

**ULSTER UNIVERSITY  
SCREENING OF NEW/REVISED POLICIES NOV 19 – MAR 20**

<b>Policy Number</b>	<b>Title of Policy / Brief Description of Policy</b>	<b>Outcome of Screening</b>	<b>Reason for Screening Decision Taken</b>
<b>1</b>	<p><b>Student Mental Health and Wellbeing Strategy</b></p> <p>This is a new Strategy which aims to embed existing policies, procedures and best practice to promote Student Mental Health &amp; Wellbeing throughout our environment curricula and services to students.</p>	No EQIA required	The likely impact is ' <b>minor</b> ' in respect of one, or more of the equality of opportunity and/or good relations categories. However, this impact is likely to be <b>positive</b> .
<b>2</b>	<p><b>Fitness to Study Policy</b></p> <p>The purpose of this policy is to provide a coordinated response by academic and professional services staff in circumstances where a student's mental or emotional wellbeing, physical health or behaviour is causing significant concern for the welfare of the student, other students and/or staff.</p>	No EQIA required	The likely impact is ' <b>minor</b> ' in respect of one, or more of the equality of opportunity categories. However, this impact is likely to be <b>positive</b> .
<b>3</b>	<p><b>Copyright Policy</b></p> <p>The aims of this Policy are to set out:</p> <ul style="list-style-type: none"> <li>• the University's approach to compliance with the Copyright Designs and Patents Act (CDPA) 1988.;</li> <li>• the responsibilities of staff, students when using Copyright Materials in the course of their</li> </ul>	No EQIA required	The likely impact is ' <b>minor</b> ' in respect of one, or more of the equality of opportunity and/or good relations categories. However, this impact is likely to be <b>positive</b> .

	<p>work, programme of study at University;</p> <ul style="list-style-type: none"> <li>ownership of copyright in material relating to the University and its work.</li> </ul>		
<b>4</b>	<p><b>Recognising and Rewarding Academic Excellence (previously called Academic Promotions Policy)</b></p> <p>At Ulster University we seek to create a culture that enables and supports our academic staff to develop their careers, optimise their potential and fully achieve their ambitions.</p> <p>Promotion is a formal recognition of growth and development to date which sets expectations for future performance. It is not a reward for what a person has done in the past.</p>	No EQIA Required	<p>The likely impact is '<b>minor</b>' in respect of one, or more of the equality of opportunity categories. However, this impact is likely to be <b>positive</b>.</p> <p>We developed this policy in collaboration with UCU and the impacts on equality of opportunity were mitigated at this time, through various amendments. In order to mitigate against any unforeseen equality impacts, the policy will be subject to continuous review/equality screening (after each promotions round), and if necessary amended.</p>