

Policy Title: Special Lighting Policy

Decision: Screen out, with mitigation

Contact: Nuala Dalcz

Date of Completion: 16 May 2023

## Part 1: Policy Scoping

Name of the Policy

Special Lighting Policy (*link to be embedded*)

Is this an existing, revised, or new policy?

New

What is it trying to achieve? (For example, intended aims and outcomes)

The Special Lighting Policy sets out the criteria that must be met for special lighting on the campus buildings to be allowed and the process through which applications can be made, considered and, if approved, put into effect.

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

Note: The Section 75 categories are:

- religious belief
- political opinion
- racial group
- age
- marital status
- sexual orientation
- sex
- disability
- dependants

No. The campaign awareness days may support charities and causes. The policy will not be supportive of applications linked to an issue that is politically sensitive; and/or linked to a party political issue, or a political campaigning issue. All section 75 groupings will benefit from the clarity this policy brings. It does not differentiate any groupings.

Who initiated or wrote the policy?

The 3 previous University Provosts initiated and drafted the policy in November 2020

Who owns and implements the policy?

The University Provost

## Implementation factors

Are there any factors which could contribute to or weaken the intended aim or outcome of the policy?

No

If yes, are they financial, legislative or other?

N/A

Financial: please specify

Legislative: please specify

Other: please specify

## Main stakeholders affected

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

- Staff
- Students
- Other service users (for example: prospective students or conference delegates)
- Other public sector organisations
- Voluntary sector organisations
- Community organisations
- Community (for example: those living around the relevant campus)

## Other policies with a bearing on this policy

What are they and who owns them?

Policy: People, Place & Partnership Strategy

Policy owner: Vice Chancellor

Policy: Estates Services Strategy

Policy owner: Director of Estates Services

## Available evidence

What evidence or information (both qualitative and quantitative) have you gathered to inform this policy? Please specify details for each of the Section 75 categories below.

**Note:** Evidence can come from many sources. Examples include the University's management information systems, internal or external research, surveys or consultation exercises. The Equality Commission has produced a guide to [signpost to S75 data](#). Anecdotal evidence, such as feedback from service users may also be used.

### Religious Belief

The University's EO data were reviewed. On 6 February 2022, our staff profile was 48.9% Protestant, 51.1% Catholic. Compared with 6 February 2017, this indicates a 4.7% increase in Catholic staff.

In the Academic Year (AY) 2021/22, 66.8% of our students identified as Christian and 10.9% identified as having 'No religion'. Compared with AY 2016/17, 76.3% identified as Christian and 13.5% identified as having 'No religion'.

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### Political Opinion

The University does not collect information on Political Opinion or make assumptions regarding Political Opinion based on Community Background.

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### Racial Group

The University's EO data were reviewed. On 6 February 2022, our staff profile was 94% White, 6% Black and Minority Ethnic (BME). This indicates a 1.7% increase in BME staff compared with 2017.

In AY 2021/22, 7.3% of our students identified as BME. This indicates a 2.7% increase in BME students compared with AY2016/17.

Our BME profile suggests that we are twice as diverse as the local population. The Northern Ireland Census 2021 suggests that 3.45% of the NI population is BME.

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## **Age**

The University's EO data were reviewed. On 6 February 2022, over one third (34.5%) of our staff were in the '46-55' age band. 25.8% of staff were in the '36-45' age band and 26% of staff were aged '56 and above', which represents a 4% increase in '56 and above' compared to 2017 (22%).

In AY 2021/22, the majority of students (65.3%) were aged 21 and under 40. This indicates a 4.1% increase in students within this age band compared with AY 2016/17.

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## **Marital Status**

The University's EO data were reviewed. In February 2022, 58.4% of staff were 'Married or in a Civil Partnership', a decrease of 5.2% compared to 2017 (63.6%). In AY 2021/22, 69.6% of students were 'Single', an 8.2% decrease compared with AY2016/17.

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## **Sexual Orientation**

The University's EO data were reviewed. In 2022, 72% of staff were 'Heterosexual'; 3% were 'LGBT+' and 25% were 'Not Known'.

Although we collect student data on sexual orientation, this is not considered to be reliable.

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## **Men and Women generally**

The University's EO data were reviewed. In 2022, 57.2% of staff were 'Female'. This indicates a 2% increase in female staff compared with 2017.

In AY 2021/22, 59.2% of students were 'Female', a 2.8% increase compared with AY2016/17.

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### **Disability**

The University's EO data were reviewed. In 2022, 5.2% of staff declared a disability, an increase of 0.3% compared with 2017.

In AY2021/22, 14.6% of students declared a disability, an increase of 5% compared with AY2016/17.

Our disability declaration rate is lower than expected, compared with the local population. The NI Census (2021) found that 24% of the NI population stated that their day-to-day activities were limited because of a health problem or disability.

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### **Dependants**

The University's EO data were reviewed. In 2022, 44.2% of staff had dependants. This indicates a decrease of 4.3% compared with 2017.

In AY2021/22, 13.3% of students declared they had dependants, a decrease of 3.2% compared to A/Y 2016/17.

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## Needs, experience and priorities

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 or decision? (Please specify for each of the Section 75 categories below the needs, experiences and priorities)

### Religious Belief

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

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### Political Opinion

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

Requests for special lighting will not be approved where such lighting is:

- Linked to an issue that is politically sensitive; and/or
  - Linked to a party political issue, or a political campaigning issue
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### Racial Group

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

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### Age

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

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### Marital Status

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

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### Sexual Orientation

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

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### Men and Women generally

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

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**Disability**

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

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**Dependents**

Requests for special lighting must meet the criteria for the policy. Buildings may be lit up where the facilities exist to fulfil the requirements of the colours/lighting.

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**Consultation**

Consultation with relevant groups, organisations or individuals about the policy can provide useful information about issues or opportunities which are specifically related to them (that is evidence to inform the policy).

Please indicate whether you carried out or intend to carry out any consultation exercises prior to equality screening?

Yes, the following were consulted during the development of this policy:

- Estates Services
- Vice Chancellor's Office
- Senior Leadership Team
- Equality Commission for Northern Ireland

The feedback received during policy development has been captured, considered and implemented, as appropriate.



## Part 2: Screening questions

### 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 question 1 to 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 opportunities 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.

**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.

**Taking into account the evidence presented in Part 1, please complete the screening questions (Question 1 to 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 categories?

Details of the likely policy impacts on **Religious Belief**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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Details of the likely policy impacts on **Political Opinion**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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Details of the likely policy impacts on **Racial Group**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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Details of the likely policy impacts on **Age**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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Details of the likely policy impacts on **Marital Status**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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Details of the likely policy impacts on **Sexual Orientation**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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Details of the likely policy impacts on **Men and Women generally**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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Details of the likely policy impacts on **Disability**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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Details of the likely policy impacts on **Dependents**

This policy is unlikely to impact on equality of opportunity for this category.

What is the level of impact?

None

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2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?

**Religious Belief**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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**Political Opinion**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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**Racial Group**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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**Age**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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**Marital Status**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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**Sexual Orientation**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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**Men and Women generally**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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**Disability**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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**Dependants**

No, this policy aims to implement a transparent procedure for managing illumination requests. It does not differentiate or identify groupings.

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3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

**Religious Belief**

Details of the likely policy impacts on **Religious Belief**

The policy will highlight some events that will highlight good relations. Good relations will be considered in all requests for lighting.

Level of impact

Minor +

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**Political Opinion**

Details of the likely policy impacts on **Political Opinion**

The policy will highlight some events that will highlight good relations. Good relations will be considered in all requests for lighting.

Level of impact

Minor +

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**Racial Group**

Details of the likely policy impacts on **Racial Group**

The policy will highlight some events that will highlight good relations. Good relations will be considered in all requests for lighting.

Level of impact

Minor +

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4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

**Religious Belief**

No, this policy takes into account the issues that may be raised that could impact adversely on good relations.

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**Political Opinion**

No, this policy takes into account the issues that may be raised that could impact adversely on good relations.

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**Racial Group**

No, this policy takes into account the issues that may be raised that could impact adversely on good relations.

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**Additional considerations****Multiple identity**

5. Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy or

decision on people with multiple identities? (For example, disabled minority ethnic people; disabled women; young Protestant men, and young lesbians, gay and bisexual people).

No, we recognise that no one individual sits exclusively within one of the nine designated groups. This is being considered at this time.

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## Disability Duties

6. Does the policy provide an opportunity to encourage disabled people to participate in University life?

Yes. The policy includes the arrangements to light the buildings at significant dates to raise the profile of those with disabilities and disability support organisations.

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7. Does the policy provide an opportunity to promote positive attitudes towards disabled people?

Yes. The policy includes the arrangements to light the buildings at significant dates to raise the profile of those with disabilities and disability support organisations.

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## Part 3: 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 (that is, subject to an Equality Impact Assessment). The likely impact is **major** in respect of one, or more of the equality of opportunity or good relations categories.
- ☐ **Screen out** the policy without mitigation or an alternative policy proposed to be adopted (that is, **no** Equality Impact Assessment). The likely impact is **none** in respect of all of equality of opportunity 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** (that is, **no** Equality Impact Assessment). The likely impact is **minor** in respect of one or more of the equality of opportunity or good relations categories.

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

N/A

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

N/A

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If the decision is not to conduct an equality impact assessment (that is, 'screen out' the policy), and mitigate the impacts on equality of opportunity 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 or good relations categories, however, this impact is positive.



The special lighting policy sets out the criteria that must be met for special lighting on the campus buildings to be allowed and the process through which applications can be made, considered and, if approved, put into effect. In line with University policy, this policy will be reviewed 1 year post implementation.

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## Timetabling and prioritising

If the policy had been '**screened in**' for an equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1 to 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 rating for timetabling the equality impact assessment in terms of effect on equality of opportunity and good relations:**

N/A

### **Priority rating for timetabling the equality impact assessment in terms of social need**

N/A

### **Priority rating for timetabling the equality impact assessment in terms of effect on people's daily lives**

N/A

### **Priority rating for timetabling the equality impact assessment in terms of relevance to the University's functions**


N/A


**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?  
N/A

If yes, please provide details.  
N/A

## Approval and authorisation

Screened by:   
Position or Job Title: University Provost  
Date screened: 23 May 2023

Approved by:   
Position or Job Title: Chief People Officer  
Date approved: 14 June 2023

## Review

This policy is due for review (in terms of its impact on equality of opportunity and good relations) by the policy owner on: 14 June 2024