

ULSTER UNIVERSITY
SCREENING OF NEW/REVISED POLICIES, PROCEDURES & STRATEGIES
OCTOBER 2016 – MAY 2017

Policy No	Title of Policy / Brief Description of Policy	Date of Screening	EQIA Yes/No	Reason for Screening Decision Taken
1	<p>Collections and Information Access Policy</p> <p>The policy provides a framework within which the Library's information resources will be acquired and managed.</p>	28/04/17	No	<p>The likely impact is 'none' in respect of all of the equality of opportunity and/or good relations categories. The Policy is technical in nature and has no relevance to Equality of Opportunity and good relations.</p> <p>In line with University policy, this Policy will be reviewed two years after it has been implemented, and if necessary amended.</p>
2	<p>Library Services Strategy</p> <p>The strategy outlines the Library's direction of travel to allocate resources and develop services in alignment with the University's Strategic Plan, 5&50.</p>	03/05/17	No	<p>The likely impact is 'none' in respect of all of the equality of opportunity and/or good relations categories. The Policy is technical in nature and has no relevance to Equality of Opportunity and good relations.</p> <p>In line with University policy, this Policy will be reviewed two years after it has been implemented, and if necessary amended.</p>

Policy No	Title of Policy / Brief Description of Policy	Date of Screening	EQIA Yes/No	Reason for Screening Decision Taken
3	<p>Research and Impact Strategy</p> <p>The Strategy aims to empower our people to undertake interdisciplinary research in a supportive environment to produce internationally excellent and world leading outputs and transformative impact.</p>	31/03/17	No	<p>The likely impact is 'minor' in respect of one, or more of the equality of opportunity and/or good relations categories. The Strategy is likely to have positive impact on women and black and minority ethnic groups, consistent with the Athena SWAN and Race Equality Charters.</p> <p>The Strategy will be reviewed annually following implementation and, if necessary, amended.</p>
4	<p>Organisational Structure Change Policy</p>	10/05/17	No	<p>The likely impact is 'none' in respect of all of the equality of opportunity and/or good relations categories.</p> <p>This policy is designed to ensure consistency of treatment and equality of opportunity. Therefore, the policy will have positive consequences for all employees affected by a restructuring exercise.</p> <p>It is important to note that the OSC policy does not change in any way the University's Redundancy Policy. Issues in regard to redundancy and redundancy compensation are dealt with in the Redundancy Policy and as such do not come within the scope of the equality screening of the OSC policy.</p> <p>In line with University policy, this Policy will be reviewed two years after it has been implemented, and if necessary amended.</p>