**NORTH WEST REGIONAL COLLEGE**

**EQUALITY SCREENING REPORT**

**POLICIES SCREENED IN QUARTER 4 (January 2022 to March 2022)**

| **Policy title** | **Aim of Policy** | **New / existing / revised policy** | **Date of Screening** | **Screening decision** |
| --- | --- | --- | --- | --- |
| Good Practice Guidance on Menopause | The aims of this policy are to: foster an environment in which colleagues can openly and comfortably instigate conversations, or engage in discussions about menopause; ensure everyone understands what menopause is, can confidently have good conversations, and are clear on the College’s policy and practices, supported by HR Services and Occupational Health; educate and inform managers about the potential symptoms of menopause, and how they can support women at work; ensure that women suffering with menopause symptoms feel confident to discuss it and ask for support and any reasonable adjustments so they can continue to be successful in their role; reduce absenteeism due to menopausal symptoms and assure women that we are a responsible employer, committed to supporting their needs during menopause. | Existing | 31 January 2022 | This policy has no adverse impact on any of the nine equality categories |
| Public Information Guidelines | The aim of the guidelines is to ensure the college publishes information, which is accurate, fit for purpose, accessible, timely and legally compliant, to enable the public to engage with the College. In an increasing number of cases, the publicising of this information is mandatory to meet statutory, regular or professional requirements. | Existing | 4 February 2022 | The Policy has no impact on any of the Section 75 equality categories |
| Disciplinary Policy (Student) | The purpose of this procedure is to provide a fair, equitable and consistent arrangement for the handling of situations where disciplinary action against a student is considered necessary.  The formal procedure will not be invoked for offences of a minor nature until the informal procedure has been completed. | Revised | 7 February 2022 | This procedure is applicable to all students regardless of their section 75 categories. There is no impact. All students will be treated equally. The process outlines what action is necessary should disciplinary action be necessary. |
| UK GDPR Guide to Photography/ Videography | The policy aims to assist staff in the correct application of data protection regulations when taking photographs or videos. The College changed its lawful basis for processing images from consent to Legitimate Interests during the 19/20 academic year. The guidance document will ensure the appropriate signage and awareness procedures are carried out by staff when inviting individuals to events etc. Minor update to the Guidance document to the email disclaimer. | Revised | 9 February 2022 | None as this policy has no adverse impact on any of the s.75 categories |
| Student Audio Recording Policy | This policy is in place to enable students with additional needs/disabilities to record lessons, where suitable, under reasonable adjustments. The aim is to promote accessibility for students with additional needs and disabilities. | Existing | 14 February 2022 | Equality impact assessment is not required as there is no adverse impact on any category. |
| Risk Management Policy | This risk management policy forms part of the College’s internal control and corporate governance arrangements. It explains the College’s underlying approach to risk management, whilst documenting the roles and responsibilities of the Governing Body, Senior Management, and other key parties. | Revised | 14 February 2022 | No impact on any of the Section 75 equality categories |
| Fees and Charges Policy | The purpose of this Fees and Charges Policy is to operate fees and charges for the provision of appropriate educational facilities and services so as to recoup a reasonable proportion of expenditure while acting in a fair and equitable manner towards existing and prospective students and other customers. | Revised | 24 February 2022 | No impact on any of the Section 75 equality categories |
| Guidance on Equality Screening | The aim of the Guidance is to provide clarity to policy makers in the College with regards to screening and EQIA requirements. | Existing | 3 March 2022 | No impact as guidance is for use when screening decisions at the college |
| Safeguarding Care and Welfare Policy | The purpose of this policy is to ensure that all students, staff and stakeholders of the College experience an inclusive, enjoyable and safe environment in which they feel respected and valued. The college shares an objective to keep children, young people, adults at risk and adults in need of protection safe from harm. This policy is built upon a foundation of zero tolerance of harm to all children, young people, adults at risk and adults in need of protection and is aligned to the Northern Ireland Adult Safeguarding Partnership (NIASP) statement “Safeguarding is everyone’s business”. | Existing | 9 March 2022 | The policy is for all staff regardless of any of the section 75 equality categories. No-one will have an adverse impact by it being implemented. It is to ensure students whether they are young children, young people, adults at risk and adults in need of protection can be educated in a safe environment |
| Admissions and Enrolments Policy | The aim of this Policy is to provide an admissions framework which ensures applicants access the course most suitable to them, and to ensure that applicants are treated solely on the basis of their merits, ability and potential, thereby providing a fair and equitable process for all. The College aims to provide comprehensive, accurate, user-friendly information and advice to applicants in the admissions process. This is to enable an informed choice of course to be made appropriate to their interests, academic qualifications and potential. | Existing | 11 March 2022 | Policy has no adverse impact on any of the equality categories. The policy aims to provide guidance on the enrolment of all students, regardless of religious belief, political opinion, racial group, age, marital status, sexual orientation, gender, disability or whether they have dependants. The policy itself can be provided in alternative formats where required to assist those whose first language is not English and those who have a disability |
| Fire Safety Policy | The purpose of this policy is to ensure that the College complies with all current legislation. To manage the safe evacuation of all staff/students in the event of an emergency/fire. | Revised | 14 March 2022 | No impact on any of the Section 75 equality categories |
| Tendering Procedures | To provide guidance on the procurement/purchasing of works, equipment, goods and services while obtaining best value for money. | Revised | 14 March 2022 | No impact on any of the Section 75 equality categories |
| Young Adults Carers Policy | North West Regional College is committed to supporting Young Adult Carers and recognises the importance of promoting and supporting students that have caring responsibilities for a family member, partner or friend at their home. NWRC believes that all Young Adult Carers have the right to an education regardless of their commitment to providing care for a family member. When a Young Adult Carer is providing care for someone in their family who has a serious illness, disability or substance misuse problem, he or she may need additional support to ensure they achieve their potential, NWRC recognises this and is committed to ensuring support is in place to support the Young Adult Carer in achieving their qualification. | Existing | 23 March 2022 | The Young Adult Carer policy has been developed to acknowledge the support that may require while young carers are studying at the College. Support plans incorporating student ID cards, access to telephones and consideration of alternative deadlines for submitting work have been put in place. There is no adverse impact on any of the Section 75 categories as other support mechanisms are available for other student carers |