EQUALITY SCREENING PRO - FORMA

Policy Title: Derry~Londonderry and Strabane City Region City Deal: Cognitive Analytics and Digital Robotics Innovation Centre

Decision: Screened Out

Contact: Professor Brian Meenan

Date of Completion: 04 September 2025

Part 1: Policy Scoping

Information about the policy

Name of the Policy
Derry~Londonderry and Strabane City Region City Deal: Cognitive Analytics and Digital Robotics Innovation Centre (CADRIC).

Is this an existing, revised, or new policy?
New.

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

The Cognitive Analytics and Digital Robotics Innovation Centre (CADRIC) is a new purpose-built facility that will be delivered by Ulster University at its Derry~Londonderry Campus as part of the Derry~Londonderry and Strabane City Region City Deal. The new CADRIC facility will provide infrastructure, equipment, and dedicated staff for the Cognitive Analytics Research Laboratory (CARL) and the Centre for Industrial Digitalisation and Robotics Automation (CIDRA) Innovation Centres of Excellence.

Provision of new, state-of-the-art infrastructure for establishment of the CARL and CIDRA Innovation Centres of Excellence will deliver next generation multi-disciplinary innovation necessary to translate the benefits of Ulster University's leading-edge research into economic, environmental, and social benefits for Northern Ireland (NI).

CADRIC, incorporating CARL and CIDRA, is an industry-facing project that is being developed in response to the identified strategic needs of Neuro-Artificial Intelligence (Neuro-AI) and Cognitive robotics, which are projected to grow significantly in the years ahead, transforming areas such as Reg-Tech, Fin-Tech, Legal Services, Life and Health Sciences, including Personalised Medicine, Advanced Manufacturing, Creative Industries, Agri-Tech and Green-Tech.

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 (men and women generally)
- disability
- dependants

While the CADRIC (CARL-CIDRA) project does not involve direct public service delivery or targeted interventions for individuals, the following Section 75 categories may benefit indirectly: Racial group, Age, Sex (men and women generally), and Disability.

This potential impact is through the creation of research roles, technical posts, and structured training pathways, particularly through postgraduate education and industry engagement. This project offers scope for inclusive participation across these groups. Furthermore, CADRIC's contribution to industry growth in the Artificial Intelligence, Cognitive Analytics and Advanced Manufacturing sectors may enable expanded employment pathways in high-skill STEM roles and a strengthened skills and talent pipeline.

Who initiated or wrote the policy?
The policy was initiated by the CADRIC Senior Responsible Owner (SRO) and was written in partnership with the City Deal and Special Projects Office.

Who owns and implements the policy?
Staff within the University's Faculty of Computing, Engineering and the Built Environment will implement the Policy. The policy is owned by the Associate Dean (Research and Innovation) for the faculty who holds the role of SRO for this project.

Implementation factors

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

Yes

If yes, are they financial, legislative or other?

Financial: An investment in the project of circa £35M from central government and local authorities. CADRIC will be therefore contingent on necessary funds being made available.

Legislative: The UK Government has adopted a “pro-innovation” approach to regulation of AI projects which should prevent the creation of additional regulatory barriers. However, because AI regulation and skills policy touch both reserved (UK Parliament) and devolved (to NI Executive) matters, any misalignment between UK-wide frameworks and Northern Ireland’s legislative priorities could create friction.

CADRIC’s work with industrial partners on AI and robotics may be affected by evolving legislation around data privacy, intellectual property, and algorithmic accountability.

Other: The following constraints and dependencies have been identified in the project Outline Business Case:

- The granting of planning permission for the new site.
- The absorptive capacity of Ulster University staff, given the scale of ongoing research projects.
- The absorptive capacity of some industry partners to commercialise the various innovation focused projects.
- The need to operate in a financially viable and sustainable manner.
- Inter-dependencies between other programmes and projects.
- Agreement on the terms and conditions of collaborative research with industry partners.
- Ongoing commitment and support from key stakeholders, including industry.
- Ongoing alignment of the CARL and CIDRA research objectives with the needs and objectives of industry partners.
- Availability of skills and skills development.

Main stakeholders affected

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

- Staff: Ulster University will be directly impacted through expanded research infrastructure, new collaboration opportunities, and the focus on research at Technology Readiness Levels (TRL) 4 to 7. The creation of new posts, including senior researchers, engineers, and technical support—will also impact recruitment, workload distribution, and career development pathways.

- Students and Postgraduate Training Opportunities: The project will generate up to 27 PhD opportunities and additional Postdoctoral Research Associate (PDRA) roles, shaping the postgraduate research environment and influencing supervision, training, and interdisciplinary collaboration.

  CADRIC will provide a facility that supports undergraduate education in AI, robotics, and advanced manufacturing. While the project does not directly expand undergraduate enrolment, it enhances the learning environment through access to state-of-the-art equipment, collaborative spaces, and exposure to industry-led innovation.

- Other service users (for example: prospective students or conference delegates):

  Prospective Students: The project will enhance Ulster University's reputation in AI, robotics, and advanced manufacturing and this may attract students interested in cutting-edge research in these areas along with new modules, placements, or postgraduate programmes.

  Broader Impact: Research outputs and hosting events will raise the profile of the Derry City and Strabane District Council area as a centre for innovation. The project may also attract Foreign Direct Investment.

- Other public sector organisations:

  NI Executive: The CADRIC project is aligned with the NI Executive's Programme for Government focus on high growth sectors and Regional Balance.

  New Decade New Approach notes that the Northern Ireland Executive will make it a priority to realise the economic potential offered by City Deals for the Belfast Region and the Derry City and Strabane District Council areas.

  The project also aligns with the Economy Minister's four economic priorities: Good Jobs; Regional Balance; Raise Productivity and Decarbonisation.

  Derry City and Strabane District Council: The Derry City and Strabane District Council City Deal Framework sets out a shared vision for sustainable and inclusive growth, and the strategic priorities for the Derry City and Strabane District Council City Deal projects. It recognises the need to: support innovation; increase investment in innovation and skills and increase the levels of private sector Research and Development by focussing on the demands and needs of the local industrial base. The Council's Strategic Growth Plan outlines the commitments and objectives of the Council over the

period 2017-2032. The Council's vision is for "a thriving, prosperous City and District with equality and opportunity for all".

- Other:

  Industry: CADRIC seeks to drive applied research in AI, robotics, and advanced manufacturing, translating cutting-edge academic work into industrial solutions. CARL focuses on cognitive analytics and machine learning across sectors like FinTech, Life Sciences, and Agri-Tech, while CIDRA targets smart manufacturing, automation, Industrial Internet of Things (IIoT), and additive manufacturing.

  Over 100 companies have engaged with the project to date, with 34 Letters of Support and £6.7m in indicative contributions. CADRIC provides industry partners with access to state-of-the-art equipment, technical expertise, and collaborative prototyping environments.

  By enabling real-world testing, rapid prototyping, and data-driven process optimization, CADRIC will help businesses improve operational efficiency, reduce development cycles, and gain competitive advantage.

  The project will support skilled workforce development through PhD and PDRA roles, Continuing Professional Development (CPD) opportunities, and hands-on training in Industry 4.0 technologies, strengthening the regional skills base and supporting long-term sectoral growth.

Other policies with a bearing on this policy

What are they and who owns them?

Policy: People, Place and Partnership – Delivering Sustainable Futures for All Strategy
Policy owner: Vice-Chancellor

Policy: Equal Opportunities Policy
Policy owner: Chief People Officer

Policy: Disability Action Plan
Policy owner: Chief People Officer

Policy: Equal Pay Policy
Policy owner: Chief People Officer

Policy: Policy on Recruiting and Selecting Employees
Policy owner: Chief People Officer

Policy: Bullying and Harassment (Dignity at Work and Study) Policy
Policy owner: Chief People Officer

Policy: Research Strategy 2023-2028
Policy owner: Pro-Vice Chancellor (Research)

Policy: Research Data Management Policy
Policy owner: Pro-Vice Chancellor (Research)

Policy: Ulster University Data Protection Policy
Policy owner: University Secretary

Policy: Research Management Guidance and Procedures
Policy owner: Pro-Vice Chancellor (Research)

Policy: Consultancy Policy
Policy owner: Director of Research and Impact

Policy: Code of Practice for Professional Integrity in the Conduct of Research
Policy owner: Head of Research Governance

Policy: Intellectual Property Policy
Policy owner: Head of Research Governance

Policy: Policy for the Governance of Research involving Human Participants
Policy owner: Head of Research Governance

Policy: Vice-Chancellor's Research Scholarships – Terms and Conditions
Policy owner: Vice-Chancellor

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.

Religious Belief

The University's EO data were reviewed. On 6 February 2025, our staff profile was 52.6% Catholic and 47.4% Protestant. Compared with 6 February 2020, this indicates a 2.9% increase in Catholic staff.

In the Academic Year (AY) 2024 to 2025, 64.5% of our students identified as Christian and 12.2% identified as having 'No Religion'. Compared with AY 2019 to 2020, this indicates an 9.4% decrease in students who identified as Christian and a 0.5% decrease in students who identified as having 'No Religion'.

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 2025, our staff profile was 92.3% White and 7.7% Black and Minority Ethnic (BME). This indicates a 2.1% increase in BME staff compared with 2020.

In AY 2024 - 2025, 9.8% of students identified as BME. This indicates a 4.3% increase in BME students compared with AY 2019 to 2020.

Our BME profile suggests that we are twice as diverse as the local population, as the Northern Ireland Census 2021 suggests that 3.4% of the NI population is BME.

Age

The University's EO data were reviewed. On 6 February 2025, 30.1% of our staff were in the 46-55 age band and 26.1% of staff were in the 36-45 age band. 25.4% of staff were aged '56 and above', which represents a 3.2% increase compared to 2020.

In AY 2024 to 2025, the majority of students (61.2%) were aged '21 and under 40'. This figure is almost identical to the percentage of students within this age band during the AY 2019 to 2020 (61.5%). The number of students within the '18 and under 21' category has grown 1.7% compared to 2020, sitting now at 29%.

Marital Status

The University's EO data were reviewed. In February 2025, 54.5% of staff were 'Married or in a Civil Partnership', a decrease of 5.5% compared to 2020.

In AY 2024 to 2025, 71.8% of students were 'Single', a 4.4% decrease compared with AY 2019 to 2020.

Sexual Orientation

The University's EO data were reviewed. In 2025, 74.2% of staff were 'Heterosexual'; 4.4% were 'Lesbian, Gay and Bisexual (LGB)' and 21.4% were 'Not Known'. This indicates a 2.8% increase in LGB staff compared with 2020.

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

Men and Women generally

The University's EO data were reviewed. In 2025, 58.4% of staff were 'Female'. This indicates a 2% increase in female staff compared with 2020.

In AY 2024 to 2025, 59.3% of students were 'Female', a 1.6% increase compared with AY 2019 to 2020.

Disability

The University's EO data were reviewed. In 2025, 6.2% of staff declared a disability, an increase of 1.1% compared with 2020.

In AY 2024 to 2025, 7.9% of students declared a disability, a decrease of 3.1% compared with AY 2019 to 2020.

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 long-standing health problem or disability.

Dependants

The University's EO data were reviewed. In 2025, 43.5% of staff had dependants. This indicates a decrease of 2.7% compared with 2020.

In AY 2024 to 2025, 10.8% of students declared they had dependants, a decrease of 3.9% compared to AY 2019 to 2020.

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
CADRIC does not directly engage with religious belief through service delivery.

People with religious beliefs may require inclusive work and study environments that accommodate religious observance, including prayer facilities, dietary options, and flexibility around religious holidays. Some individuals may have experienced underrepresentation or cultural insensitivity in STEM fields or academic settings. Priorities for this with religious belief may include assurance of fair treatment, visibility of inclusive policies, and access to culturally respectful spaces.

Political Opinion
None identified.

Racial Group
Underrepresentation of minority ethnic groups in STEM fields is a well-documented issue. CADRIC's creation of high-skill roles and postgraduate pathways presents an opportunity to support greater racial diversity in AI and advanced manufacturing, subject to inclusive recruitment and outreach practices.

Age
Younger people (for example, students or early-career researchers) may benefit most directly from the training and employment opportunities created. Older people may face barriers to re-skilling in emerging technologies. CPD and flexible engagement models will be important to ensure age-inclusive access to training and employment opportunities.

Marital Status
None identified.

Sexual Orientation
CADRIC does not involve service delivery or public-facing environments that would directly engage sexual orientation.

LGB individuals may require assurance of safe, respectful, and inclusive environments. This includes freedom from discrimination, visibility of inclusive policies, and access to peer support or networks. Research shows that LGB professionals and students in STEM may face subtle exclusion, lack of role models, and limited access to tailored support.

Men and Women generally
Women are underrepresented in the AI, robotics, and advanced manufacturing sectors. CADRIC's workforce development and postgraduate programmes offer an opportunity to promote gender inclusion, particularly through targeted outreach, mentorship, and flexible working arrangements.

Disability
Disabled people may face barriers to participation in STEM careers due to a combination of accessibility challenges and systemic underrepresentation as demonstrated by two reports commissioned by the Royal Society. Accessibility issues can include physical barriers in workspaces, labs, and collaboration areas, as well as digital or procedural obstacles in recruitment, onboarding, and career progression. These can be mitigated through inclusive design, adaptive technologies, and proactive adjustments to working practices.

Underrepresentation is often compounded by limited visibility of disabled role models in STEM, unconscious bias in selection processes, and a lack of targeted outreach or support. In AI research and emerging tech fields, this can be particularly acute, given the pace of change and the dominance of non-disabled narratives in innovation discourse.

Addressing these barriers requires not only inclusive infrastructure but also intentional efforts to embed disability perspectives in research design, team composition, and career development frameworks.

Dependants
People with caring responsibilities may be affected by the structure of training and employment opportunities. Flexible working arrangements, remote collaboration options, and part-time pathways would help ensure inclusive participation.

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 CADRIC project has been developed through extensive engagement with industry stakeholders and strategic partners, including detailed consultation on sectoral needs and collaborative innovation priorities. This engagement has shaped the design and delivery model of CADRIC's two Centres of Excellence — CARL and CIDRA — ensuring alignment with real-world industrial challenges and opportunities.

Evidence that CADRIC will meet the needs of industry is demonstrated by strong sectoral support, including over 100 engaged companies and 34 Letters of Support, with indicative contributions totalling £6.7 million. These endorsements reflect sustained consultation led by Ulster University's business development and research and innovation teams, who conducted structured engagement across FinTech, RegTech, Life and Health Sciences, Advanced Manufacturing, and Agri-Tech sectors.

Initial engagement was carried out during the development of the Outline Business Case, with further consultation continuing into 2025. This process has included workshops, bilateral meetings, and collaborative scoping sessions to define the value propositions of CARL and CIDRA, and to ensure that the facilities, equipment, and support services reflect industry priorities.

While the Letters of Support provide clear evidence of need, the engagement process also revealed variation in the types of support and capacity most valued by different industry sectors. These insights were used to refine the CADRIC delivery model, ensuring flexibility and responsiveness to the evolving needs of industry.

In 2024, the CADRIC Outline Business Case was approved by the City Deals and Special Projects Steering Group, the University Senior Leadership Team, the City Deals and Special Projects Committee, and University Council. It was subsequently approved by Derry City and Strabane District Council and the Department for the Economy.

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 have an impact on equality of opportunity for this category. However, CADRIC has the potential to improve the economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy will ensure that emerging projects accommodate local circumstances and include the needs of particular groups and identities.

   What is the level of impact?
   None

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

   This policy is unlikely to have an impact on equality of opportunity for this category. However, CADRIC has the potential to improve the economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy will ensure that emerging projects accommodate local circumstances and include the needs of particular groups and identities.

   Level of impact
   None

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

   This policy may have a positive impact on equality of opportunity for this category. CADRIC's creation of high-skill roles and postgraduate pathways presents an opportunity to support greater racial diversity in AI and advanced manufacturing.

   Level of impact
   Minor (+)

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

This policy may have a positive impact on equality of opportunity for this category. Younger people (for example, students, early-career researchers, etcetera) may benefit most directly from the training and employment opportunities created. Older people may face barriers to re-skilling in emerging technologies. CPD and flexible engagement models will be important to ensure age-inclusive access to training and employment opportunities.

Level of impact
Minor (+)

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

This policy is unlikely to have an impact on equality of opportunity for this category. However, CADRIC has the potential to improve the economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy will ensure that emerging projects accommodate local circumstances and include the needs of particular groups and identities.

Level of impact
None

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

This policy is unlikely to have an impact on equality of opportunity for this category. However, CADRIC has the potential to improve the economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy will ensure that emerging projects accommodate local circumstances and include the needs of particular groups and identities.

Level of impact
None

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

This policy may have a positive impact on equality of opportunity for this category. Women remain underrepresented in AI, robotics, and manufacturing sectors.

CADRIC's workforce development and postgraduate programmes offer an opportunity to promote gender inclusion, particularly through targeted outreach, mentorship, and flexible working arrangements.

Level of impact
Minor (+)

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

This policy may have a positive impact on equality of opportunity for this category. CADRIC creates employment, training, and research pathways that incorporate inclusive design considerations and supportive engagement practices. These opportunities have potential to broaden participation among disabled individuals in both academic and industry-facing environments.

Level of impact
Minor (+)

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

This policy is unlikely to have an impact on equality of opportunity for this category. However, CADRIC has the potential to improve the economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy will ensure that emerging projects accommodate local circumstances and include the needs of particular groups and identities.

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 is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Political Opinion

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Racial Group

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Age

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Marital Status

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Sexual Orientation

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Men and Women generally

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Disability

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Dependants

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

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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 is unlikely to impact on good relations between people of different religious beliefs. CADRIC is a research-led, industry-facing initiative developed in response to the strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics. It is designed to address real-world industrial challenges through collaborative innovation and does not involve public service delivery or community-facing activities that would impact on religious belief directly.

Level of impact
None

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

The policy is unlikely to impact on good relations between people of different political opinions. CADRIC is a research-led, industry-facing initiative developed in response to the strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics. It is designed to address real-world industrial challenges through collaborative innovation and does not involve public service

delivery or community-facing activities that would impact on political opinion directly.

Level of impact
None

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

The policy is unlikely to impact on good relations between people of different racial groups. CADRIC is a research-led, industry-facing initiative developed in response to the strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics. It is designed to address real-world industrial challenges through collaborative innovation and does not involve public service delivery or community-facing activities that would impact on racial groups directly.

Level of impact
None

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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, CADRIC and Ulster University inherently aspires to promote equality of opportunity and good relations through a programme of fair and transparent support and investment.

This policy is a research-led, industry-facing project, developed in response to the strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Political Opinion

No, CADRIC and Ulster University inherently aspires to promote equality of opportunity and good relations through a programme of fair and transparent support and investment.

This policy is a research-led, industry-facing project, developed in response to the strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

Racial Group

No, CADRIC and Ulster University inherently aspires to promote equality of opportunity and good relations through a programme of fair and transparent support and investment.

This policy is a research-led, industry-facing project, developed in response to the strategic needs of sectors including advanced manufacturing, AI, robotics, and cognitive analytics.

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).

   Yes.

   Please specify the relevant Section 75 categories concerned below.
   Provide details of the policy impact and data which describes the policy impact.

   Racial group, age, sex (men and women generally), disability: It is likely that this policy will positively impact on individuals who have a range of identities consistent with these protected characteristics. This potential impact is through the creation of research roles, technical posts, and structured training pathways, particularly through postgraduate education and industry engagement as this project offers scope for inclusive participation across these groups.

Disability Duties

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

   Yes.

   With the positive approach to disability in promotional and recruitment materials, we anticipate increased opportunity for disabled people to participate in University and public life. The spatial design and the technologies used are fully accessible enhancing opportunities to individuals with disabilities to participate in this initiative. Level access arrangements, entry and egress provision, disabled lift access to all floors, fire evacuation and refuge points, induction loops and accessible signage, seating and companion seating and accessible parking bays are intrinsic.

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

   Yes.

   CADRIC may offer scope to promote more positive attitudes towards disabled people, depending on how its programmes and partnerships are shaped: Exploring inclusive design: There's potential to ensure that emerging technologies are developed with accessibility in mind, which may help challenge assumptions about capability and usability.

   Engaging diverse stakeholders: Involving disabled people in consultation or co-design processes could support more representative innovation and foster mutual understanding.

   Influencing perceptions through visibility: If disabled researchers or collaborators are actively involved, their presence might help shift narratives around disability in STEM and innovation spaces.

   Supporting outreach and education: CADRIC's public engagement activities might be used to highlight contributions from disabled individuals, which could help counter stereotypes and promote inclusion.

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.

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.

Not applicable.

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

Not applicable.

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 and/or good relations categories. However, this impact is positive.

CADRIC seeks to establish two world-leading Centres of Excellence—CARL and CIDRA—focused on research, development, and innovation in AI, cognitive robotics, and advanced manufacturing. It is a research-led, industry-facing initiative that fosters collaboration between academia and industry, supporting inclusive economic growth and job creation.

The project provides training and employment pathways for postgraduate researchers, early-career professionals, and the wider research community, contributing to the development of a high-skill talent pipeline and attracting inward investment to the North-West region.

In line with Ulster University practice, this policy will be reviewed two years after implementation and amended if necessary to reflect evolving strategic, operational, or equality considerations.

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:

Not applicable.

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

Not applicable.

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

Not applicable.

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

Not applicable.

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?

Not applicable.

Approval and authorisation

Screened by:
Position or Job Title: Associate Dean Research and Innovation, Faculty of Computing, Engineering and the Built Environment.
Date screened: 22/08/25

Approved by:
Position or Job Title: Chief People Officer
Date approved: 04/09/2025

Review

This policy is due for review (in terms of its impact on equality of opportunity and good relations) by the policy owner on: 04 September 2027