

# UNIVERSITY OF ULSTER POLICY SCREENING PRO-FORMA

**What is the Policy? (Name/Description of the Policy)**

Equal Pay Policy

**What is the aim, objective or purpose of the Policy?**

To support the principle of equality of opportunity in employment and the principle that pay should be awarded fairly and equitably.

**Who defines or defined the Policy and who implements it?**

The policy is based in the Equality Commission for Northern Ireland's model Equal Pay policy. It has been adapted to meet the needs of the university. Overall responsibility for the policy and its implementation lies with the University Council, the Vice Chancellor and the Director of Human Resources. The Director of Human Resources is responsible for the effective implementation of the policy.

**Is the Policy applied uniformly throughout the University? Yes/**

**If "no" what are the consequences in terms of the screening process?**

**Who are the stakeholders in relation to this Policy eg, DEL, UCAS?**

Existing and future staff. The trades unions.

**How do we interface with other bodies in relation to implementation of this Policy?**

University management have discussed the proposed policy with the university's trades unions representatives and have received their support. The university also sought comments from the ECNI.

**What data are available to facilitate the screening of this Policy?**

An initial equal pay audit was conducted by HR following the implementation of the NFA. Data in relation to the salaries of all staff are available on the HR database.

1. Is there any evidence of higher or lower participation or uptake by the following characteristics?

	Yes	No	Not Known
Religious Belief		x	
Political Opinion		x	
Racial Group		x	
Age		x	
Marital Status		x	
Sexual Orientation		x	
Gender		x	
Disability		x	
Dependants		x	

**Note:** A broad interpretation should be taken of the word 'evidence'. It should include anecdotal evidence and evidence derived from qualitative analysis or quantitative analysis where available.

**Please comment**

As the policy will apply to all staff there is no question of any staff not participating

Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to this Policy?

	Yes	No	Not Known
Religious belief		x	
Political Opinion		x	
Racial Group		x	
Age		x	
Marital Status	x		
Sexual Orientation		x	
Gender	x		
Disability		x	
Dependants	x		

**Note:** A broad interpretation should be taken of the word 'evidence'. It should include anecdotal evidence and evidence derived from qualitative analysis or quantitative analysis where available.

**Please comment:**

There is evidence to demonstrate that there is still a significant pay gap between men and women generally in the UK and this in turn will have implications for married women and those with caring responsibilities. However as the introduction of an equal pay policy, together with the implementation of the NFA is intended to address such issues no inferences can be drawn that this policy will have an adverse impact. On the contrary it aims to address the potential for adverse impact.

3. Have consultations with relevant groups, organisations or individuals indicated that policies of this type create problems specific to them?

	Yes	No	Not Known
Religious Belief		x	
Political Opinion		x	
Racial Group		x	
Age		x	
Marital Status		x	
Sexual Orientation		x	
Gender		x	
Disability		x	
Dependants		x	

**Note:** A broad interpretation should be taken of the word 'evidence'. It should include anecdotal evidence and evidence derived from qualitative analysis or quantitative analysis where available.

**Please comment:**

The University consulted with the recognised trades unions on the policy and received support. Once the policy receives final ratification from Council it will be signed off by the three trades unions, the Chair of Council, the Vice-Chancellor and the Director of Human Resources to indicate their support and endorsement.

**4. Is there an opportunity to promote equality of opportunity or community relations better by altering the Policy, or by working with others, in Government, or in the larger community in the context of this Policy? No**

**Please elaborate:**

The policy itself is intended to promote equality of opportunity

**5. If the answer to any of the questions in 1 to 4 is yes, please indicate whether you consider the Policy may significantly impact on the University's obligation to have due regard to the need to promote equality of opportunity.**

**Please elaborate:**

**6. What data are required in the future to ensure effective monitoring?**

Continued monitoring of salaries through the HR database, The Action plan attached to the policy also indicates a commitment to carry out further equal pay audits.

**7. In the context of question 3 are there any relevant groups which you believe should be consulted? Please specify**

Equal pay audits will involve ongoing and specific consultation with the trades union representatives and line managers in the university.

**8. Please indicate whether a full impact assessment is recommended. No**

**Please elaborate**

For the reasons outlined above and because this policy is intended to promote equality of opportunity and will not result in adverse impact for any of the S75 groups, it is not deemed necessary to carry out an EQIA

**9. Any other comments on the Policy and/screening exercise?**

**POLICY** \_\_\_\_\_

Time table for impact assessment

- a. On a scale of 1-5, 1 being the highest priority and 5 being the lowest, assess the Policy in terms of priorities for impact assessment.

	1 - 5
Social Need	
Effect on people's daily lives	
Effect on economic, social and human rights	

Please indicate whether you think this policy should be reviewed in year 1,2,3,4 or 5.

Year \_\_\_\_\_

- b. Is the Policy affected by a strategic planning documents e.g. Agenda for Action, Institutional Plan, Strategic Development Plan?

Yes Y No Y

Please elaborate

- c. Is the Policy affected by the time table established by other relevant public authorities or organisations in relation to common functions?

Yes Y No Y

Please elaborate

- d. What is the scale of expenditure incurred by the Policy?

**Preliminary**  
**Screening by:** Ronnie Magee  
Sara Hunter

**Date:** 7 October 2008