

ULSTER UNIVERSITY

NEW/REVISED POLICIES EQUALITY SCREENED BETWEEN NOVEMBER 2025 – MARCH 2026

PUBLIC CONSULTATION: APRIL 2026 – JULY 2026

Policy Number	Title of Policy / Brief Description of Policy	Outcome of Screening	Reason for Screening Decision Taken
1	<p>Rights Retention Policy</p> <p>The Policy encourages researchers to retain ownership rights to their scholarly articles and will make it simpler for researchers to meet research funder open access policies more generally.</p>	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 positive .
2	<p>Conflicts of Interest Policy</p> <p>This policy is designed to: assist in identifying conflicts of interest; establish a system to support the disclosure of conflicts of interest; provide guidance to those responsible for dealing with conflicts of interest; and assist in the resolution of conflicts of interest to protect both the parties involved in the disclosure, together with the wider University.</p>	No EQIA required	The likely impact is ' none ' in respect of all the equality of opportunity and good relations categories. The policy is technical in nature and has no relevance to equality of opportunity or good relations.
3	<p>Practical Guidance for Schools and Departments on the Development and Application of Academic Workload Distribution Models</p>	No EQIA Required	The likely impact is minor in respect of one or more of the equality of opportunity or good

	<p>This is an addendum guidance document for the existing document named the Balanced and Appropriate Workload Distribution - Guidance Framework. The guidance sets out to achieve an approach to workload distribution which is based on transparency and fairness, and supports equality, diversity, and inclusion and the wellbeing of its staff.</p>		<p>relations categories, however this impact is positive.</p>
4	<p>Race Charter Bronze Award Action Plan, February 2026</p> <p>The Race Equality Charter Bronze Action Plan aims to advance racial equality across the University through a structured programme of cultural and practice change. The plan sets out targeted actions to identify, reduce and remove systemic barriers that affect staff and students from minority ethnic backgrounds, in line with the University's commitment to the Advance Higher Education (HE) Race Equality Charter.</p>	<p>No EQIA Required</p>	<p>The likely impact is minor in respect of one or more of the equality of opportunity or good relations categories, however this impact is positive.</p>
5	<p>Procurement Policy</p> <p>The purpose of this Policy is to provide a structured, transparent, and accountable framework for the acquisition of goods, services, and works across the University. The Policy is designed to ensure all procurement activity reflects legal, ethical, and</p>	<p>No EQIA Required</p>	<p>The likely impact is none in respect of all equality of opportunity or good relations categories.</p>

	regulatory obligations, and is underpinned by the core objectives of the Procurement Act 2023 (Value for Money, Maximising Public Benefit, Sharing information regarding a procurement tender, acting with integrity).		
6	<p>Endowment Responsible Investment Policy</p> <p>The policy provides an overarching investment approach that aims to consider both capital returns and environmental and social impacts, focusing on the integration of Responsible Investment into investment management processes and ownership practices in the belief that these factors can have a positive societal impact and the recognition that the generation of long-term sustainable returns is dependent on stable, well-functioning and well governed social, environmental and economic systems.</p>	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 positive .
7	<p>Direct Awards Contracts Policy</p> <p>The purpose of this policy is to provide guidance on what constitutes a Direct Award Contract (DAC), what must be considered before one is awarded and the consequences of doing so. It also outlines the process for approving DACs, in line with the Delegated Authority Framework (section 4.29) and</p>	No EQIA Required	The likely impact is none in respect of all of equality of opportunity or good relations categories.

	must be read in conjunction with the University's Procurement Policy.		
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