

ULSTER UNIVERSITY

SCREENING OF NEW/REVISED POLICIES APRIL 2022 – NOVEMBER 2022

Policy Number	Title of Policy / Brief Description of Policy	Outcome of Screening	Reason for Screening Decision Taken
1	<p>Research Impact Fund</p> <p>Ulster University's Research Impact Fund provides Ulster's research community with seed funding to take research outputs to the next stage of their impact journey.</p>	No EQIA Required	The likely impact is ' none ' in respect of all the equality of opportunity and/or goodrelations categories.
2	<p>Menopause Policy</p> <p>The policy aims to foster an environment where staff can openly and comfortably instigate conversations or engage in discussions about menopause. It is aimed at raising awareness and better understanding of what the menopause is, the potential impacts that it can have on people experiencing the menopause and to outline the support available to colleagues and line managers through the University's Employee Wellbeing and Occupational Health departments.</p>	No EQIA Required	<p>The likely impact is 'minor' in respect of the following categories:</p> <ul style="list-style-type: none"> • Age • Men and women generally • Disability
3	<p>Domestic Abuse Policy</p> <p>The policy aims to promote a culture of zero tolerance to domestic abuse and an environment where those who are victims of domestic abuse</p>	No EQIA Required	<p>The likely impact is 'minor' in respect of the following categories:</p> <ul style="list-style-type: none"> • Men and women generally • Disability • Racial Group

	<p>can identify the signs, feel safe to disclose their situation and to seek help and support from Ulster University and external organisations.</p> <p>The policy intends to promote a culture of awareness across the University, of the forms and signs of domestic abuse. The policy aims to assist and support employees experiencing domestic abuse, and to ensure that those employees are confident that their situation will be dealt with seriously and sensitively by management and by the University. The purpose of the policy is also to aid managers in providing support to colleagues experiencing domestic abuse.</p>		<ul style="list-style-type: none">• Religious Belief• Sexual Orientation• Dependants
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