**NORTH WEST REGIONAL COLLEGE**

**EQUALITY SCREENING REPORT**

**POLICIES SCREENED IN QUARTER 3 (October 2023 to December 2023)**

| **Policy title** | **Aim of Policy** | **New / existing / revised policy** | **Date of Screening** | **Screening decision** |
| --- | --- | --- | --- | --- |
| Employee Domestic Abuse Policy | The aim of this policy is to:   * Provide support to staff experiencing domestic abuse * Raise awareness of the effects of domestic abuse * Ensure North West Regional College provides a safe working environment for all staff. | Revised | 27 September 2023 | As the policy aims to provide all staff with an assurance that they will be supported in circumstances relating to domestic abuse, no equality issues were identified that warrant an EQIA. |
| Network Access and Authentication Policy | The purpose of this policy is to describe what steps must be taken to ensure that users connecting to the College network are authenticated in an appropriate manner, in compliance with College standards, and are given the least amount of access required to perform their job function. | Existing | 28 September 2023 | No as policy is guidance to explain the need for authentication regardless of equality category |
| Student Disciplinary Policy | 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. | Existing | 6 October 2023 | There is no Equality Impact assessment necessary as the policy is guidance for the processes in place when it becomes necessary for the need to discipline a student. There is no impact on any of the Section 75 equality categories. |
| Code of Conduct | The College is committed to certain standards of conduct expected in public life of employees in relation to any College business or activity in which they may be involved. This policy outlines the framework which sets appropriate standards relevant to the College’s Vison, Mission and Values. | Revised | 16 October 2023 | This policy has no impact on the 9 equality categories |
| Breastfeeding Policy | 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. | Existing | 19 October 2023 | As the policy aims to provide all staff with an assurance that they will be supported in circumstances relating to breastfeeding, no equality issues were identified that warrant an EQIA. |
| Responding to Student Death Procedure | This procedure is intended to provide guidance to staff and to identify appropriate lines of communication and areas of responsibility for those handling the consequences of a student death. | Revised | 20 October 2023 | There is no Equality Impact assessment necessary as the policy is guidance for the processes in place when staff are made aware of a student passing. There is no impact on any of the Section 75 equality categories. |
| Flexitime Scheme | To enable staff to plan working hours to balance their personal needs with those of the College, thus increasing the efficiency of the organisation and staff work/life balance. | Revised | 20 October 2023 | No impact on any of the Section 75 categories for relevant support staff |
| Code of Practice – Systems Administrators and Library Personnel | The purpose of this code is to ensure that the rights of staff (teaching and support) and students are protected. The document defines the processes that may be undertaken in terms of monitoring the usage of all computer systems owned or operated by the College | Revised | 15 November 2023 | No negative impact on all nine equality categories |
| ICT Acceptable Use Policy | The intentions for publishing an Acceptable Use Policy are not to impose restrictions that are contrary to North West Regional College’s established culture of openness, trust and integrity. This policy is aimed at protecting the North West Regional College's employees, partners, students and the College itself from illegal or damaging actions by individuals, either knowingly or unknowingly. The objective is to maximise the benefits of the North West Regional College’s computer resources and minimise potential liability. | Existing | 15 November 2023 | No: as the objective of this policy is to maximise the benefits of the North West Regional College’s computer resources and minimise potential liability. All staff and students need to adhere to this policy regardless of any of the 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 | 27 November 2023 | No impact on any of the Section 75 equality categories |
| Poster and Banner Policy | This policy is designed to regulate the use of posters and banners in public spaces across the College and applies to all North West Regional College staff, contractors and visitors. Posters may be displayed in public spaces on campus only if they comply with the procedures outlined in this document. To ensure effective methods of visual promotion of services and activities are implemented in the College in a managed and consistent manner | New | 5 December 2023 | There is no Equality Impact assessment necessary as the policy is guidance for the processes in place on posters and banners managements. This policy is of technical character. There is no impact on any of the Section 75 equality categories. |