

**ULSTER UNIVERSITY
SCREENING OF NEW/REVISED POLICIES SEP2018-MAR2019**

Policy Number	Title of Policy / Brief Description of Policy	Outcome of Screening	Reason for Screening Decision Taken
1	<p>People and Culture Strategy</p> <p>Ulster University embarked on a new and ambitious strategic 5-year plan with a strategic vision to take the University to its 50th anniversary in 2034. Restructuring led to the formation of the People and Culture Directorate. The People and Culture strategy aspires to be the difference that makes the difference, creating the conditions, frameworks and approaches to enable our people to achieve and exceed both their own career aspirations and the Five & Fifty ambitions. This will be achieved by building a culture in which we can all flourish, and where brave thinking and values-led behaviour is encouraged and modelled by leaders and colleagues alike.</p> <p>A University, fit for the future and in which we are all proud to work and study.</p>	No EQIA Required	This strategy is likely to have a positive impact on all equality categories. The strategy promotes equality, diversity and inclusion with the development of a separate EDI Strategy and the establishment of a separate EDI section within the Department of People & Culture.

<p>2</p>	<p>Global Engagement Strategy</p> <p>The Global Engagement Strategy 2018-2023 provides an institutional framework for raising global awareness of Ulster University as well as empowering student, staff and alumni to expand their global awareness and enrich their university experience. It will support the 5&50 Strategic Plan to deliver a university with a strong international reputation that furnishes staff and alumni with the skills and knowledge to meet, and benefit from, the challenges in an ever-changing world.</p>	<p>No EQIA Required</p>	<p>We expect all Section 75 equality categories to benefit from this Strategy, specifically minority racial groups. The strategy is designed to promote diversity in the staff and student body, promote good relations and cultural awareness as well as provide opportunities for increased interaction with demographically different groups. With an increase in international staff and students, a greater diversity in faiths is expected on the campuses.</p>
<p>3</p>	<p>Digital Strategy</p> <p>The Digital Strategy sets out the role that digital will have in supporting the 5&50 Strategic Plan. In particular, it is focussed on defining the future-state digital offering for the University's core customers: students, academics and professional services staff.</p>	<p>No EQIA Required</p>	<p>This Strategy is likely to have a positive impact on equality of opportunity for disabled people, as accessibility is a key consideration in the implementation of this strategy.</p>

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4	<p>Rationalisation of Media/Screen provision in Arts, Humanities and Social Sciences</p> <p>The aim of the policy is to rationalise the Faculty's current provision across three campuses in the broad area of screen/media, to avoid duplication and maximise research and teaching opportunities. Consultation took place with a wide range of stakeholders including Trade/Students' Union representatives, Provosts, Heads of School and course teams covered by the widest scope of screen/media definition. This considered how best to maximise the potential of screen/media provision in the widest sense e.g. by improving student employability and placement opportunities, and driving non-regulated development, research and CPD opportunities. Consensus was reached on proposed initiatives, which were developed by staff and presented to the Senior Leadership Team for ratification.</p>	No EQIA Required	Consultation indicated that this policy is unlikely to impact on equality of opportunity or good relations. Staff will be communicated with on an ongoing basis and any adverse impact will be minimised by giving staff the opportunity to indicate their preference to final campus designation.
5	<p>Health, Safety and Wellbeing Policy</p> <p>The policy aims to ensure and enhance the health, safety and wellbeing of employees, students, visitors, contractors and others who may be affected whilst on University premises. Health and safety is a legislative requirement and applies to all groups within the University. The Policy reflects the current legislative provisions.</p>	No EQIA Required	The policy is likely to have a positive impact on the health, safety and wellbeing of everyone, thus ensuring a safe and healthy working environment.

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6	<p>Draft Consultancy Policy</p> <p>The policy sets out parameters within which consultancy activity can be undertaken by Ulster staff, how Ulster will reward and support staff engaging in consultancy, and how consultancy activity will be developed and managed by the Department for Research and Impact.</p>	No EQIA Required	The likely impact is 'none' in respect of all the equality of opportunity and/or good relations categories. The policy is technical in nature and has no relation to equality of opportunity.
7	<p>Electronic Management of Assessment Policy</p> <p>The aim of this policy is to transition as much assessment activity to fully online processes as possible. This relates to assessment submission, grading and feedback.</p> <p>The policy is designed to streamline the assessment workflow for students, academic staff and administrators and allows for enriched feedback opportunities which allow students to feed forward to their next assessments.</p> <p>From a sustainability perspective the policy is designed to reduce the use of paper for submission, grading, feedback, digital archiving and storage. Digital submission also reduces the carbon footprint due to students not needing to travel to submit assignments or receive feedback.</p>	No EQIA Required	The policy is likely to have a positive impact one or more of the equality of opportunity and/or good relations categories.

<p>8</p>	<p>Gifts and Hospitality Policy</p> <p>This Policy provides guidance as to circumstances when it is and is not appropriate to accept gifts, gratuities and hospitality. It is also designed to provide protection for staff members and the organisation on those occasions when a gift has been accepted by recording such gifts and the reasons for acceptance in an accountable and transparent way.</p>	<p>No EQIA Required</p>	<p>The likely impact is 'none' in respect of all the equality of opportunity and/or good relations categories. The guidance is technical in nature and has no relevance to equality of opportunity or good relations.</p> <p>The Audit Committee reviews annually the policy on Gifts and Hospitality and reviews all reported instances of gifts accepted by Ulster University Staff.</p>
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