

**UNIVERSITY OF ULSTER  
POLICY SCREENING PRO-FORMA**

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

Maternity Policy

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

See attached

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

UU – Human Resources

**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?**

Staff

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

DHSS

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

HR Records

**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.

For obvious reason the participation the Maternity Policy is by women of childbearing age.

**2. 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   | 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:**

**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:**

**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:**

**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.**

No

**Please elaborate:**

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

Existing records

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

N/A

**8. Please indicate whether a full impact assessment is recommended.**

No

**Please elaborate**

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

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

Time table for impact assessment

- e. 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:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date: \_\_\_\_\_