**NORTH WEST REGIONAL COLLEGE**

**EQUALITY SCREENING REPORT**

**POLICIES SCREENED IN QUARTER 1 (April 2022 to June 2022)**

| **Policy title** | **Aim of Policy** | **New / existing / revised policy** | **Date of Screening** | **Screening decision** |
| --- | --- | --- | --- | --- |
| English and Maths Strategy | The aim of the strategy is to raise the standard and outcomes of English and Mathematics across the student body | Existing | 6 May 2022 | Strategy identifies the actions needed to increase success rates of students in essential skills courses regardless of a student’s disability. It offers support to assist students therefor there is no impact |
| Mental Health and Wellbeing Policy | The aim of this policy is to:   1. support and promote positive mental health and wellbeing for all employees; 2. strive to identify and reduce/prevent potential risk to mental health of College employees; and 3. create an open and inclusive workplace which displays respect for mental ill health. | Existing | 6 May 2022 | No impact as policy promotes equality on the grounds of mental health disability |
| Cultural Diversity Code of Practice (Staff and Students) | The aim of the policy is to provide staff and students with guidance and responsibilities to ensure the College creates a working and learning environment based on positive relations between members of different racial groups. | Existing | 11 May 2022 | This policy is specifically centred towards staff and students from different racial groups therefore has no impact. The college has considered current staff and students and potential ones. |
| Breastfeeding Policy | To facilitate and support breastfeeding mothers in the workplace and during their education.  The North West Regional College recognises the importance of breastfeeding for both mother and baby and supports and promotes breastfeeding. The College provides facilities and the support necessary to enable mothers in their employment to balance breastfeeding with their work, as well as supporting students who are breastfeeding | Revised | 19 May 2022 | The aim of the policy is to support and promote breastfeeding in the College. There is no impact with respect to all equality categories, rather it ensures that the College will endeavour to ensure all staff and students are aware the Policy is in place. |
| Children on College Premises Policy | The College has a “duty of care” for the health and safety of all visitors to its campuses. On normal day to day business of the College, campuses are not intended to have children in attendance. This guidance highlights processes to ensure the safety of children that are given access to campuses. The guidance considers instances that are unplanned. It is not intended to restrict the attendance of children at planned events. | New | 19 May 2022 | The aim of the policy is to provide guidance on having children on College premises. It is relevant to all equality categories. Consideration has been given to planned events such as graduation. The policy outlines the need for the health and safety of all visitors on college sites |
| Attendance Policy | This policy outlines the approach taken by North West Regional College (NWRC) to promote maximum attendance and punctuality as an approach to attain optimum student achievement. The Policy will work in line with the college Student Retention Strategy, to ensure that early interventions are in place to support student success. This policy includes responsibilities of students and staff, and it covers the specific monitoring of attendance for students in receipt of financial support. The policy applies to all learning - face-to-face or remote and covers all full time, Further & Higher Education, Training for Success Apprenticeships and substantial part time courses inclusive of community provision. | Revised | 20 May 2022 | There is no impact on equality in relation to this policy. All students will be treated equally and support provided as necessary to reduce absenteeism. |
| Dress Code Policy | Under Section 75 of the Northern Ireland Act 1998, the North West Regional College is committed to promoting good relations between persons of different religious belief, political opinion or racial group.  The College wishes to create a good and harmonious learning environment and atmosphere in which no student feels under threat or intimidated because of their religious belief or political opinion. The College therefore prohibits the wearing of any items which are likely to give offence or cause apprehension among particular groups of students. | Revised (former Sportswear Policy) | 26 May 2022 | There is no impact on equality in relation to this policy. All students will be treated equally. |
| Recruitment and Selection Policy | The aim of this policy is to promote good practice among all persons involved in making selection decisions and carrying the responsibility for implementing equality of opportunity. | Revised | 29 June 2022 | This Policy will ensure equality of opportunity regardless of the Section 75 equality category in which job applicants may fall. |