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Policy Title: Causeway Coast and Glens Growth Deal: Centre for Food and Drug Discovery

Decision: Screened Out

Contact: Professor Victor Gault

Date of Completion: 08 August 2025

Part 1: Policy Scoping

Information about the policy

Name of the Policy

Causeway Coast and Glens Growth Deal: Centre for Food and Drug Discovery

Is this an existing, revised, or new policy?

New

What is it trying to achieve? (For example, intended aims and outcomes)

The Centre for Food and Drug Discovery ('CFDD'), based at the University's Coleraine campus, will be a collaborative consortium that builds upon existing research expertise to establish a leading centre of scientific excellence to promote business collaboration with the food and biopharmaceutical industry.

The vision is that both Ulster University at Coleraine and the wider Causeway Coast and Glens region are established as one of the best places nationally and internationally for drug discovery, food and pharmaceutical health innovation, contributing to a substantial increase in economic growth and productivity, while providing a significant increase in the pharma and food innovation skills base in the NI workforce.

Are there any Section 75 categories which might be expected to benefit from the policy? If so, explain how below.

Note: The Section 75 categories are:

- religious belief
- political opinion
- racial group
- age
- marital status
- sexual orientation
- sex (men and women generally)
- disability
- dependants

The following groups are expected to benefit:

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Race: Drug trials and tailored nutrition interventions may help address health disparities between racial groups.

Age: People often metabolise drugs differently and have unique nutritional needs based on age. Research helps ensure that drugs and food are safe and effective including both younger and older populations.

Sexual Orientation: Lesbian, gay and bisexual individuals may face barriers to healthcare access and, as a result of systemic discrimination, may experience disproportionate rates of certain health conditions. Inclusive research can help reduce these disparities.

Sex: Men and women can respond differently to both drugs and nutrients due to hormonal and metabolic differences. Research may positively impact the safety, tolerability and efficacy of drugs and food. Transgender individuals may face barriers to healthcare access and, as a result of systemic discrimination, may experience disproportionate rates of certain health conditions. Inclusive research can help reduce these disparities.

Disability: People with disabilities may have unique dietary needs or face barriers to accessing healthcare. Drug and food innovations, especially when designed with accessibility in mind, can improve quality of life and independence.

Dependants: Improvements in nutrition and drug efficacy can benefit not just individuals but also their families. For example, improved paediatric formulations or family-based dietary interventions can support healthier households.

More generally, CFDD will enable development of Intellectual Property (IP) in the form of new treatments, innovations and processes among the companies utilising the facility which may improve health outcomes and quality life of those who use the technologies being developed, which may include groups listed above.

Who initiated or wrote the policy?

The policy was initiated by the Senior Responsible Owner (SRO) and written by the SRO in partnership with the City Deal and Special Projects Office.

Who owns and implements the policy?

Staff within the University's Faculty of Life and Health Sciences will implement the Policy. The policy is owned by the Associate Dean (Research and Innovation) who holds the role of Senior Responsible Officer for this Causeway Coast and Glens Growth Deal project.

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Implementation factors

Are there any factors which could contribute to or weaken the intended aim or outcome of the policy?

Yes

If yes, are they financial, legislative or other?

Financial: An investment in the food and pharmaceutical sectors for Northern Ireland of circa £20M from central government and local authorities. CFDD will be contingent on necessary funds being made available.

Legislative: There is a possibility that future legislative or regulatory changes could impact food and drug research. However, fast growing sectors (including life and health sciences) are a focus of [UK government strategy](#), and therefore the project is unlikely to be weakened by legislative changes.

Other: Macroeconomic impacts could contribute to (for example, a spike in research funding) or weaken (for example, higher inflation or global trade policy) the project. These risks and opportunities are managed via project risk management.

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- Staff: The project supports upskilling through apprenticeships, postgraduate training, and industry-academic collaboration, which can enhance staff capabilities and career progression; CFDD will generate new roles in research, operations, and support services. There is the opportunity for research staff to gain exposure to advanced technologies and cross-sectoral expertise. Major innovation projects such as CFDD may positively impact on workplace culture. Contributing to socially impactful research (such as food and drug discovery) may lead to higher motivation and staff retention.
- Students: The project will enhance Ulster University's reputation in nutritional and pharmaceutical innovation and this may attract students interested in cutting-edge research in these areas along with new modules, placements, or postgraduate programmes. Furthermore, in NI there is strong economic incentive for government, industry and academia to invest in collaborative, demand-driven Higher-Level Apprenticeship (HLA) courses which will attract approximately 10 students per year. The new courses will serve as a talent

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pipeline to produce a highly skilled workforce who are ideally placed to support the CFDD core business and employability.

- Other service users: for example, conference delegates and visitors. The project will position Coleraine as a hub for scientific conferences, drawing researchers, clinicians, and industry leaders to the region. Research outputs and hosting events will raise the profile of the Causeway Coast and Glens area as a centre for innovation and community engagement is likely to benefit wider audiences beyond traditional stakeholders.
- Other public sector organisations:

NI Executive: The CFDD project is aligned with the NI Executive's Programme for Government focus on high growth sectors and Regional Balance. The project also aligns with the Economy Minister's four economic priorities: Good Jobs; Regional Balance, Raise Productivity; and Decarbonisation.

New Decade New Approach: notes that the NI Executive will work with the UK Government to develop and deliver the Growth Deal for Causeway Coast and Glens and will seek to deliver a regionally balanced economy.

Causeway Coast and Glens Borough Council: The Council's Strategy 2021 to 25 aims to harness the region's unique assets to deliver sustainable, high-quality services for residents and visitors. Its mission focuses on enhancing quality of life by boosting economic prosperity and championing the area locally and globally. With strategic priorities including local economy, innovation, and a zero-carbon commitment, the strategy aligns with wider national and NI goals to promote research and development and drive inclusive economic growth.

- Community organisations: The project has the potential to impact community organisations, for example:
 - Community health partnerships.
 - Mental health charities.
 - Local schools and colleges may collaborate on Science, Technology, Engineering, and Mathematics ('STEM') outreach, apprenticeships, or skills pipelines.
 - Equality and Inclusion Groups.
 - Economic and Enterprise Networks, for example, Causeway Chamber of Commerce and local enterprise agencies.
 - Environmental Groups.
 - The Causeway Coast and Glens PEACEPLUS Local Action Plan is funding 23 community projects aimed at inclusion and reconciliation. These groups may align with the project's goals around shared prosperity and regional regeneration.

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- Industry: CFDD will provide equipment, infrastructure and an industry engagement fund to enhance existing research expertise and capacity to promote business collaboration with the food and pharmaceutical industry. CFDD will develop through collaboration with businesses across NI and beyond, and will be directed by the challenges they face, providing companies with sustainable, competitive advantages that will enable them to gain an enhanced share of the markets they serve and that underpin their future growth and success. The industrial advisory board currently being commissioned comprises national and international expertise from the food and pharmaceutical sectors and this will ensure that the interests and needs of a wide range of stakeholders and users are continually recognised and considered.

Other policies with a bearing on this policy

What are they and who owns them?

Policy: People, Place and Partnership – Delivering Sustainable Futures for All Strategy

Policy owner: Vice-Chancellor

Policy: Equal Opportunities Policy

Policy owner: Chief People Officer

Policy: Disability Action Plan

Policy owner: Chief People Officer

Policy: Equal Pay Policy

Policy owner: Chief People Officer

Policy: Policy on Recruiting and Selecting Employees

Policy owner: Chief People Officer

Policy: Bullying and Harassment (Dignity at Work and Study) Policy

Policy owner: Chief People Officer

Policy: Research Strategy 2023-2028

Policy owner: Pro-Vice Chancellor (Research)

Policy: Research Data Management Policy

Policy owner: Pro-Vice Chancellor (Research)

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Policy: Ulster University Data Protection Policy

Policy owner: University Secretary

Policy: Research Management Guidance and Procedures

Policy owner: Pro-Vice Chancellor (Research)

Policy: Consultancy Policy

Policy owner: Director of Research and Impact

Policy: Code of Practice for Professional Integrity in the Conduct of Research

Policy owner: Head of Research Governance

Policy: Intellectual Property Policy

Policy owner: Head of Research Governance

Policy: Policy for the Governance of Research involving Human Participants

Policy owner: Head of Research Governance

Policy: Vice-Chancellor's Research Scholarships – Terms and Conditions

Policy owner: Vice-Chancellor

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Available evidence

What evidence or information (both qualitative and quantitative) have you gathered to inform this policy? Please specify details for each of the Section 75 categories below.

Religious Belief

The University's EO data were reviewed. On 6 February 2024, our staff profile was 52.0% Catholic and 48.0% Protestant. Compared with 6 February 2019, this indicates a 2.9% increase in Catholic staff.

In the Academic Year (AY) 2023 - 2024, 58.3% of our students identified as Christian and 11.1% identified as having 'No Religion'. Compared with AY 2018-2019, this indicates an 18.2% decrease in students who identified as Christian and a 2.5% decrease in students who identified as having 'No Religion'.

Political Opinion

The University does not collect information on Political Opinion or make assumptions regarding Political Opinion based on Community Background.

Racial Group

The University's EO data were reviewed. On 6 February 2024, our staff profile was 92.8% White and 7.2% Black and Minority Ethnic (BME). This indicates a 1.8% increase in BME staff compared with 2019.

In AY 2023 - 2024, 9.9% of students identified as BME. This indicates a 4.9% increase in BME students compared with AY 2018 - 2019.

Our BME profile suggests that we are twice as diverse as the local population, as the Northern Ireland Census 2021 suggests that 3.4% of the NI population is BME.

Age

The University's EO data were reviewed. On 6 February 2024, 25.8% of staff were in the 36-45 age band and 31.1% were in the 46-55 age band. 26.2% of staff were aged '56 and above', which represents a 3.8% increase compared to 2019.

In AY 2023 - 2024, the majority of students (67.0%) were aged '21 and under 40'.

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This indicates a 5.6% increase in students within this age band compared with AY 2018 - 2019.

Marital Status

The University's EO data were reviewed. In February 2024, 56.0% of staff were 'Married or in a Civil Partnership', a decrease of 6.0% compared to 2019.

In AY 2023 - 2024, 63.8% of students were 'Single', a 14.6% decrease compared with AY 2018 - 2019.

Sexual Orientation

The University's EO data were reviewed. In 2024, 74.0% of staff were 'Heterosexual', 4.3% were 'Lesbian, Gay and Bisexual (LGB)' and 21.4% were 'Not Known'.

Although we collect student data on sexual orientation, this is not considered to be reliable.

Men and Women generally

The University's EO data were reviewed. In 2024, 58.0% of staff were 'Female'. This indicates a 2.0% increase in female staff compared with 2019.

In AY 2023 - 2024, 61.2% of students were 'Female', a 4.3% increase compared with AY 2018 - 2019.

Disability

The University's EO data were reviewed. In 2024, 6.0% of staff declared a disability, an increase of 1.2% compared with 2019.

In AY 2023 - 2024, 8.4% of students declared a disability, a decrease of 2.0% compared with AY 2018 - 2019.

Our disability declaration rate is lower than expected, compared with the local population. The NI Census (2021) found that 24% of the NI population stated that their day-to-day activities were limited because of a long-standing health problem or

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disability.

Dependants

The University's EO data were reviewed. In 2024, 43.8% of staff had dependants. This indicates a decrease of 3.9% compared with 2019.

In AY 2023 - 2024, 11.4% of students declared they had dependants, a decrease of 4.6% compared to AY 2018 - 2019.

Needs, experience and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy or decision? (Please specify for each of the Section 75 categories below the needs, experiences and priorities)

Religious Belief

Faith-based dietary laws (for example, halal, kosher, vegetarianism) may influence how individuals engage with food research, product development, or nutrition trials. Some religious groups may have ethical concerns about certain research methods. This may need to be considered for community engagement strategies.

Political Opinion

The project's ability to demonstrate broad-based opportunity, cross-community engagement, and tangible local impact will be important to how it is perceived by those with political opinions. Clear communication and inclusive delivery will be key to building political confidence across the spectrum.

Ulster University's Strategy recommitted to its pan-regional presence and all the opportunities this delivers for those who study, work, and partner with the University.

Racial Group

Underrepresentation in research and health disparities affecting racially minoritised groups are well-documented.

Cultural dietary needs and barriers to healthcare access are recognised in public health and equality strategies, particularly in relation to migrant and ethnic minority communities.

Trust and engagement challenges exist, especially due to historical exclusion or lack of representation of some racial groups.

Different racial groups may have genetic markers that affect how drugs are metabolised. In addition, some health conditions are more common or manifest differently among different racial groups. Diet, access to care, stressors, for example, can vary by community, affecting disease risk and treatment success. Research must of course avoid stereotyping or oversimplifying complex identities.

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Age

Research into child-specific formulations or school-based food programmes could directly impact their wellbeing. Outreach, STEM engagement, and early exposure to science careers may inspire and benefit children and young people.

University students and early-career adults may be drawn to dynamic, purpose-driven environments such as CFDD. This group may prioritise internships, apprenticeships, and research placements that build experience.

Middle of life adults may value opportunities for upskilling, leadership roles, or cross-sector collaboration or moves. This group may be more engaged with preventative health research or personalised nutrition.

Many older adults face chronic conditions or mobility challenges; research that supports ageing well is highly relevant. Older people are often excluded from clinical trials despite being major medicine users.

Marital Status

Different marital statuses may impact how individuals engage with opportunities and services. For example, single people may be more open to relocation or irregular hours but may also lack support networks that help with work-life balance. Similarly, married or partnered individuals' career or study choices may be influenced by a partner's job, location, or caregiving responsibilities or they may prioritise stability, benefits, or flexible working arrangements to accommodate children or dependents.

Sexual Orientation

Research shows higher rates of eating disorders among Lesbian, Gay and Bisexual (LGB) individuals, often linked to body image pressures and stress. Food innovation that supports inclusive nutrition and mental health could be especially impactful. LGB people are more likely to experience problematic alcohol or drug use, often due to stress, discrimination, or lack of safe spaces. This makes targeted addiction research and inclusive treatment design a priority.

Studies should not assume heterosexuality in questions about relationships, sexual behaviour, or caregiving roles; Projects that build trust through inclusive language, visible representation, and community partnerships are more likely to succeed.

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Men and Women generally

The Fraser of Allander Institute (FAI) report '*The Economic Contribution of the Pharmaceuticals Sector in Northern Ireland*' notes that "a higher share of FTE jobs, both in the pharmaceutical sector itself and its wider suppliers, are occupied by males than females and further, that the NI-wide pay disparity between males and females may be higher in the pharmaceutical sector.

The CFDD will employ best practice adopted and designed by Ulster University and best industry practice. CFDD will also respect and align with Ulster University's ambition in relation to Athena Swan accreditation. The CFDD identifies job creation potential of 21 direct jobs and 176 indirect jobs created through indigenous companies, spinouts and FDI. The CFDD will endeavour to reflect best practice and gender equality in its workforce and where they have influence with clients and partners.

Women and men can process drugs differently due to variations in liver enzyme activity, hormone levels, and body composition. For example, women are more likely to experience adverse drug reactions yet have historically been underrepresented in clinical trials. Menstrual cycles, pregnancy, and menopause can affect drug absorption and response, yet these factors are often overlooked in trial design.

Some medications may be more/less effective depending on sex, but standard dosing often does not account for this. Including sex-disaggregated data in trials improves safety and effectiveness for all.

Men and women may have different nutrient requirements due to differences in metabolism, muscle mass, and hormonal profiles.

Women may be more likely to engage with food products targeting bone health, iron intake, or reproductive health, while men may prioritise cardiovascular or performance-related benefits.

Gender can influence food choices, dieting patterns, and willingness to engage with new food technologies.

In STEM fields like drug discovery, women remain underrepresented in leadership and research roles. Projects that promote gender equity in hiring, mentorship, and visibility can help close this gap.

Research shows higher rates of eating disorders among transgender people, often linked to body image pressures and stress. Food innovation that supports inclusive nutrition and mental health could be especially impactful. Transgender people are more likely to experience problematic alcohol or drug use, often due to stress,

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discrimination, or lack of safe spaces. This makes targeted addiction research and inclusive treatment design a priority.

Disability

According to successive surveys, the employment rate among disabled people remains low, at around one third, in comparison with 79% for those without. Employment among those with mental ill-health or learning difficulties is especially low (estimated at around 1 in 5), and the Bamford Review of Mental Health and Learning Disability (2007) has set a Northern Ireland target of 50% to be in full-time employment. Attitudes among employers, lack of qualifications and transport remain three key barriers to wider participation in the labour market among disabled people.

Some disabilities require tailored nutrition (for example, dysphagia-friendly textures, low-allergen diets, or high-calorie formulations for certain conditions).

Some individuals take multiple medications, increasing the risk of side effects or drug interactions—especially if not accounted for in research.

Disabled people are often excluded from clinical research due to narrow eligibility criteria or inaccessible trial designs—leading to treatments that may not reflect their needs. Participation can be encouraged by use of accessible information and documents, sensory-friendly environments, clear communication, inclusive co-design etcetera.

Dependants

People with dependants—whether children, elderly relatives, or others requiring care—often have a different set of priorities than those without dependants, especially when it comes to time, flexibility, and access. Participation in research or training may be limited by caregiving schedules.

Nutritional needs of dependants may shape how individuals engage with food research or product development.

People with dependants may prioritise treatments that improve quality of life for those they care for. They may also be more attuned to side effects, long-term safety, and ease of administration, especially if they are managing medication for others.

The emotional and cognitive load of caregiving can affect how people engage with new opportunities.

People with dependants may seek part-time roles, job shares, or family-friendly policies.

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Career progression may be influenced by the availability of supportive workplace culture and flexible pathways.

Consultation

Consultation with relevant groups, organisations or individuals about the policy can provide useful information about issues or opportunities which are specifically related to them (that is evidence to inform the policy).

Please indicate whether you carried out or intend to carry out any consultation exercises prior to equality screening?

Yes.

The CFDD project has been developed based on extensive industry engagement and consultation with key stakeholders and partners, including recent engagement with relevant industry representative bodies on the respective value propositions.

That CFDD will meet the needs of industry is evidenced by the strong sectoral and industry support, illustrated by Letters of Support. This evidence was initially compiled during a six-month research period April 2022 to October 2022 where Ulster University's business development team conducted detailed research into the needs of the sector. User engagement included extensive consultation with individuals and companies in the food and pharmaceutical sectors at local and regional level. There was further significant engagement in 2024 to 2025.

Whilst evidence of need for the CFDD is provided in the Letters of Support, there was variation in the kinds of capacity or facility that was of most interest to food and pharma companies. As part of the engagement process and in the development of the Letters of Support, the range of support services to be offered by CFDD was discussed.

In 2023, the CFDD Strategic Outline Case was approved by the City Deals and Special Projects Steering Group, the University Senior Leadership Team, the City Deals and Special Projects Committee, and University Council. It was subsequently approved by Causeway Coast and Glens Borough Council (as the Accountable Body) and the Department for the Economy.

In 2025, the CFDD Outline Business Case was approved by the City Deals and Special Projects Steering Group, the University Senior Leadership Team, the Campus Capital Development Committee, and University Council. It is currently

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(August 2025) being considered by Causeway Coast and Glens Borough Council (as the Accountable Body) and the Department for the Economy.

Part 2: Screening questions

Introduction

The answers to the following screening questions will assist the University in making a decision whether or not there is a need to carry out an equality impact assessment on the policy. The following information is provided to help you to identify and comment on the level of likely impact of the policy in question 1 to 4.

Select 'major' impact if:

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there are insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

Select 'minor' impact if:

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunities for particular groups of disadvantaged people;

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- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations;
- e) Differential impact observed and opportunities exist to better promote equality of opportunity and/or good relations.

Select 'none' if:

- a) The policy has no relevance to equality of opportunity or good relations;
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations.

Taking into account the evidence presented in Part 1, please complete the screening questions (Question 1 to 4).

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 categories?

Details of the likely policy impacts on **Religious Belief**

This policy is unlikely to have an impact on equality of opportunity for this category. The CFDD has the potential to improve the economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy will ensure that emerging projects accommodate local circumstances and including the needs of particular groups and identities.

What is the level of impact?

None

Details of the likely policy impacts on **Political Opinion**

This policy is unlikely to have an impact on equality of opportunity for this category. The CFDD has the potential to improve the economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy will ensure that emerging projects accommodate local circumstances and including the needs of particular groups and identities.

Level of impact

None

Details of the likely policy impacts on **Racial Group**

This project has the potential to positively influence equality of opportunity for racial groups, through inclusive research practices, especially in addressing underrepresentation in clinical trials and tailoring nutrition interventions. This may support improved participation and outcomes for racially minoritised communities.

Level of impact

Minor (+)

Details of the likely policy impacts on **Age**

This policy is likely to have a positive impact on equality of opportunity for this category. It will provide new employment and training opportunities; industrial engagement has shown the requirement for a pipeline of talent for the Causeway

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Coast and Glens and wider NI areas. The skills required for future food and pharmaceutical development are outlined in Department for Economy policies and CFDD provides a platform to realise these goals. These include the potential for new courses in drug discovery and translational biology as well as Higher level apprenticeships in drug discovery and highly skilled PhD graduates.

Level of impact

Minor (+)

Details of the likely policy impacts on **Marital Status**

This policy is unlikely to have an impact on equality of opportunity for this category. The CFDD has the potential to improve the economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy will ensure that emerging projects accommodate local circumstances and including the needs of particular groups and identities.

Level of impact

None

Details of the likely policy impacts on **Sexual Orientation**

This policy may positively contribute to inclusion for LGB individuals by enabling research that addresses barriers to healthcare and nutrition access.

Inclusive study design and diverse representation in health innovation will contribute to more equitable outcomes and trust-building.

Level of impact

Minor (+)

Details of the likely policy impacts on **Men and Women generally**

This policy is likely to have a positive impact on equality of opportunity for this category. It will provide new employment and training opportunities; industrial engagement has shown the requirement for a pipeline of talent for the Causeway Coast and Glens and wider NI areas. The skills required for future food and pharmaceutical development are outlined in the Department for Economy policies. CFDD provides a platform to realise these goals. These include the potential for new courses in drug discovery and translational biology as well as Higher level apprenticeships in drug discovery and highly skilled PhD graduates.

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Level of impact
Minor (+)

Details of the likely policy impacts on **Disability**

This policy is likely to have a positive impact on equality of opportunity for this category. The CFDD creates employment, training, and research pathways that incorporate inclusive design considerations and supportive engagement practices. These opportunities have potential to broaden participation among disabled individuals in both academic and industry-facing environments.

Level of impact
Minor (+)

Details of the likely policy impacts on **Dependants**

Improvements in nutrition and drug efficacy can benefit not just individuals but also their families. For example, improved paediatric formulations or family-based dietary interventions can support healthier households.

Level of impact
Minor (+)

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?

Religious Belief

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Political Opinion

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

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Racial Group

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Age

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Marital Status

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Sexual Orientation

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Men and Women generally

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Disability

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Dependants

No, this policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Religious Belief

Details of the likely policy impacts on **Religious Belief**

The policy is unlikely to impact on good relations between people of different religious beliefs. This policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Level of impact

None

Political Opinion

Details of the likely policy impacts on **Political Opinion**

The policy is unlikely to impact on good relations between people of different political opinions. This policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Level of impact

None

Racial Group

Details of the likely policy impacts on **Racial Group**

The policy is unlikely to impact on good relations between people of different racial groups. This policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Level of impact

None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

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Religious Belief

No, the policy is unlikely to impact on good relations between people of different religious beliefs. This policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Political Opinion

No, the policy is unlikely to impact on good relations between people of different political opinions. This policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Racial Group

No, the policy is unlikely to impact on good relations between people of different racial groups. This policy is a research-led, industry-facing project, developed in response to the identified strategic needs of the pharmaceutical and food sectors, locally, nationally and internationally.

Additional considerations

Multiple identity

5. Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy or decision on people with multiple identities? (For example, disabled minority ethnic people; disabled women; young Protestant men, and young lesbians, gay and bisexual people).

Yes.

Please specify the relevant Section 75 categories concerned below.
Provide details of the policy impact and data which describes the policy impact.

Race, age, sexual orientation, sex (men and women generally), disability, dependants: It is likely that this policy will positively impact on individuals who have a range of identities consistent with these protected characteristics. This policy will

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do so via inclusive research, training, and expanded access to health and employment pathways.

Disability Duties

6. Does the policy provide an opportunity to encourage disabled people to participate in University life?

Yes.

With the positive approach to disability in recruitment materials, we anticipate increased opportunity for disabled people to participate in University and public life. The spatial design and the technologies used are fully accessible, enhancing opportunities for individuals with disabilities to participate in this initiative. Level access arrangements, entry/egress provision, disabled lift access to all floors, fire evacuation and refuge points, induction loops and accessible signage, seating/companion seating and accessible parking bays are intrinsic.

People with disabilities are often excluded from clinical research due to narrow eligibility criteria or inaccessible trial designs—leading to treatments that may not reflect their needs. Participation can be encouraged by use of accessible information and documents, sensory-friendly environments, clear communication, Inclusive co-design etc.

7. Does the policy provide an opportunity to promote positive attitudes towards disabled people?

Yes.

The implementation of this policy acknowledges the need for proper and adequate guiding principles to embrace disabled people who wish to engage with the CFDD project. The research and technology employed at CFDD will enable equal opportunities for disabled people to work and study at CFDD and to participate fully in this initiative.

Part 3: Screening decision

Based on the evidence considered and outlined in Part 1 and the responses to the screening questions (Part 2), please indicate the screening decision for this policy.

Note: The University should take particular care not to screen out policies that have a procurement aspect if there is potential to promote equality of opportunity through the procurement of services.

- ☐ **Screen in** the policy (that is, subject to an Equality Impact Assessment). The likely impact is **major** in respect of one, or more of the equality of opportunity or good relations categories.
- ☐ **Screen out** the policy without mitigation or an alternative policy proposed to be adopted (that is, **no** Equality Impact Assessment). The likely impact is **none** in respect of all of equality of opportunity or good relations categories.
- ☒ **Screen out** the policy and **mitigate the impacts on equality by amending or changing the policy**, or by **developing an alternative policy or action** (that is, **no** Equality Impact Assessment). The likely impact is **minor** in respect of one or more of the equality of opportunity or good relations categories.

If the decision is to subject the policy to an equality impact assessment (that is, 'screen in' the policy), please provide details of the reasons.

Not applicable.

If the decision is not to conduct an equality impact assessment (that is, 'screen out' the policy), please provide details for the reasons.

Not applicable.

If the decision is not to conduct an equality impact assessment (that is, 'screen out' the policy), and mitigate the impacts on equality of opportunity by amending or changing the policy, or by developing an alternative policy or action, please provide reasons to support your decision, together with the proposed changes, amendments or alternative policy.

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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.

The CFDD sets out to establish a world-leading Centre of Excellence in Research and Development and Innovation, in food and drug discovery. It is an industry and academic collaboration providing training and employment opportunities for young people, graduates, apprentices and the wider research community, attracting inward investment.

In line with University policy, this policy will be reviewed two years after it has been implemented, and if necessary amended.

Timetabling and prioritising

If the policy had been '**screened in**' for an equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1 to 3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority rating for timetabling the equality impact assessment in terms of effect on equality of opportunity and good relations:

Not applicable.

Priority rating for timetabling the equality impact assessment in terms of social need

Not applicable.

Priority rating for timetabling the equality impact assessment in terms of effect on people's daily lives

Not applicable.

Priority rating for timetabling the equality impact assessment in terms of relevance to the University's functions

Not applicable.

Note: The Total Rating Score will be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the University in timetabling. Details of the University's Equality Impact Assessment Timetable will be included in its quarterly Screening Reports.

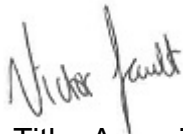
Is the policy affected by timetables established by other relevant public authorities?

Not applicable.

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Approval and authorisation

Screened by:



Position or Job Title: Associate Dean Research and Innovation, Faculty of Life and Health Sciences

Date screened: 07/08/2025

Approved by:



Position or Job Title: Chief People Officer

Date approved: 08/08/2025

Review

This policy is due for review (in terms of its impact on equality of opportunity and good relations) by the policy owner on: 08 August 2027