

ULSTER UNIVERSITY
NEW/REVISED POLICIES EQUALITY SCREENED BETWEEN NOVEMBER 2024 – APRIL 2025
PUBLIC CONSULTATION: MAY 2025 – AUGUST 2025

Policy Number	Title of Policy / Brief Description of Policy	Outcome of Screening	Reason for Screening Decision Taken
1	<p>Fraud Risk Management Policy</p> <p>The policy aims to raise awareness of the types of fraud that the University is exposed to and to provide guidance on what to do if fraud is suspected.</p>	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
2	<p>A Charter for Effective Participation and Communication between Solicitors and Litigants in Person in Northern Ireland</p> <p>This Charter has been co-produced between Ulster University, members of the Law Society NI and the Litigant in Person Reference Group, with a design group comprised of academics, solicitors, litigants in person, McKenzie Friends and other people with lived relevant and/or professional experience. These participants are not designated public authorities and the Charter is not an Ulster University policy but has been developed in conjunction with the University.</p>	No EQIA Required	<p>The likely impact is 'minor' in respect of one or more of the equality of opportunity or good relations categories, however this impact is likely to be positive.</p> <p>We are particularly interested in receiving feedback from people who have been (or are) a 'Litigant in Person' in Civil or Family Proceedings, about their needs, experiences and priorities in regard to promoting fairness, effective participation and mutual respect. This will help to inform our assessment of impact on equality of opportunity and good relations. Please contact us directly if you are</p>

	<p>The Charter presents ways to promote cordial, professional contact in the interests of justice. It contains suggested actions and conduct for solicitors and Litigants in Person to follow to promote fairness, effective participation, and mutual respect.</p>		<p>interested in attending a targeted consultation event regarding the Charter for Effective Participation and Communication between Solicitors and Litigants in Person in Northern Ireland.</p>
3	<p>Accident Incident Reporting and Investigation Procedure</p> <p>The purpose of this procedure is to ensure that all accidents/incidents and near misses are reported through the correct departments and are fully investigated to establish the facts of the events, enabling the identification and implementation of suitable and appropriate control measures to prevent future re-occurrences.</p>	No EQIA Required	<p>The likely impact is 'none' in respect of all of the equality of opportunity and/or good relations categories.</p>
4	<p>Control of Substances Hazardous to Health Procedure</p> <p>This document sets out how Ulster University will implement Control of Substances Hazardous to Health Regulations to protect employees, students and all others from exposure to substances which are hazardous to health as a result of activities in the University.</p>	No EQIA Required	<p>The likely impact is 'none' in respect of all of the equality of opportunity and/or good relations categories.</p>

5	<p>Measuring and Monitoring of Occupational Hazards</p> <p>The purpose of this procedure is to outline the circumstances in which measuring and monitoring may be appropriate for occupational hazards and the process line managers can follow to request measuring and monitoring within their school/ faculty or department.</p>	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
6	<p>Personal Protective Equipment Procedure</p> <p>This Procedure sets out Ulster University arrangements for the effective use and management of Personal Protective Equipment.</p>	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
7	<p>Pressure Systems Procedure</p> <p>The purpose of this procedure is to outline the process to ensure pressure equipment is installed, maintained and used safely.</p>	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
8	<p>Stress Management (Work Well Assessments) Procedure</p> <p>The Stress Management (Work Well Assessments) procedure sets out the University's aims and objectives for the management of health and safety in relation to potential stress at work.</p>	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.

9	<p>Work Equipment Procedure</p> <p>The purpose of this procedure is to support faculties and departments in the correct selection, maintenance, and the safe use of work equipment, ensuring that work tasks involving the use of work equipment are completed in a manner that is safe and without risk to the health and wellbeing of the user and others.</p>	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
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