

ULSTER UNIVERSITY
NEW/REVISED POLICIES EQUALITY SCREENED BETWEEN MAY 2025 – OCTOBER 2025
PUBLIC CONSULTATION: NOVEMBER 2025 – FEBRUARY 2026

Policy Number	Title of Policy / Brief Description of Policy	Outcome of Screening	Reason for Screening Decision Taken
1	Children and Young People on University Premises The purpose of this procedure is to ensure the health, safety and wellbeing of children when on campus.	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
2	Ionising Radiation Procedure The purpose of this Procedure is to specify the arrangements in place for the management of ionising radiation, both sealed and open sources and from radiation generating equipment, within the University, to ensure compliance with statutory requirements and best practice.	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
3	Lone Working Procedure The purpose of this procedure is to identify what lone working is; define responsibilities in respect of lone working; and provide staff with guidance to reduce risks and to ensure their personal health and safety.	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.

4	Portable Appliance Testing (PAT) Procedure The purpose of this procedure is to provide a standardised system for the inspection and testing of portable electrical appliances throughout the University, to give guidance to departments and consequently to ensure the University is meeting its legal obligations.	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
5	Risk Assessment Procedure The purpose of this procedure is to demonstrate legal compliance with the Management of Health and Safety at Work Regulations (NI) 2000 (MHSAWR) and prevent injury and ill health. The MHSAWR requires a risk assessment to be undertaken to identify the hazards, assess the risk and implement suitable controls to reduce the risk of injury and ill health arising from work-related activities.	No EQIA Required	The likely impact is ' minor ' in respect of one or more of the equality of opportunity or good relations categories, however this impact is likely to be positive.
6	Policy on Research Using Human Tissue The policy sets out the University's position on the use of human cellular material in research and guides researchers and associated staff on the requirements of the Human Tissue Act 2004 and the University's procedures.	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.

7	Decision to Cease Theatre Operations at the Riverside Theatre The decision to cease theatre operations has been taken as the building is ageing and requires a significant financial investment if it is to remain health and safety compliant. The funding required for such an investment is not available, due to unprecedented financial pressures on the Higher Education sector.	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or good relations categories.
8	Student Academic Integrity and Student Academic Misconduct Procedure The Procedure aims to provide clarity to staff and students on the University's expectations in relation to academic integrity and steps that will be taken following an allegation of academic misconduct.	No EQIA Required	The likely impact is ' minor ' in respect of one or more of the equality of opportunity or good relations categories, however this impact is likely to be positive.
9	Causeway Coast and Glens Growth Deal: Centre for Food and Drug Discovery (CFDD) The Centre for Food and Drug Discovery (CFDD) at Ulster University's Coleraine campus, will be a collaborative, industry-facing consortium that builds on existing research excellence to create a leading	No EQIA Required	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.

	hub for innovation in food and pharmaceutical health.		
10	Severe Weather Policy The purpose of this policy is to protect and safeguard staff, students, and visitors on or travelling to, or from, campuses during periods of severe or adverse weather. The policy outlines the University's response to severe weather conditions as notified through the UK Meteorological Office ("Met Office") by assessing the risk and implementing appropriate actions. Severe weather may affect normal operations or in extreme cases result in the closure of all (or some) campuses and move activity online.	No EQIA Required	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.
11	The Cognitive Analytics and Digital Robotics Innovation Centre (CADRIC) 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.	No EQIA Required	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.

12	Compulsory Compliance Training (CCT) The aim of the policy is to clearly define the purpose, expectations, requirements, and responsibilities for completion of Compulsory Compliance Training (CCT) at Ulster University; supporting and contributing to, in combination with other measures and approaches, safer work environments and practices in identified areas for both staff and the University as an employer. The policy would also aim to clearly define the University's approach to non-compliance of staff in completing Compulsory Compliance Training.	No EQIA Required	The likely impact is ' none ' in respect to all the equality of opportunity and good relations categories.
13	Student Complaints Procedure The procedure is designed to provide an accessible, structured and fair method by which students can raise complaints about any aspect of the academic or other services provided by the University.	No EQIA Required	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.
14	Health, Safety and Wellbeing Policy The purpose of the Health, Safety and Wellbeing Policy is to set out the overarching policy statement, roles and responsibilities and arrangements for managing Health, Safety and Wellbeing across the University. The policy is complemented by a suite of specific procedures detailing Health and Safety requirements.	No EQIA Required	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.

15	Consumer Protection (Curriculum) Policy This Consumer Protection (Curriculum) Policy aims to ensure we meet our obligations in relation to the regulatory environment for consumer protection while ensuring we are able to meet the need to continuously enhance our curricula to meet our strategic commitments with respect to enhancing the student experience.	No EQIA required	The likely impact is ' none ' in respect to all the equality of opportunity and good relations categories.
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