

Policy Title: Room name change Y205

Decision: Screen out for EQIA

Contact: Professor Paul A. McCarron

Date of Completion: 17/10/2023

Part 1: Policy Scoping

Information about the policy

Name of the Policy

The proposal is to rename room Y205, which is a teaching room in Y Block, Coleraine campus, to the **Lindsay Gracey Clinical Teaching Suite** in recognition of the life and contribution made to the practice of community pharmacy in Northern Ireland. The funding for the furnishing of the suite is provided by a donation by Northern Pharmacies in recognition of the impact that LINDSAY GRACEY had on community pharmacy in NI.

LINDSAY GRACEY passed away suddenly in June 2020. Not only did LINDSAY GRACEY operate several pharmacies in the Ballymena area, he was a former Chair of the Pharmaceutical Committee of the BSO and played a significant role in working with local government to exploit the potential of pharmacists in delivering healthcare to patients. He was arguably one of the most prominent and influential pharmacists in NI. His continuing support for the School ensured that Ulster students were given access to quality placement opportunities, thereby developing the competencies that would lead to excellent employment opportunities. Furthermore, LINDSAY GRACEY's daughter studied Pharmacy at Ulster University, graduating in 2018, with a Master of Pharmacy with first class honours.

Is this an existing, revised, or new policy?

This is a proposal to rename room Y205, Y Block Coleraine campus in line with the [Policy on the Naming of Ulster University Buildings and Spaces](#).

According to this policy, the naming of buildings or spaces is generally associated with the following scenarios:

- To honour individuals for particular achievement;
- To recognise significant benefaction;
- As part of a commercial contract or agreement;
- To reflect the brand, ethos, history and heritage and the connections (local and global) of the University.

The Policy includes specific guidance on honorary and philanthropic naming of buildings and spaces (such as, using names of people from outside the University for building [or space] names where they have been associated with events or achievements of major significance, or naming a [space] in recognition of a major benefaction linked to that [space]).

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

This proposal is to recognise the significant achievements of an individual in Northern Ireland, which have a direct bearing on the activities in the School of Pharmacy and Pharmaceutical Sciences. The MPharm programme at Ulster has recently undergone re-accreditation to a new set of standards that outlines the need for enhanced clinical teaching to pharmacy students. The School has initiated a new work programme that will convert a previous teaching space into a modern and progressive clinical teaching suite. Work is due to start early in summer 2023.

In order to support the School with the costs of this development, Northern Pharmacies Ltd has offered a donation toward purchasing teaching equipment and has requested that the new suite is named in memory of Lindsay Gracey who served as Chair of the Board.

Ulster University has benefitted from a long-established relationship with the donor company; Northern Pharmacies Ltd. Support to date includes:

- Representation of Northern Pharmacies on the School of Pharmacy and Pharmaceutical Sciences Industry Liaison Panel
- Northern Pharmacies and their associates have provided clinical teaching placements for MPharm Pharmacy, which is an essential part of the MPharm curriculum.

This will provide a specialised area to support 'demonstration and simulated learning' to the new General Pharmaceutical Council (GPhC) standards for MPharm students: [Standards for the initial education and training of pharmacists](#), published in January 2021. The changes importantly place a much greater emphasis on experiential learning. Universities are expected to implement these new standards in their courses. This will include changes to the MPharm degree and the foundation year training, with the aim that future MPharm graduates would be independent prescribers from when they join the register as a pharmacist.

Y205 is due for renovation during the summer 2023 and it is anticipated that the suite will be ready for use during semester one teaching which commences at the end of September.

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
- disability
- dependants

No. This Suite will continue to be available to all stakeholders and will provide an enhanced learning environment for all, regardless of their Section 75 category.

Who initiated or wrote the policy?

The Head of School of Pharmacy and Pharmaceutical Sciences, in conjunction with Northern Pharmacies, initiated the proposal for the room name change. The Director of Development and Alumni Relations received the proposal.

Who owns and implements the policy?

The Ulster University Provost owns the 'Naming of Building and Spaces Policy'. The Director of Estates Services implements the policy.

Implementation factors

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

No

Main stakeholders affected

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

- Students
- Prospective students
- Staff
- Members of the pharmaceutical community

Other policies with a bearing on this policy

What are they and who owns them?

Policy: Statutes and Ordinances

Policy owner: University Secretary

Policy: Financial Regulations

Policy owner: Director of Finance

Policy: Procurement policy and procedures

Policy owner: Director of Finance

Policy: Anti-bribery guidance

Policy owner: University Secretary

Policy: GDPR Policy

Policy owner: University Secretary

Policy: Acceptance of Donations Policy

Policy owner: Director of Development & Alumni Relations

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

Policy owner: The Vice-Chancellor

Policy: Equal Opportunities

Policy owner: Chief People Officer

Policy: Strategy for Learning and Teaching Enhancement

Policy owner: Pro Vice-Chancellor (Academic Quality and Student Experience)

Policy: Wayfinding Strategy

Policy owner: Director of Estates Services

Policy: UUSU Student Council Mandate on Bilingual Signage

Policy owner: Students' Union

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.

Note: Evidence can come from many sources. Examples include the University's management information systems, internal or external research, surveys or consultation exercises. The Equality Commission has produced a guide to [signpost to S75 data](#). Anecdotal evidence, such as feedback from service users may also be used.

Religious Belief

The University's EO data were reviewed. On 6 February 2022, our staff profile was 48.9% Protestant, 51.1% Catholic. Compared with 6 February 2017, this indicates a 4.7% increase in Catholic staff.

In the Academic Year (AY) 2021/22, 66.8% of our students identified as Christian and 10.9% identified as having 'No religion'. Compared with AY 2016/17, 76.3% identified as Christian and 13.5% 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 2022, our staff profile was 94% White, 6% Black and Minority Ethnic (BME). This indicates a 1.7% increase in BME staff compared with 2017.

In AY 2021/22, 7.3% of our students identified as BME. This indicates a 2.7% increase in BME students compared with AY2016/17.

Our BME profile suggests that we are twice as diverse as the local population. The Northern Ireland Census 2021 suggests that 3.45% of the NI population is BME.

Age

The University's EO data were reviewed. On 6 February 2022, over one third (34.5%) of our staff were in the '46-55' age band. 25.8% of staff were in the '36-45' age band and 26% of staff were aged '56 and above', which represents a 4% increase in '56 and above' compared to 2017 (22%).

In AY 2021/22, the majority of students (65.3%) were aged 21 and under 40. This indicates a 4.1% increase in students within this age band compared with AY 2016/17.

Marital Status

The University's EO data were reviewed. In February 2022, 58.4% of staff were 'Married or in a Civil Partnership', a decrease of 5.2% compared to 2017 (63.6%). In AY 2021/22, 69.6% of students were 'Single', an 8.2% decrease compared with AY2016/17.

Sexual Orientation

The University's EO data were reviewed. In 2022, 72% of staff were 'Heterosexual'; 3% were 'LGBT+' and 25% 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 2022, 57.2% of staff were 'Female'. This indicates a 2% increase in female staff compared with 2017.

In AY 2021/22, 59.2% of students were 'Female', a 2.8% increase compared with AY2016/17.

Disability

The University's EO data were reviewed. In 2022, 5.2% of staff declared a disability, an increase of 0.3% compared with 2017.

In AY2021/22, 14.6% of students declared a disability, an increase of 5% compared with AY2016/17.

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 health problem or disability.

Dependants

The University's EO data were reviewed. In 2022, 44.2% of staff had dependants. This indicates a decrease of 4.3% compared with 2017.

In AY2021/22, 13.3% of students declared they had dependants, a decrease of 3.2% compared to A/Y 2016/17.

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

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's ['Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees'](#), 2009 provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of political opinion.

Political Opinion

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's ['Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees'](#), 2009 provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of political opinion.

Racial Group

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's ['Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees'](#), 2009 provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of racial group.

Age

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's '[Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees](#), 2009' provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of age.

Marital Status

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's '[Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees](#), 2009' provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of marital status.

Sexual Orientation

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's '[Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees](#), 2009' provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of their sexual orientation.

Men and Women generally

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's '[Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees](#), 2009' provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of their sex.

Disability

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's '[Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees](#), 2009' provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of their disability.

Dependents

The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. The Equality Commission's '[Promoting a Good and Harmonious Working Environment: A Guide for Employers and Employees](#), 2009' provides further guidance in this regard.

It is envisaged that the enhanced and renamed suite will enhance the opportunities for all staff and students at Ulster University regardless of whether they have dependents.

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. Consultation took place with the Vice-Chancellor via the Senior Leadership Team, the Directors of Marketing and Communications, Estates and Development & Alumni Relations as well as the School of Pharmacy and Pharmaceutical Sciences team.

Consultation also took place with Northern Pharmacies representatives and Lindsay Gracey's widow, on behalf of the immediate family.

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;

- 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 proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

What is the level of impact?

None.

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

This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

Level of impact

None.

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

This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

Level of impact

None.

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

This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

Level of impact

None.

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

This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

Level of impact

None.

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

This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

Level of impact

None.

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

This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

Level of impact

None.

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

This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

Level of impact

None.

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

This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced facilities will benefit all.

Level of impact

None.

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

Religious Belief

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of religious belief.

Political Opinion

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of political opinion.

Racial Group

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of racial group.

Age

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of age.

Marital Status

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of marital status.

Sexual Orientation

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of sexual orientation.

Men and Women generally

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of sex.

Disability

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of disability.

Dependants

No. This proposal is unlikely to impact on equality of opportunity for this category. It is envisaged that the enhanced and renamed suite will enhance the experience of all staff and students engaging with the Pharmacy and Pharmaceutical Sciences at Ulster University. This is regardless of dependants.

2. 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**

This proposal has no relevance to good relations between people of different religious beliefs.

Level of impact

None.

Political Opinion

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

This proposal has no relevance to good relations between people of different political opinions.

Level of impact

None.

Racial Group

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

This proposal has no relevance to good relations between people of different racial groups.

Level of impact

None.

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

Religious Belief

No. This proposal is unlikely to have an adverse impact on good relations between people of different religious beliefs. The proposal has no relevance to good relations.

Political Opinion

No. This proposal is unlikely to have an adverse impact on good relations between people of different political opinion. The proposal has no relevance to good relations.

Racial Group

No. This proposal is unlikely to have an adverse impact on good relations between people of different racial group. The proposal has no relevance to good relations.

Additional considerations**Multiple identity**

4. 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).

No

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

Not applicable

Disability Duties

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

Yes. The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. This project will provide access to enhanced facilities for all.

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

Yes. The University recognises that in all 'naming' decisions it should seek to provide or maintain fair participation on all its campuses, ensuring that its services and facilities are widely utilised by all sections of the community. This project will provide access to enhanced facilities for all.

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.

The likely impact is **none** in respect of all of equality of opportunity or good relations categories. This proposal is to recognise the significant achievements of an individual in Northern Ireland, who had a direct bearing on the activities in the School of Pharmacy and Pharmaceutical Sciences.

This proposal will be reviewed two years post implementation, in line with University policy.

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.

Not applicable

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?

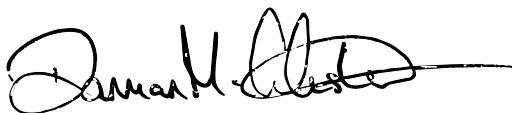
Not applicable

Approval and authorisation

Screened by: 

Position or Job Title: Head of School of Pharmacy and Pharmaceutical Sciences

Date screened: 17/10/23



Approved by:

Position or Job Title: Chief People Officer

Date approved: 19/10/2023

Review

This policy is due for review (in terms of its impact on equality of opportunity and good relations) by the policy owner on: 19 October 2024