**NORTH WEST REGIONAL COLLEGE**

**EQUALITY SCREENING REPORT**

**POLICIES SCREENED IN QUARTER 2 (July 2024 to September 2024)**

| **Policy title** | **Aim of Policy** | **New / existing / revised policy** | **Date of Screening** | **Screening decision** |
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| Good Relations Policy | The aims of this Policy are to ensure that equity and respect for difference are placed at the heart of the College’s structures, systems and culture; and to go beyond complying with legislation by ensuring organisational commitment to the principles and practices of equity, diversity and interdependence. | Existing | 5 August 2024 | There is no adverse impact as the Policy outlines the college’s plan to treat all employees, students and stakeholders with respect and dignity. Also, the College will seek to provide a positive learning and working environment, free from political, religious or racial discrimination, harassment or victimisation |
| Race Equality Policy | The aim of the policy is to promote equality on the grounds of race and to create a working and learning environment based on positive relations. | Existing | 5 August 2024 | There is no adverse impact as the Policy outlines the college’s plan to treat all staff, students and applicants with respect and dignity, and seek to provide a positive working and learning environment free from racial discrimination, harassment or victimisation. |
| Student Period Dignity Guidance for Staff | The aims of the policy are   * ensure that students, staff and parents/carers understand the term ‘period dignity’; * promote period dignity in the College and ensure that everyone who needs them has free access to period products; * ensure that all students, staff and parents/guardians understand the impact of periods on the emotional, mental, social and educational well-being of students; * enable students to achieve their potential by reducing any barriers they may experience due to periods; * reduce stigma/taboo in relation to periods by providing all students with information on periods; * have a positive impact on student confidence, well-being, attendance and attainment. | Existing | 5 August 2024 | The aim of the policy is to support students and offer guidance in relation to period dignity in the College regardless of having a disability. |
| Deaf Awareness Resource Pack | To provide support for staff and students in relation to deaf awareness (was part of the Louder than Words Chartermark which is no longer in existence). | Existing | 7 August 2024 | No impact on any of the nine equality categories. The guidance supports the availability of resources to help people who are deaf or hard of hearing. |
| Basement Store Procedures | The aim of the policy is to facilitate a secure location for the archiving of records for as long as they are required to support College Operations. | Revised | 13 August 2024 | The aim of the procedure is to provide guidance in relation to the correct process in archiving departmental/section documents regardless of any of Section 75 equality data. |
| Data Protection Policy | The College functions require us to process personal data, primarily to perform our statutory functions to deliver education and training in the Further Education sector to our students and administer contracts with our employees, workers, contractors, agency workers, consultants and suppliers and to comply with our legal obligations (for example health and safety and reporting to the Department for the Economy). Therefore this policy sets out what the College expects of all its employees, workers, contractors, agency workers, consultants, directors, students, in order to comply with Data Protection legislation. | Revised | 13 August 2024 | The Policy is a legislative requirement and has no impact on any of the Section 75 equality categories. |
| Sector FOI Procedures | The purpose of this procedure is to guide the College in its management of Information requests, outline roles and responsibilities and to establish procedures for the management of requests under:   * Freedom of Information Act 2000 | Revised | 14 August 2024 | No negative impact on all nine equality categories. |
| Sector Environmental Information Regulations Procedures | The purpose of this procedure is to guide the College in its management of Information requests, outline roles and responsibilities and to establish procedures for the management of requests under:   * Environmental Information Regulations 2004 | Revised | 14 August 2024 | No negative impact on all nine equality categories. |