

ULSTER UNIVERSITY

NEW/REVISED POLICIES EQUALITY SCREENED BETWEEN NOVEMBER 2023 – MARCH 2024

PUBLIC CONSULTATION - 27 MARCH 2024 – 5 JULY 2024

Policy Number	Title of Policy / Brief Description of Policy	Outcome of Screening	Reason for Screening Decision Taken
1	Data Protection Policy The policy aims to standardise the University's approach to Data Protection legislation and to ensure all individuals' personal data is protected.	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or goodrelations categories.
2	Health & Safety Display Screen Equipment Procedure The procedure sets out the responsibilities and steps to be followed to effectively manage use of display screen equipment, to reduce likelihood of harm to those using it, to support disabled people with additional access requirements and to comply with legal 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 likely to be positive.
3	First Aid at Work Procedure The purpose of this procedure is to define the University's method of having first-aid provision for each of their campuses to ensure the University is complying with the Health and Safety (First Aid)	No EQIA Required	The likely impact is ' none ' in respect of all of the equality of opportunity and/or goodrelations categories.

	Regulations (Northern Ireland) 1982 (as amended).		
4	<p>Athena Swan Action Plan</p> <p>The Action Plan aims to advance gender equality within representation and career progression for staff and students as part of the University's commitment to the Athena Swan initiative.</p>	No EQIA Required	<p>The likely impact is 'minor' in respect of one or more of the equality of opportunity categories. However, the Action Plan is likely to have a positive impact for these categories. The Action Plan will be under annual review by the Athena Swan Committee to ensure actions are being met and the desired impact is being achieved in line with the transformed Athena Swan charter. Where appropriate, the Athena Swan Committee will remove or include actions to drive the Plan forward.</p>