strategy.

Consultation

Consultation with relevant groups, organisations or individuals about the policy can provide useful information about issues/opportunities which are specifically related to them (i.e. evidence to inform the policy). Please indicate whether you carried out (or intend to carry out) any consultation exercises prior to equality screening?

The list below outlines groups who were consulted during the development of the P&C Strategy:

Research & Impact Senior Team 29 August 2018

Life & Health Sciences FLT 4 September 2018

Global Engagement 4 September 2018

Computing Engineering & the Built Environment FLT 5 September 2018

ISD Senior Team 11 September 2018

Library Staff 12 September 2018

Physical Resources 13 September 2018

Ulster University Business School 18 September 2018

Arts Humanities & Social Sciences FLT 19 September 2018

Part 1

All staff were also invited to the following Campus Roadshows on:

- Great Hall, Magee – on Tuesday 25 September at 12.30pm;
- Assembly Hall, Jordanstown – on Wednesday 26 September at 12.30pm;
- The Diamond, Coleraine – on Thursday 27 September at 12.30pm; and
- BA 02 001, Belfast – on Friday 28 September at 1.15pm.

Trade unions were also invited to the roadshows and consultation documents were shared with Unite & UCU as follows:

- Following a JNC meeting with UNITE on 19 Sept 2018 a copy of the draft the P&C Strategy documentation was sent to representatives; and
- The draft strategy was an agenda item and the UCU JNC meeting on 24 September 2018.

Screening

Introduction

The answers to the following screening questions will assist the University in making a decision whether or not there is a need to carry out an equality impact assessment on the policy. The following information is provided to help you to identify and comment on the level of likely impact of the policy in questions 1-4:

Select 'major' impact if:

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there are insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

Select 'minor' impact if:

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations;
- e) Differential impact observed and opportunities exist to better promote equality of opportunity and/or good relations.

Part 2

Select 'none' if:

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented in Part 1, please complete the screening questions (Questions 1-4).

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? (Please provide details)		
Section 75 category	Details of policy impact	Level of impact? (minor/major/none)
Religious belief	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)
Political opinion	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)
Racial group	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)
Age	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)
Marital status	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)

Part 2

Sexual orientation	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)
Men and women generally	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)
Disability	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)
Dependants	This strategy is likely to have a positive impact on equality of opportunity for this category. One of the key priorities of this strategy is to provide equality, diversity and inclusion through a dedicated Equality, Diversity and Inclusion Strategy.	Minor (positive)

Part 2

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture
Political opinion		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture
Racial group		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture
Age		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture
Marital status		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture
Sexual orientation		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture

Part 2

Men and women generally		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture
Disability		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture
Dependants		No the strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture

Part 2

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? (Please provide details)		
Good relations category	Details of policy impact	Level of impact (minor/major/none)
Religious belief	The strategy should have a positive impact as the strategic priorities include the promotion of positive employee relations and strengthening employee engagement.	Minor (+)
Political opinion	The strategy should have a positive impact as the strategic priorities include the promotion of positive employee relations and strengthening employee engagement.	Minor (+)
Racial group	The strategy should have a positive impact as the strategic priorities include the promotion of positive employee relations and strengthening employee engagement.	Minor (+)

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes, provide details	If No, provide reasons
Religious belief		No the strategy aims to create an open and transparent arena where mutual respect, collaboration and innovation shape outcomes to the benefit of all.
Political opinion		No the strategy aims to create an open and transparent arena where mutual respect, collaboration and innovation shape outcomes to the benefit of all.
Racial group		No the strategy aims to create an open and transparent arena where mutual respect, collaboration and innovation shape outcomes to the benefit of all.

Additional considerations

Multiple identity

<p>5 Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, please provide details of any potential impacts of the policy/decision on people with multiple identities? (<i>For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people</i>). Please include details of any data which you have used to determine/identify this impact</p>	
<p>Section 75 categories (please specify)</p>	<p>Details of policy impact and details of data which describes the policy impact</p>
<p>All</p>	<p>The Strategy is likely to have a positive impact on all categories, including those with multiple identities</p>

Disability Duties

<p>6. Does the policy provide an opportunity to encourage disabled people to participate in University life?</p>	
<p>If Yes, provide details</p>	<p>If No, provide reasons</p>
<p>Yes the Strategy aims to empower people, to enable them to actively engage in University life.</p>	

<p>7. Does the policy provide an opportunity to promote positive attitudes towards disabled people?</p>	
<p>If Yes, provide details</p>	<p>If No, provide reasons</p>
<p>Yes through its priority to promote equality, diversity and inclusion and the development of a dedicated EDI Strategy and associated disability action plan</p>	

Screening decision

Based on the evidence considered and outlined in Part 1 and the responses to the screening questions (Part 2), please indicate the screening decision for this policy:

Note: The University should take particular care not to screen out policies that have a procurement aspect if there is potential to promote equality of opportunity through the procurement of services.



Screen in the policy (subject the policy to an Equality Impact Assessment)
i.e. the likely impact is 'major' in respect of one, or more of the equality of opportunity and/or good relations categories



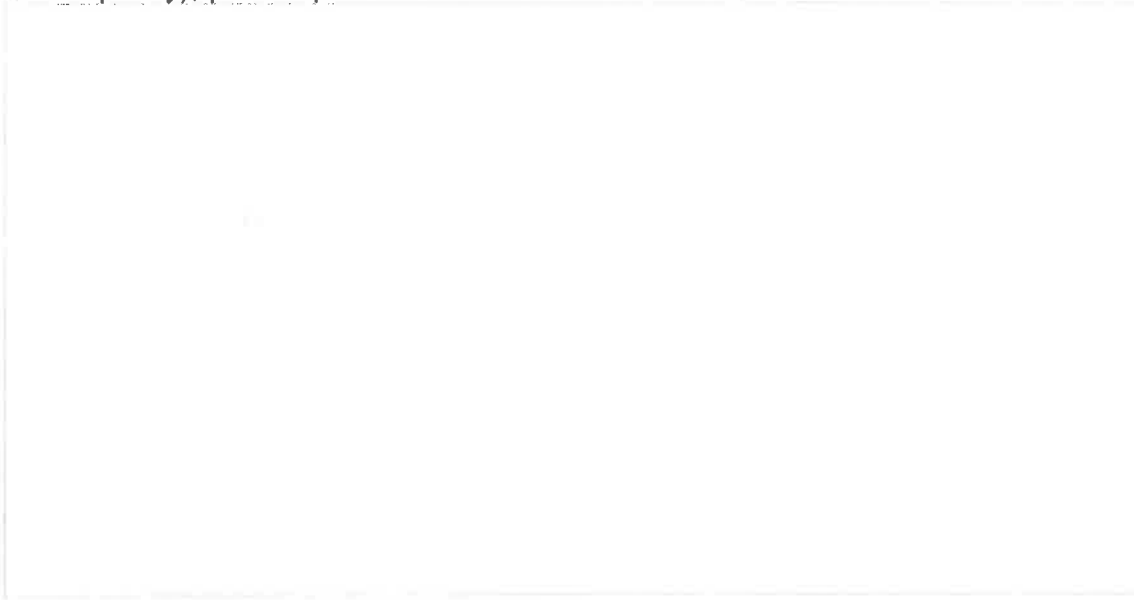
Screen out the policy without mitigation or an alternative policy proposed to be adopted (no Equality Impact Assessment)
i.e. the likely impact is 'none' in respect of all of the equality of opportunity and/or good relations categories



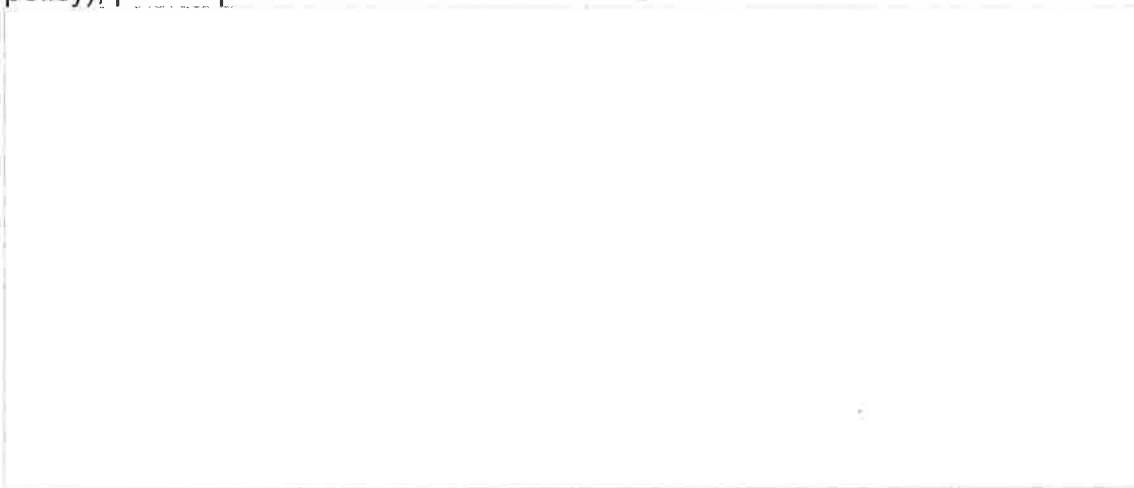
Screen out the policy and **mitigate the impacts on equality by amending or changing the policy**, or by **developing an alternative policy or action** (no Equality Impact Assessment)
i.e. the likely impact is 'minor' in respect of one, or more of the equality of opportunity and/or good relations categories

Part 3

If the decision is to subject the policy to an equality impact assessment (i.e. 'screen in' the policy), please provide details of the reasons.



If the decision is not to conduct an equality impact assessment (i.e. 'screen out' the policy), please provide details of the reasons.



Part 3

If the decision is not to conduct an equality impact assessment (i.e. 'screen out' the policy) and mitigate the impacts on equality by amending or changing the policy, or by developing an alternative policy or action, please provide reasons to support your decision, together with the proposed changes/amendments or alternative policy:

The likely impact is '**minor**' in respect of one, or more of the equality of opportunity and/or good relations categories

Ulster University ambitious strategic five-year plan with a strategic vision to take the University to its 50th anniversary in 2034. The People & Culture Directorate developed this Strategy setting out the directorate's aims and aspirations to deliver key strategic objectives. The Strategy sets out the Vision, objectives and people priorities.

The People and Culture strategy aspires to be the difference that makes the difference, creating the conditions, frameworks and approaches to enable our people to achieve and exceed both their own career aspirations and the Five & Fifty ambitions. This will be achieved by building a culture in which we can all flourish, and where brave thinking and values-led behaviour is encouraged and modelled by our leaders and colleagues alike.

A University, fit for the future and in which we are all proud to work and study.

In line with University policy, the strategy will be reviewed two years after it has been implemented and if necessary amended.

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	
Relevance to the University’s functions	

Note: 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 University in timetabling. Details of the University’s Equality Impact Assessment Timetable will be included in its quarterly Screening Reports.

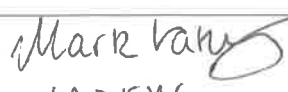
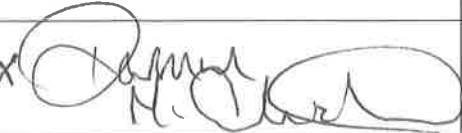
Is the policy affected by timetables established by other relevant public authorities?

Yes

No

If yes, please provide details:

Approval and authorisation

	Position/Job Title	Date
Screened by: <input checked="" type="checkbox"/>  MARK LAUSNG	Deputy Director of People and Culture	14/2/19
Approved by: <input checked="" type="checkbox"/> 	Director of People & Culture	15/2/19

Note: Following approval by the Senior Leadership Team/Senate, the policy owner must inform the University Secretary that the policy has been approved. Once the Council of the University has been informed of the policy (either directly or through an appropriate Committee), the policy owner can then promulgate the policy and develop appropriate training or awareness raising material in relation to the policy.

A copy of the screening pro-forma will be made available on the University's website and be made available on request.

Review

Note: Policies must be reviewed at least every two years, but sooner if changes in legislation or other variables require review.

This policy is due for review (in terms of its impact on equality of opportunity and good relations) by the policy owner on:

15/02/21

(Insert date)