

**UNIVERSITY OF ULSTER
POLICY SCREENING PRO FORMA**

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

Revised Disability Action Plan

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

To outline the university's commitment to promote positive attitudes towards disabled people and encourage participation by disabled people in public life ('the disability duties').

Who defines or defined the Policy and who implements it?

Equality and Diversity Advisory Group, Disability Duties Review Group, Equality and Diversity Services

Is the Policy applied uniformly throughout the University? Yes No

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

Who are the stakeholders in relation to this Policy, e.g. DEL, UCAS?

Equality Commission for Northern Ireland

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

The university reports progress annually to the Equality Commission for Northern Ireland within the Annual Section 75 Report.

The university liaises with organisations such as Employers for Disability (NI) with regard to facilitating some of the activities within the action plan. It requires collaborative partners to align with the action plan (and the Disability Duties).

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

Staff and student EO data
Student and staff applicants data.
Northern Ireland Census data.
University UK Disability Data
Labour Force Survey Data.

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:

Disabled people are under- represented in higher education (UK average for HE staff is 3%, University of Ulster staff = 3.3%) and employment (31% of working age persons with a disability are currently employed in Northern Ireland).

The action plan aims to encourage greater participation of disabled people in public/university life.

2. Is there any evidence that different groups have difference 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:

Evidence suggests that disabled people have different access requirements and experience negative attitudes towards them. As a result the action plan describes measures which will ultimately promote positive attitudes towards disabled people and encourage participation by disabled people in public life.

3. Have consultations with relevant groups, organisation 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:

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?

Yes No

Please elaborate:

5. Does the Policy discourage disabled people from participating in public life and fail to promote positive attitudes towards disabled people?

Yes No

Please elaborate:

It encourages disabled people to participate in public life and promotes positive attitudes towards disabled people.

6. Does the Policy provide an opportunity to better promote positive attitudes towards disabled people or encourage their participation in University life?

Yes No

Please elaborate:

7. If the answer to any of the questions in 1 to 6 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:

The action plan describes positive measures specifically for disabled people. However, these measures will assist in the promotion of equality of opportunity, in particular where people fall into more than one Section 75 category.

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

The action plan will be monitored by DDRG. Data for each measure within the action plan will be provided by the Senior Officer responsible for each measure. Staff and student applicant data and enrolment/employment data will enable the effective monitoring of participation at the University.

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

Disabled people will be consulted in each annual review of the action plan.

10. Please indicate whether a full impact assessment is recommended.

Yes No

Please elaborate:

This action plan aims to have a positive impact on disabled people. It is unlikely to have a negative impact on other S75 categories of people.

POLICY _____

Timetable 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 No

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 No

Please elaborate

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

Preliminary
Screening by: *Sarah P Hunter*

Date: *16 December*
2011,