

SECTION 75 POLICY SCREENING FORM

Section 75 Statutory Equality Duties

<http://www.equalityni.org/S75duties>

The promotion of equality of opportunity entails more than the elimination of discrimination. It may also require proactive measures to be taken to maintain and secure equality of opportunity.

Section 75 (1) requires the University in carrying out its functions, powers and duties to have *due regard to the need to promote equality of opportunity* between –

- persons of different religious belief, political opinion, racial group, age, marital status, or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependants and persons without.

Without prejudice to the obligations set out above, the University is also required to:

- a) have *regard to the desirability of promoting good relations* between persons of different
 - religious belief
 - political opinion; or
 - racial group
- b) meet legislative obligations under the Disability Discrimination Order.

What is a policy?

The Equality Commission for Northern Ireland state in their guidance¹ that the term 'policy' is used to denote any strategy, policy (proposed/amended/existing) or practice and/or decision, whether written or unwritten.

The University's Equality Scheme reflects the Equality Commission's definition of a policy and this should be applied in determining what needs to be screened.

If you are in doubt, please contact the Diversity and Inclusion Unit for advice. Equality screening guidance is also available at [Queen's website](#) or by contacting the Diversity and Inclusion Unit.

Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

It should be remembered that the Section 75 statutory duties apply to internal policies (relating to people who work for the University), as well as external policies (relating to those who are, or could be, served by the University).

¹Section 75 of the Northern Ireland Act 1998, A Guide for Public Authorities' (April 2010), page 30. A policy may include planning decisions, service changes, corporate strategies, policy development, practices, guidelines, procedures and protocols; board papers

A. Information about the policy

Name of the policy to be screened and description

Advanced Manufacturing Innovation Centre (AMIC) Outline Business Case, Belfast Region City Deal

Is this an existing, revised or a new policy? (please append policy to the screening form)

New

What is it trying to achieve? (intended aims/outcomes)

Are there any Section 75 categories which might be expected to benefit from the policy?

If so, explain how.

Yes

If so, explain how.

AMIC has been developed in order to bring benefits to the regional economy in general, including through providing (and working in partnership with others to provide) a broader range of education and training opportunities in key sectors than currently exist, which will potentially be of benefit to the following Section 75 categories: women, younger people, older people, people with a disability as well as encouraging racial and political diversity.

AMIC will provide employment opportunities, including during the construction phase. Stakeholders during construction and beyond will be encouraged to engage with the BRCD programme and the facilities and provisions being offered in order to enhance their wider employability and skills, with an ultimate aim of creating accessible high value jobs and harnessing inclusivity in innovation taking place in the centres, and in a wider ecosystem.

AMIC's skills provision, including apprenticeships, also has potential to improve lives and livelihoods by equipping individuals in highly specialised areas, and qualifying them for better-paid employment opportunities as a result.

Who initiated or wrote the policy?

Queen's University Belfast is the sponsor for the project. The OBC was developed by EY consultants based on input from the QUB AMIC project team. The project has been developed in line with the wider City Deal framework developed by the Ministry of Housing, Communities & Local Government (MHCLG), and the Belfast Region City Deal (BRCD) Economic Strategy developed by BRCD partners: six councils, three government departments (DfI; DfE; DfC), NDGBs (e.g. Tourism NI), local colleges and universities (e.g. BMC, UU, QUB).

Directorate responsible for devising and delivering the policy?

QUB City Deal Programme Team (comprising Queen's staff seconded from Directorates including Research and Enterprise (R&E), Finance, Estates, and Marketing, Recruitment, Communications & Internationalisation (MRCI)).

Background to the Policy to be screened.

Include details of any pre- consultations/consultations which have been conducted and/or whether the policy has previously been tabled at the University's Operating Board or the Standing Committee of the Senate.

Background to the Belfast Region City Deal (BRCD)

A City Deal is an agreement between government and a city, giving the city and its surrounding area certain powers and freedom to:

- take charge and responsibility of decisions that affect area;
- do what they think is best to help businesses grow;
- create economic growth and employment
- decide how public money should be spent.

The BRCD Heads of Terms signed in March 2019 outlined both the UK and the NI Government's commitment to developing a City Deal for the Belfast Region.

Along with targeted investment in infrastructure and tourism, a significant element of the investment programme is a proposal to transform the Belfast Region's innovation and digital capabilities. This will involve creating global centres of innovation excellence in priority growth sectors and enhancing digital connectivity and data analytics capabilities across the Belfast Region.

The Deal provides £350m provisional funding for a package of investments focused in the Innovation and Digital domains that will create significant economic impact, subject to the submission of fully developed OBCs. The investment spans five key sectors – Advanced Manufacturing, AI and Data Analytics, Health and Life Sciences, Med-Tech and Creative Industries.

Background to the Advanced Manufacturing Innovation Centre project

The Advanced Manufacturing Innovation Centre (AMIC) project is the investment proposition resulting from a shared vision for advanced manufacturing in Northern Ireland, developed by industry, academia and government.

It will deliver this vision through a network of facilities that will bring coherence and focus on key regional R&D strengths. AMIC's main capability will be provided via a new Factory of the Future facility that will be equipped with state-of-the-art equipment specified by industry to support multiple industries, sectors and technologies in their digital transformation and in addressing major industrial challenges.

AMIC will also comprise existing innovation centres, namely the Northern Ireland Technology Centre (NITC), Polymer Processing Research Centre (PPRC), thus consolidating existing assets and focusing on the delivery of services to industry. There will also be targeted equipment investments and capability uplift within the existing Northern Ireland Advanced Composites and Engineering facility (NIACE). NIACE will transition to become an AMIC Technology Centre, focusing on advanced future materials and advanced manufacturing, particularly in areas such as composites and advanced thermoplastics.

This network will be supported by a Manufacturing Institute (AMIC Campus) covering early stage research and education delivery, and will be the front end of the research pipeline. AMIC Campus will not receive BRCD funding and will be funded by Queen's.

Together, AMIC consolidates world-class academic research, globally leading companies and targeted investments in existing strengths and future technologies to create a sustainable future for the Centre and to deliver ambitious growth for businesses in Northern Ireland and the UK.

AMIC will combine a comprehensive and collaborative regional innovation support system for the Advanced Manufacturing, Advanced Materials and Advanced Engineering (AMME) sectors of NI industry, with selected niche areas of national competitiveness. AMIC aims to become the single front door for the Belfast Region and our partner Regions, a unifying brand for manufacturing innovation in NI, a recognised national asset in the UK and to gain global reputation and esteem for its innovation outputs and industrial impact.

AMIC will provide high quality Innovation support to manufacturing and advanced engineering industry by bringing together world class academic expertise, advanced industrial practice from commercial partners and the specialist facilities needed to execute innovation R&D projects in our target industry sectors, together with supporting research, training and technical services.

The plan and ambition for AMIC is:

- To be the springboard for manufacturing innovation in Northern Ireland;
- To provide industry with access to the very latest manufacturing technology and Industry 4.0 smart automation, supported by experienced, professional engineers;
- To accelerate new technologies through the innovation phase by:
 - Solving real-world industrial challenges through R&D
 - Enabling NI companies to access global markets
- To create a unique environment where companies can develop prototypes, demonstrate scale-up, and experiment with new processes, materials and smart technologies, before implementing in their own factories;
- To provide a technological response to major challenges including: (i) the drive for green and sustainable products such as the net zero carbon roadmap for aerospace, and the hydrogen economy, and (ii) a Covid-19 related support to NI manufacturing and technology companies involving a rapid response effort to cover immediate needs and a set of strategic measures to support repurposing capabilities, product differentiation and export driven growth, and
- To support an innovation landscape which encourages technology pull-through from University laboratories to a pre-commercialisation scale in collaboration with industry.

Approvals:

The AMIC OBC has been approved internally by the QUB BRCD Internal Oversight Group, and externally by the BRCD Innovation Programme Board and the BRCD Executive Board.

Queen's involvement in the BRCD and commitment of funds to the project has been approved by the University's Senate at the meeting on 22 June 2021.

B. Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy? YES

If yes, are they

Financial? YES The proposals are contingent on the requested £68.7m capital funding and £10m contribution to core operating costs being made available via BRCD.

Legislative? NO

other?(please specify) _____

C. Main stakeholders affected

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

- Staff: Some current and future staff and students of the QUB Faculty of Engineering and Physical Sciences, and staff of NIACE and NITC.
- service users:
- other public sector organisations: Ulster University is a key project partner. AMIC has a strategic agreement with Mid and East Antrim Borough Council to work together, and the South West College to deliver skills and training.
- voluntary/community/trade unions
- other, please specify ___Industrial stakeholders_____

D. Other policies with a bearing on this policy

- what are they? (please list)
 - BRCD Industrial Strategic Framework (Belfast City Council)
 - 10X Economy (Department for the Economy)
 - UK R&D Roadmap, July 2020 (BEIS)
 - Strategy 2030 (QUB)
 - Programme for Government for Northern Ireland, 2016-2021
 - Advanced Manufacturing, Materials & Engineering Report, 2016 (Matrix NI)
 - UK Industrial Strategy: Building a Britain fit for the future (2017)
 - Economy 2030: NI Draft Industrial Strategy
 - Made Smarter Review, 2017 (Industry-led report to UK Government)
- who owns them?

The relevant policies have a range of owners as indicated above, arising from the fact that the BRCD is a partnership between national, regional and local government, and other stakeholders such as universities.

E. Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

This means any data or information you currently hold in relation to the policy or have gathered during policy development. Evidence to inform the screening process may take many forms and should help you to decide who the policy might affect the most. It will also help ensure that your screening decision is informed by relevant data.

Section 75 category	Details of evidence/information																																				
Religious belief	<p>Under Fair Employment legislation, the University has a statutory duty to monitor the religious composition of the workforce and applicants.</p> <p><u>QUB Staff Profile</u></p> <p>These statistics reflect our Workforce Composition by NI Community Background as at June 2021:</p> <table border="1" data-bbox="435 1061 1161 1301"> <thead> <tr> <th>Community Background</th> <th>No. of Staff</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Not Known</td> <td>157</td> <td>3.61%</td> </tr> <tr> <td>Non Determined</td> <td>1069</td> <td>24.55%</td> </tr> <tr> <td>Protestant</td> <td>1440</td> <td>33.07%</td> </tr> <tr> <td>Roman Catholic</td> <td>1688</td> <td>38.77%</td> </tr> <tr> <td>Total</td> <td>4354</td> <td>100.00%</td> </tr> </tbody> </table> <p><u>QUB Student Profile</u></p> <p>Our Student HESA data for 2019-2020 shows our student profile by Religion:</p> <table border="1" data-bbox="435 1464 1153 1731"> <thead> <tr> <th>Community Background</th> <th>No. of Students</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>No Religion or Not Known</td> <td>3324</td> <td>17.39%</td> </tr> <tr> <td>Other</td> <td>327</td> <td>1.71%</td> </tr> <tr> <td>Protestant</td> <td>6509</td> <td>34.05%</td> </tr> <tr> <td>Roman Catholic</td> <td>8954</td> <td>46.85%</td> </tr> <tr> <td>Total</td> <td>19,114</td> <td>100.00%</td> </tr> </tbody> </table> <p><u>Population Profile - Census 2011 figures on Religion:</u></p> <p>The population of Northern Ireland on Census Day 2011 was 1,810,863 and population profile by Religion was:</p> <ul style="list-style-type: none"> 45.14% of population from a Catholic background; 	Community Background	No. of Staff	%	Not Known	157	3.61%	Non Determined	1069	24.55%	Protestant	1440	33.07%	Roman Catholic	1688	38.77%	Total	4354	100.00%	Community Background	No. of Students	%	No Religion or Not Known	3324	17.39%	Other	327	1.71%	Protestant	6509	34.05%	Roman Catholic	8954	46.85%	Total	19,114	100.00%
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	<ul style="list-style-type: none"> • 48.36% of population from Protestant and other Christian background; and • 6.51% of population from other religions, no religion or religion not stated. <p><u>Qualitative Information</u></p> <p>We reviewed Sheffield University's Muslim Prayer Rooms on Campus Policy which outlines the provision of prayer facilities which the university provides in several locations on campus.</p> <p>Queen's University Belfast currently has one Well-Being Room based in the Main Site Tower, and various Quiet Rooms throughout the Campus (two additional Quiet Rooms will be available in the new Student Centre) which can be booked and used by those individuals who observe prayer times.</p>																																				
<p>Political opinion</p>	<p>We do not collect data in relation to staff political opinion(s).</p> <p>We do not make assumptions on staff political opinion(s) based on staff community background.</p>																																				
<p>Racial group</p>	<p>These statistics reflect our Workforce Composition by Ethnicity as at June 2021:</p> <table border="1" data-bbox="432 1021 1152 1227"> <thead> <tr> <th>Ethnicity</th> <th>No. of Staff</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Not Known</td> <td>244</td> <td>5.60%</td> </tr> <tr> <td>BAME</td> <td>314</td> <td>7.21%</td> </tr> <tr> <td>White</td> <td>3796</td> <td>87.18%</td> </tr> <tr> <td>Total</td> <td>4354</td> <td>100.00%</td> </tr> </tbody> </table> <p><u>QUB Student Profile</u></p> <p>These statistics reflect our Student HESA data for 2019-2020 by Ethnicity:</p> <ul style="list-style-type: none"> • 95.38% of our students identified as White; and • 4.62% identified as Black Minority Ethnic (BME). <p>Of those students who identified as Black Minority Ethnic:</p> <table border="1" data-bbox="432 1541 1152 1800"> <thead> <tr> <th>Ethnicity</th> <th>No. of Students</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>487</td> <td>53.34%</td> </tr> <tr> <td>Black</td> <td>134</td> <td>14.68%</td> </tr> <tr> <td>Mixed</td> <td>222</td> <td>24.32%</td> </tr> <tr> <td>Other</td> <td>70</td> <td>7.67%</td> </tr> <tr> <td>Total</td> <td>913</td> <td>100.00%</td> </tr> </tbody> </table> <p><u>Population Profile (Census 2011)</u></p> <p>The 2011 Northern Ireland Census recorded the following statistics regarding Ethnicity:</p> <table border="1" data-bbox="432 1989 1174 2029"> <thead> <tr> <th>Ethnicity</th> <th>No. of Usual Residents</th> <th>%</th> </tr> </thead> </table>	Ethnicity	No. of Staff	%	Not Known	244	5.60%	BAME	314	7.21%	White	3796	87.18%	Total	4354	100.00%	Ethnicity	No. of Students	%	Asian	487	53.34%	Black	134	14.68%	Mixed	222	24.32%	Other	70	7.67%	Total	913	100.00%	Ethnicity	No. of Usual Residents	%
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White	1,742,231	96.21%
Chinese	6,338	0.35%
Irish Traveller	1,268	0.07%
Indian	6,157	0.34%
Pakistani	1,087	0.06%
Bangladeshi	543	0.03%
Other Asian	5,070	0.28%
Black Caribbean	362	0.02%
Black African	2,354	0.13%
Black other	905	0.05%
Mixed	5,976	0.33%
Other	2,354	0.13%
Total	1,810,863	100.00%

Therefore, the broad ethnicity by population of Northern Ireland on Census Day 2011 was;

- BAME: 1.79% (32,415)
- White: 96.21% (1,742,231)
- Not Known: 2.0% (36,217)

Language

According to the 2011 Census, the most prevalent language in Northern Ireland other than English was Polish (17,700 people, 1.0%) while rates for other languages included:

- Lithuanian (6,300 people, 0.4%);
- Irish (4,200 people; 0.2%);
- Portuguese (2,300)
- Slovak (2,300)
- Chinese (2,200)
- Tagalog/Filipino (1,900)
- Latvian (1,300)
- Russian (1,200)
- Malayalam (1,200)
- Hungarian (1,000) - all 0.1%. (NISRA, 2011)

We looked at the 2011 Census data in respect of those who were asked to indicate their ability to speak, write or understand Irish and Ulster Scots.

Among usual residents aged 3 years and over, 10.65 % had some ability in Irish and 8.08% had some ability in Ulster Scots.

The proportion of people in NI aged over 3 years who could speak, read and write and understand Irish (3.74%) was higher than that for Ulster Scots (0.94%).

4.06% said they could understand but not speak, read or write Irish. 5.30% said they could understand but not speak, read or write Ulster Scots.

In relation to bi-lingual signage for buildings and infrastructure, we are aware of the commitments on language in the Belfast/ Good Friday Agreement 1998, the

Northern Ireland (St Andrew's Agreement) Act 2006, and the Stormont House Agreement 2014.

We have also reviewed the "New Decade, New Approach" document – specifically Part 2: Northern Ireland Executive Formation Agreement; Rights, Language and Identity (paras 25 -29) and Annex E.

As a public authority as defined by the Public Services Ombudsman Act (Northern Ireland) 2016, we are aware that:

- A new cultural framework will provide for legislation to establish the establishment of a new Office for Identity and Cultural Expression, alongside new Commissioners to enhance and develop the Irish Language and Ulster Scots / Ulster British tradition in Northern Ireland.
- There will be a need for all public authorities to pay "due regard" to the principles set out in the new legislation and it is anticipated that this Office will provide guidance to public authorities on monitoring and reporting on compliance with the legislation, promoting best practice, and regularly auditing public authorities on how they have respected and accommodated the cultural expression of minorities within their area of responsibility.
- There will be a consultation with public authorities on the development of those best practice standards – and categories of same; each public authority will be allocated to a category on the basis of "set criteria" such as "level of interaction with the public", "number of employees" and "established need" and there will be a "sliding scale" of standards for public authorities.
- Commissioners will engage with public authorities how they will fulfil requirements under the best practice standards by developing their own implementation plans.

We reviewed guidance and publications produced by the Equality Commission for NI (2009) which stated that "The use of languages other than English, for example in corporate logos and communications, will not, in general, constitute an infringement of a good and harmonious working environment...However, the Commission also notes that decisions on this must rest with the employer and should be based on relevant policies and procedures that are proportionate, reasonable and appropriate to the context in which the organisation operates. They should be compliant with the requirement and principles of equality of opportunity."

We reviewed the Equality Commission's response to the Department of Culture, Arts and Leisure on Proposals for an Irish Language Bill (2015) and the reaffirmation of their position to the Committee of Experts on European Charter for Regional and Minority Language (COMEX) in 2013 and 2018 in which they stated: "The Commission considers that the use of minority languages, particularly Irish or Ulster Scots languages in Northern Ireland for common or official purposes would normally and objectively be considered to be a neutral act that would not be discriminatory" and reiterated their 2009 advice that "decisions on this must rest with the employer and should be based on relevant policies and procedures that are proportionate, reasonable and appropriate to the context in which the organisation operates."

We also reviewed the positions taken by a number of government departments, councils and public authorities in Northern Ireland – including but not limited to the former Department of Culture, Arts and Leisure; the former Department for Infrastructure, Belfast City Council, Newry and Mourne District Council and the Northern Ireland Policing Board.

Age	<p>These statistics reflect our Workforce Composition by Age as at June 2021:</p> <table border="1" data-bbox="435 427 962 947"> <thead> <tr> <th>Age</th> <th>No. of Staff</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>25-29</td> <td>329</td> <td>7.58%</td> </tr> <tr> <td>30-34</td> <td>599</td> <td>13.80%</td> </tr> <tr> <td>35-39</td> <td>685</td> <td>15.78%</td> </tr> <tr> <td>40-44</td> <td>727</td> <td>16.75%</td> </tr> <tr> <td>45-49</td> <td>599</td> <td>13.80%</td> </tr> <tr> <td>50-54</td> <td>540</td> <td>12.44%</td> </tr> <tr> <td>55-59</td> <td>474</td> <td>10.92%</td> </tr> <tr> <td>60-64</td> <td>260</td> <td>5.99%</td> </tr> <tr> <td>65+</td> <td>78</td> <td>1.80%</td> </tr> <tr> <td>73</td> <td>1</td> <td>0.02%</td> </tr> <tr> <td>Under 25</td> <td>49</td> <td>1.13%</td> </tr> <tr> <td>Total</td> <td>4341</td> <td>100.00%</td> </tr> </tbody> </table> <p><u>QUB Student Profile</u></p> <p>We reviewed our Student HESA data for 2019-2020 which showed:</p> <ul style="list-style-type: none"> • 34.4% of Queen's students were under 21 years of age; and • 65.6% were over the age of 21. <p><u>Population Profile (Census 2011)</u></p> <p>The population demographic by age within Northern Ireland recorded in the 2011 Northern Ireland Census recorded the following statistics regarding the age of the usual residents:</p> <table border="1" data-bbox="435 1384 1018 1648"> <thead> <tr> <th>Age</th> <th>No. of Usual Residents</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Children (under 16)</td> <td>379,376</td> <td>20.95</td> </tr> <tr> <td>Working age (16-64)</td> <td>1,167,826</td> <td>64.49</td> </tr> <tr> <td>65-84</td> <td>232,334</td> <td>12.83</td> </tr> <tr> <td>85+</td> <td>31,328</td> <td>1.73</td> </tr> <tr> <td>Total</td> <td>1,810,863</td> <td>100.00%</td> </tr> </tbody> </table>	Age	No. of Staff	%	25-29	329	7.58%	30-34	599	13.80%	35-39	685	15.78%	40-44	727	16.75%	45-49	599	13.80%	50-54	540	12.44%	55-59	474	10.92%	60-64	260	5.99%	65+	78	1.80%	73	1	0.02%	Under 25	49	1.13%	Total	4341	100.00%	Age	No. of Usual Residents	%	Children (under 16)	379,376	20.95	Working age (16-64)	1,167,826	64.49	65-84	232,334	12.83	85+	31,328	1.73	Total	1,810,863	100.00%
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Separated	66	1.52%
Prefer not to say	90	2.07%
Divorced	122	2.80%
Other	144	3.31%
Not Known	195	4.48%
Single	1324	30.41%
Married	2346	53.88%
Total	4354	100.00%

QUB Staff Profile

These statistics reflect our Workforce Composition by Marital Status as at June 2020

Marital Status	No. of Staff	%
Widowed	30	0.69%
Civil Partnership	37	0.85%
Separated	66	1.52%
Prefer not to say	90	2.07%
Divorced	122	2.80%
Other	144	3.31%
Not Known	195	4.48%
Single	1324	30.41%
Married	2346	53.88%
Total	4354	100.00%

QUB Student Profile

We reviewed our 2019-2020 Student HESA data which showed that:

- 78.72% of were single;
- 10.64% were married or in a civil partnership;
- 1.85% were cohabiting;
- 0.53% were divorced or civil partnership dissolved;
- 0.51% were separated (but still legally married); and
- 0.29% were widowed.

Population Profile (Census 2011)

The 2011 Northern Ireland Census recorded the following statistics regarding marital status of persons over the age of 16 within Northern Ireland:

Marital Status	No. of All usual residents aged 16 and over	
	aged 16 and over	%
Single	517359	36.14%
Married	680840	47.56%
Civil Partnership	1288	0.09%
Separated	56975	3.98%

Divorced	78019	5.45%
Widowed	97058	6.78%
Total	1,431,540	100.00%

Sexual orientation

QUB Staff Profile

These statistics reflect our Workforce Composition by Sexual Orientation as at June 2021:

Sexual Orientation	No. of Staff	%
Of either sex	49	1.13%
Of the same sex	146	3.35%
I do not wish to answer	437	10.04%
Not Known	563	12.93%
Of a different sex	3159	72.55%
Total	4354	100.00%

Population Profile (Census 2011)

No official data is available. However, estimates for the LGBT+ population range from 0.3-10% using different sources. A commonly used estimate of LGB people in the UK, accepted by [Stonewall UK](#), is approximately 5-7% of the population.

Men and women generally

QUB Staff Profile

These statistics reflect our Workforce Composition by Gender as at June 2021:

Gender	No. of Staff	%
M	1965	45.13%
F	2389	54.87%
Total	4354	100.00%

We revisited our workforce information data following our Remonitoring exercise in April 2021, in which we carry out a review of the equality monitoring data it holds on all staff.

Following collaborative project work with PRISM, our staff LGBT+ network, we updated the gender identity data options in April 2021 to allow staff the opportunity to select from a more diverse range options which more closely reflected their gender identity. We are now able to capture and report on a broader range of gender identities.

Accounting for these gender identities, 5 members of staff 'Prefer to self-describe' as either not having a gender identity or identify as trans.

Whilst these numbers are very small, it is recognised that there will be, like in the wider population, a greater proportion of trans or non-binary people who have chosen not to disclose their gender identity.

QUB Student Profile

Gender	No. of Students	%
M	10,586	42.5%
F	14,329	57.5%
Total	24,917	100.00%

Our student profile data shows that 2 students of the 24,917 in 2019-2020 academic year, prefer to select 'other' in regard to their gender identity. As above, we recognise that there will, likely, be a greater number of our student population who do not identify as either Male or Female.

Population Profile (Census 2011)

Gender	No. of Usual Residents	%
M	887,323	49.0%
F	923,540	51.0%
Total	1,810,863	100.00%

Disability

The Disability Discrimination Act 1995 defines a disabled person as a person with “physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities.”

Whilst staff disability data is captured across a range of sources, it is expected that this data does not fully represent the complete picture across University staff, as individuals are generally reluctant to disclose a disability and or long-term condition. Therefore, whilst the data is shown, caution must be observed as regards its completeness:

QUB Staff Profile

These statistics reflect our Workforce Composition by Disability as at June 2021:

Broad Disability	No. of Staff	%
Yes	368	8.45%
Not Known	896	20.58%
No	3090	70.97%
Total	4354	100.00%

QUB Student Profile

We reviewed our Student HESA data for 2019-2020 which showed that:

- 87.12% of students had no known disability; and
- 12.88% of students reported having a disability.

Population Profile (Census 2011)

Long-term Health Problem or Disability	No. of Usual Residents	%
Yes	569,154	31.43%
No	1,241,709	68.57%
Total	1,810,863	100.00%

Type of Long-term Condition or Disability	%
Deafness or partial hearing loss	5.14%
Blindness or partial sight loss	1.7%
Communication difficulty	1.65%
A mobility or dexterity difficulty	11.44%
A learning, intellectual, social or behavioural difficulty	2.22%
An emotional, psychological or mental health condition	5.83%
Long-term pain or discomfort	10.1%
Shortness of breath or difficulty breathing	8.72%
Frequent periods of confusion or memory loss	1.97%
A chronic illness	6.55%
Other condition	5.22%
Total	100.00%

In undertaking its analysis, the University must consider the impact on other Stakeholders and Service Users who have disabilities.

These individuals are of importance to the project and will play important roles in collaborating and contributing to teaching and research, and service provision.

Whilst specific data is not available to accurately demonstrate disability representation, many of these service users have long term conditions.

Qualitative Information

We reviewed the [Equality Commission for Northern Ireland Final Investigation Report on Complainant & the former Lisburn City Council \(September 2017\)](#) which outlined a number of measures that it had put in place to aid communication and ensure that the site in question was as accessible as reasonably possible.

We reviewed the Equality Commission for Northern Ireland's [Accessible Goods and Services – Good practice Guide](#) which outlines the legal duty to make reasonable adjustments for disabled people to be able to access goods and services.

We specifically reviewed the following sections:

- Getting there: Making it easy;
- Make an Entrance; and
- Access all Areas: experience instore.

The guide outlines a number of measures which organisations should consider to aid accessibility for users of, and visitors to, a facility to ensure it is as accessible as reasonably possible. These include:

- Thinking broadly about a range of impairments too, such as: mobility impairments, including stick users and wheelchair users, visual impairments, hearing impairments, arthritis and limited dexterity, mental health, and learning difficulties.
- Making it as easy as possible for users to find the facility and get in to the premises. This can be difficult for some people who do not use the internet or have visual, hearing, mobility or cognitive impairments.
- The importance of providing clear signage including:
 - Ensuring signage is in a visible location;
 - Providing clear information on signage;
 - Making sure signage is easy to read;
 - Clear contrast signage;
 - Tactile signage, provided at a suitable height with embossed (raised) lettering as well as Braille;
 - Assistance signs and access information.
- Accessible approach by foot – making it easy for users to approach the premises including stick users, wheelchair users, people with assistance or guide dogs.
- Accessible parking including:
 - Clear and visible signage which will direct people to the car park, and accessible bays for disabled customers;
 - Clearly marked accessible bays with a vertical signpost at the end of the bay to help identify the correct spaces;
 - Making sure ground markings and signs stay clearly visible and maintained over time;
 - Dropped kerbs - from the parking bay to the footpath and the entrance; and
 - Accessible parking bays - 2.4m x 4.8m with additional 1.2m hatched access zone to the side and rear for safe access.
- Making sure that the entrance is easy to identify and find, ensure it stands out from the façade.
- Hidden disabilities – those users or visitors with impairments that are not easily recognised, and it might not be immediately obvious that they need help and attention. E.g. a learning disability or difficulty, and some may have mental health issues.

Indoor accessibility including level changes, handrails, step edges and accessible counters, good lighting and hearing enhancements like induction loops, and accessible toilets and [Changing Places](#).

Dependants	These statistics reflect our Workforce Composition by Dependants as at June 2021:		
	Dependants	No. of Staff	%
	No	1607	37.02%

Not Known	414	9.54%
Yes	2320	53.44%
Total	4341	100.00%

Of the 2320 staff with dependants, see the breakdown below of the type of dependants they have responsibility for:

Type of Dependant(s)	No. of Staff	%
Care of all three dependant groups	18	
Care of both a dependant older person and disabled person(s)	21	
Care of both children and disabled person(s)	48	
Not Specified	48	
Care of a person/persons with a disability/disabilities	61	
Care of both children and a dependant older person	82	
Care of a dependant older person(s)	154	
No Dependants	237	
Care of a child/children	1649	
Total	2318	

QUB Staff Profile

These statistics reflect our Workforce Composition by Dependants as at June 2021:

Dependants	No. of Staff	%
No	1607	37.02%
Not Known	414	9.54%
Yes	2320	53.44%
Total	4341	100.00%

Of the 2320 staff with dependants, see the breakdown below of the type of dependants they have responsibility for:

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Care of a person/persons with a disability/disabilities	61	
Care of both children and a dependant older person	82	
Care of a dependant older person(s)	154	
No Dependants	237	
Care of a child/children	1649	
Total	2318	100.00%

QUB Student Profile

We reviewed our Student HESA data for 2019-2020 which showed that:

- 87.62% of students had no dependants; and
- 12.37% of students reported having dependant(s).

Population Profile

According to the 2011 Northern Ireland Census, in Northern Ireland there were 63,921 lone parents, 3.53% of the Northern Ireland population.

Based on information from Carers Northern Ireland, the following facts relate to carers:

- 1 in every 8 adults is a carer
- There are approximately 214,000 carers in Northern Ireland
- Any one person has a 6.6% chance of becoming a carer in any year
- One quarter of all carers (26%) provide over 50 hours of care per week
- People providing high levels of care are twice as likely to be permanently sick or disabled than the average person
- Approximately 30,000 people in Northern Ireland care for more than one person
- 64% of carers are women; 36% are men

(<http://www.carersuk.org/northernireland/news-ni/facts-and-figures>)

The '[Breaks or Breakdown' Carers Week 2021 Report](#) reported that respondents to the 2021 survey were more likely to be female and caring for a high number of hours every week.

Over three quarters of respondents of the survey who identify as carers were of working age (16-64 years old) (71%).

Parent Rooms

We reviewed the Equality Commission for Northern Ireland [Pregnancy and Maternity at Work Guidance](#) which outlines the support and facilities which must be provided for staff returning to work, and breastfeeding and how to help create a positive environment in which mothers feel they can engage in breastfeeding related activities without being treated unfavourably.

These include:

- The legal requirement to provide somewhere for breastfeeding employees to rest; and
- Consideration of the provision of a private, healthy and safe environment for employees to express and store milk. For example, it is not suitable for new mothers to use toilets for expressing milk.

QUB is proud to support the [Breastfeeding Welcome Here Scheme](#). Supporting the Scheme means that breastfeeding is welcome in the cafes and student areas on campus that have signed up across campus.

In addition, a Nursing Room for Queen's staff and students is available at Childcare Services, 5 Rugby Road. This room provides space and privacy for nursing mothers to express and store milk in a dedicated fridge. This facility is available from Monday to Thursday between 9.00 am and 5.00 pm. [Further information on the room](#) is available.

F. Needs, experiences and priorities

Having looked at the data/information you have collected in the question above, what does this tell you are the needs, experiences and priorities for the people who fall into the groups below, in relation to your policy²? And what is the actual or likely impact on equality of opportunity for those affected by the policy. (See appendix 1 for information on levels of impact).

Section 75 category	Details of needs/experiences/priorities and details of policy impact	Level of Impact
Religious belief	<p>Consideration will be given to the provision of prayer facilities which could be available to Muslim staff, students and visitors of the Centre.</p> <p>The purpose of these rooms would be to maximise equality of access to study, research and work for individuals who observe prayer times (that fall during the normal working day) by providing appropriate space close to place of work/study.</p> <p>Rooms could be designed similarly to the Quiet / Wellbeing Rooms on QUB campus, open to anyone for individual prayer or contemplation that does not detract from the primary intended use or exclude other faith groups. Though, priority should be considered for those whose prayer times are fixed.</p>	Minor and positive
Political opinion	<p>AMIC's flagship Factory of the Future facility will be located on the outskirts of Belfast, in the Antrim and Newtownabbey Council area and will complement other facilities within Belfast and across NI. By virtue of its multi-regional location, it is anticipated that it will provide valuable networking opportunities and help join up other manufacturing networks and their stakeholders across NI.</p> <p>The decision to develop AMIC may therefore impact positively on equality of opportunity and / or on good relations on the grounds of political opinion.</p>	Minor and positive
Racial group	<p>Two of AMIC's component facilities, AMIC Composites and the Northern Ireland Technology Centre, are located in Belfast. Their proximity to the city centre and the University campuses may provide the opportunity to widen diversity through attracting international staff and students.</p>	Minor and positive

² If you do not have enough data to tell you about potential or actual impacts you may need to generate more data to distinguish what groups are potentially affected by your policy.

	The decision to expand and invest in the development of the AMIC footprint in the Belfast area is therefore likely to have a minor positive impact on equality of opportunity and / or on good relations on the grounds of Race or Ethnicity.	
Age	<p>AMIC has been developed in order to bring benefits to the regional economy in general, including through providing (and working in partnership with others to provide) a broader range of education and training opportunities in key sectors that currently exist, which will potentially be of benefit to the following Section 75 categories: women, younger people, older people, people with a disability.</p> <p>Additionally, the AMIC Campus component of AMIC will be committed to creating continued professional development and lifelong learning opportunities and these will be designed with inclusivity and maximising participation across age groups in mind.</p>	Minor and positive
Marital status	The decision to develop AMIC is unlikely to adversely impact equality of opportunity and / or good relations on the grounds of any protected characteristic. AMIC has been developed in order to bring benefits to the regional economy in general and increase opportunity for all.	Minor and positive
Sexual orientation	The decision to develop AMIC is unlikely to adversely impact equality of opportunity and / or good relations on the grounds of any protected characteristic. AMIC has been developed in order to bring benefits to the regional economy in general and increase opportunity for all.	Minor and positive
Men and women generally	<p>AMIC has been developed in order to bring benefits to the regional economy in general, including through providing (and working in partnership with others to provide) a broader range of education and training opportunities in key sectors than currently exist, which will potentially be of benefit to the following Section 75 categories: women, younger people, older people, people with a disability.</p> <p>Gender-neutral toilets are toilets and/or bathroom facilities that do not have gendered signage and do not require the person using them to define into a gender. They can be used by anyone, regardless of gender, without fear of incident, discrimination or harassment.</p> <p>The University's commitment to introducing gender-neutral facilities is set out in our Trans Equality Policy and states: "Queen's is committed to continuing to roll out where practicable, all gender toilet facilities."</p> <p>The inclusion of all gender toilet facilities which can be used by any individual regardless of their gender identity and gender expression, supports the University's commitment to our Equality Diversity and Inclusion Policy</p>	Minor and positive

	<p>that all staff and students (including transgender people, staff and students associated with transgender people and people perceived to be transgender) are treated with dignity and respect and free from any discrimination, harassment, bullying or victimisation.</p> <p>In some instances, specific all gender toilet facilities may not be practicable but the provision of All Gender/Accessible facilities should be considered.</p> <p>This would provide equality of opportunity for all including on the grounds of gender, including Transgender and Non-Binary people. This would also extend to visitors, service users and applicants for employment.</p> <p>The decision to develop AMIC would therefore impact positively on equality of opportunity and / or on good relations on the grounds of gender.</p>	
<p>Disability</p>	<p>AMIC has been developed in order to bring benefits to the regional economy in general, including through providing (and working in partnership with others to provide) a broader range of education and training opportunities in key sectors than currently exist, which will potentially be of benefit to the following Section 75 categories: women, younger people, older people, people with a disability.</p> <p>It is reasonable to expect that disabled staff / students and service users are likely to require reasonable adjustments in relation to ongoing building works of the facility, and the expectation of reasonable accessibility in the design and experience of the building itself.</p> <p>All proposed development should be fully compliant with the relevant legislation and building regulations to ensure ease of access and navigation.</p> <p>Considerations to ensure the building site is as accessible as reasonably possible when construction is ongoing include:</p> <ul style="list-style-type: none"> • updates to impacted staff, students or local residents outlining where ongoing works would be taking place in the following week; • information relating to the ongoing works available on the relevant website. <p>The Factory of the Future and the upgraded NITC and AMIC Composites buildings will provide high-spec, modern, accessible environments for those working in and visiting for business, research and/or education purposes that will be of particular benefit to people with a disability.</p> <p>The centres will be fully compliant with the Disability Discrimination Act 1995, Special Educational Needs & Disability (NI) Order 2005 and relevant Building Standards</p>	<p>Minor and positive</p>

	<p>to ensure the design of buildings and their Approaches to meet the needs of disabled people, is barrier free and inclusive.</p> <p>The decision to develop AMIC should therefore impact positively on equality of opportunity and / or on good relations on the grounds of disability.</p>	
<p>Dependants</p>	<p>In line with Equality Commission for Northern Ireland guidance in relation to Pregnancy and Maternity at Work Guidance.</p> <p>Consideration will be given to the support and facilities which must be provided for staff returning to work, and breastfeeding and how to help create a positive environment in which mothers feel they can engage in breastfeeding related activities without being treated unfavourably.</p> <p>These include:</p> <ul style="list-style-type: none"> - The legal requirement to provide somewhere for breastfeeding employees to rest; and - The consideration of the provision of a private, healthy and safe environment for employees to express and store milk. For example, it is not suitable for new mothers to use toilets for expressing milk. <p>Building design should therefore consider a parent/breastfeeding room for nursing mothers which would provide a designated space to express or breastfeed in a private location to support parents returning to work after having a baby.</p> <p>Suggested provisions to support the space as a place of privacy for breastfeeding, and expressing and storing milk may include:</p> <ul style="list-style-type: none"> • a nursing chair where mothers can breastfeed or express milk; • where necessary, somewhere for them to lie down; and • lockable fridges which would be solely for the storage of expressed milk (these could be used on a first-come-first-served basis). <p>Consideration may also be given to signing up to the Breastfeeding Welcome Here Scheme. Supporting the Scheme would mean that breastfeeding is welcome in the centre facility for all staff, students, service users and members of the public.</p>	<p>Minor and positive</p>

	Baby Changing and Changing Places Rooms should also be considered for those staff, students, service users or visitors who have children.	
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Part 2 Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?		
Section 75 category	Issue	Minor/major/none?
Religious belief	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all its citizens, irrespective of identity.</p> <p>Consideration will also be given to the provision of Quiet/Wellbeing rooms for use as prayer facilities which could be available to Muslim staff, students and visitors of the Centre (see above).</p> <p>This will extend to visitors, service users and applicants for employment.</p> <p>AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and / or on good relations on the grounds of Religious belief.</p>	Minor and positive

<p>Political opinion</p>	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all its citizens, irrespective of identity.</p> <p>AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and / or on good relations on the grounds of political opinion.</p>	<p>Minor and positive</p>
<p>Racial group</p>	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all its citizens, irrespective of identity.</p> <p>The facility will provide equality of opportunity for all and provides the opportunity to widen diversity by attracting international staff and/or students.</p> <p>AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and / or on good relations on the grounds of racial group.</p>	<p>Minor and positive</p>
<p>Age</p>	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all</p>	<p>Minor and positive</p>

	<p>its citizens, irrespective of identity</p> <p>The decision to develop the AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and / or on good relations on the grounds of age.</p>	
Marital status	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all its citizens, irrespective of identity. This will extend to visitors, service users and applicants for employment.</p> <p>AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and / or on good relations on the grounds of marital status.</p>	Minor and positive
Sexual orientation	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all its citizens, irrespective of identity.</p> <p>AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and</p>	Minor and positive

	/ or on good relations on the grounds of sexual orientation.	
Men and women generally	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all its citizens, irrespective of identity.</p> <p>The facility will provide equality of opportunity for all on the grounds of gender, including Transgender and Non-Binary people in line with the University's commitment to introduce gender-neutral toilet facilities, where practicable. This will extend to visitors, service users and applicants for employment.</p> <p>The AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and / or on good relations on the grounds of gender.</p>	Minor and positive
Disability	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all its citizens, irrespective of identity.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an</p>	Minor and positive

	<p>opportunity to design physical facilities which promote equality of opportunity for all, as is inherent in the 'inclusive growth' ambition set out in the overall BRCD programme. Appropriate consideration will be given in the design and construction elements of AMIC to ensure individuals with a disability are positively engaged and supported. Consideration and mitigations during the design phase will also enhance quality of opportunity and promote positive attitudes.</p> <p>AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and / or on good relations on the grounds of disability.</p>	
<p>Dependants</p>	<p>The AMIC proposal has the potential to improve regional infrastructure and drive the economy in a way that will provide general benefit to all its citizens, irrespective of identity.</p> <p>During building design, consideration will be given to the support and facilities which must be provided for staff returning to work, and breastfeeding and how to help create a positive environment in which mothers feel they can engage in breastfeeding related</p>	<p>Minor and positive</p>

	<p>activities without being treated unfavourably.</p> <p>AMIC will not adversely impact on the needs, experiences and priorities of this Section 75 Group and will likely have a positive impact on equality of opportunity and / or on good relations on the grounds of dependants.</p>	
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2 Are there any actions which could be taken to reduce any adverse impact which has been identified or opportunities to better promote equality of opportunity?

Section 75 category	Issue	Mitigating Measure
Religious belief	<p>Whilst no adverse impacts have been identified, further opportunities to better promote equality of opportunity have been identified.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities which promote equality of opportunity for all, and specifically on the basis of religious belief.</p>	Minor and positive

<p>Political opinion</p>	<p>Whilst no adverse impacts have been identified, further opportunities to better promote equality of opportunity have been identified.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities which promote equality of opportunity for all, and specifically on the basis of political opinion.</p>	<p>Minor and positive</p>
<p>Racial group</p>	<p>Whilst no adverse impacts have been identified, further opportunities to better promote equality of opportunity have been identified.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities which promote equality of opportunity for all, and</p>	<p>Minor and positive</p>

	specifically on the basis of racial group.	
Age	<p>Whilst no adverse impacts have been identified, further opportunities to better promote equality of opportunity have been identified.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities which promote equality of opportunity for all, specifically on the basis of age.</p>	Minor and positive
Marital status	<p>Whilst no adverse impacts have been identified, further opportunities to better promote equality of opportunity have been identified.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities</p>	Minor and positive

	<p>which promote equality of opportunity for all, and specifically on the basis of marital status.</p>	
Sexual orientation	<p>Whilst no adverse impacts have been identified, further opportunities to better promote equality of opportunity have been identified.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities which promote equality of opportunity for all, and specifically on the basis of sexual orientation.</p>	Minor and positive
Men and women generally	<p>Whilst no adverse impacts have been identified, further opportunities to better promote equality of opportunity have been identified.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to</p>	Minor and positive

	design physical facilities which promote equality of opportunity for all, and specifically on the basis of gender and transgender and non-binary.	
Disability	The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities which promote equality of opportunity for all, and specifically on the basis of disability.	Minor and positive
Dependants	<p>Whilst no adverse impacts have been identified, further opportunities to better promote equality of opportunity have been identified.</p> <p>The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities which promote equality of opportunity for all,</p>	Minor and positive

	specifically for those with dependants.	
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3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	The promotion of a dynamic and sustainable economy based on targeted investment is likely to create an environment where good relations will flourish.	Minor and positive
Political opinion	The promotion of a dynamic and sustainable economy based on targeted investment is likely to create an environment where good relations will flourish.	Minor and positive
Racial group	The promotion of a dynamic and sustainable economy based on targeted investment is likely to create an environment where good relations will flourish.	Minor and positive

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

Good relations category	If Yes , provide details	If No , provide reasons

Religious belief		N/A
Political opinion		N/A
Racial group		N/A

E Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

It is not anticipated that this policy will have any adverse impact on equality of opportunity for people within any of the above multiple identify groups and no specific adverse impacts upon the above groups have been identified at this stage.

However, as the Development Plan evolves it will be subjected to a more detailed review process as it progresses towards delivery.

F Disability Duties

Disability Duties

Consider whether the policy:

- a) Discourages disabled people from participating in public life and fails to promote positive attitudes towards disabled people.

This equality screening has considered the impact of the development of AMIC in relation to the design and experience of individuals with disabilities, as well as in relation to the expectation of reasonable accessibility when construction of the facility is ongoing.

The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provide an opportunity to design physical facilities which promote equality of opportunity for all, and will be of particular benefit to people with a disability.

The Queen's Student Guidance Centre hosts a range of disability services for students with additional needs, to support them during their time at the University and ensure any necessary adjustments are in place. In particular, the Needs Assessment Centre is available to all prospective or existing University students entitled to Disabled Students Allowance, or student bursaries for Nursing students.

The Needs Assessment Centre conducts needs assessments which are specifically tailored to an individual's student experience. Following a meeting with a Needs Assessor, a report is written up to identify individual support needs. This is then issued to the Education Authority in Northern Ireland, who will ensure that support such as equipment delivery, training, or one-to-one support can be established as appropriate.

Queen's is committed to ensuring that all staff and students have access to necessary adjustments to their work environment which will support their time at the University. Estates will work closely with the Directorate of Academic and Student Affairs to ensure that AMIC provides a barrier-free working environment which is accessible to all.

- b) Provides an opportunity to better positive attitudes towards disabled people or encourages their participation in public life.

AMIC has been developed in order to bring benefits to the regional economy in general, including through providing (and working in partnership with others to provide) a broader range of education and training opportunities in key sectors than currently exist, which will potentially be of benefit to the following Section 75 categories: women, younger people, older people, people with a disability.

The facilities will provide high-spec, modern, accessible environments for those working in and visiting the building for business and/or education purposes, that will be of particular benefit to people with a disability and all proposed development will be fully compliant with the Disability Discrimination Act and Equality

Act to ensure ease of access and navigation and encourage participation in public life.

The construction and development of the Factory of the Future and planned enhancements to the NITC and NIACE (AMIC Composites) provides an opportunity to enhance physical facilities in ways that promote equality of opportunity and encourage participation in public life.

Part 3. Screening decision

Through screening, an assessment is made of the likely impacts, either major, minor or none, of the policy on equality of opportunity and/or good relations for the relevant categories. Completion of screening should lead to one of the following three outcomes; please mark an x in the appropriate box:

'Screened out' i.e. the likely impact is none and no further action is required

'Screened out' with mitigation i.e. the likely impact is minor and measures will be taken to mitigate the impact or an alternative policy will be proposed

'Screened in' for an equality impact assessment (EQIA) i.e. the likely impact is major and the policy will now be subject to an EQIA

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

[Click here to enter text.](#)

At this stage, any likely impacts which have been identified in relation to any of the protected characteristics are minor and measures outlined in Section 2 will be taken to mitigate the impact.

If the decision is not to conduct an equality impact assessment, but the policy has minor equality impacts, please provide details of the reasons for this decision and of any proposed mitigating measures or proposed alternative policy.

Click here to enter text.
n/a

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

Click here to enter text.
n/a

D Timetabling and prioritising

If the policy has been ‘**screened in**’ for equality impact assessment answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	Click
Social need	Click
Effect on people’s daily lives	Click
Relevance to the University’s functions	Click

E Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details

Part 4. Monitoring

Effective monitoring will help the University identify any future adverse impact arising from the policy which may lead the University to conduct an equality impact assessment, as well as help with future planning and policy development.

Please detail how you will monitor the effect of the policy?

The AMIC Project Board and University Programme Board will monitor the effect of the policy as the project develops. The considerations set out in this document are informing the building design phase, which has recently begun.

What data is required in the future to ensure effective monitoring of the policy?

The composition of the community of users of the facility (staff, students and partners) will become clearer as the project develops.

Part 5 - Data Protection

If applicable, has legal advice been given due consideration?

Yes No N/A

Has due consideration been given to information security in relation to this policy?

Yes No

Part 6 - Approval and authorisation

Screened by:	Position/Job Title	Date
Karis Hewitt	BRCD Innovation Programme Office	8/11/21 incorporating feedback from Programme Board
Approved by:		
University Programme Board		8/11/21 screening was approved in line with board's feedback

A copy of the screening form, for each policy screened, should be 'signed off' and approved by the senior manager responsible for the policy

In instances where a screening decision concludes that an EQIA is required then the screening form should be countersigned by a Director.

There may at times be policy issues which fall within the scope of being novel, contentious or politically sensitive and could only be taken forward following consultation with the University's Operating Board and/or Standing Committee of the Senate. Where a policy screening highlights such issues the screening form must be signed off by the Director prior to proceeding to the University's Operating Board and/or the Standing Committee of the Senate.

Following ratification, a copy of the approved screening form, and associated policy must be forwarded to the Diversity and Inclusion Unit for publication on the University's website.

ADDITIONAL INFORMATION TO INFORM THE ANNUAL EQUALITY PROGRESS REPORT TO THE EQUALITY COMMISSION

1. Please provide details of any measures taken to enhance the level of engagement with individuals and representative groups as part of screening.

2. In developing this policy were any changes made as a result of equality issues raised during :

- (a) pre-consultation / engagement;
- (b) formal consultation;
- (c) the screening process; and/or
- (d) monitoring / research findings.

If so, please provide a brief summary including how the issue was identified, what changes were made, and what will be the expected outcomes / impacts for those affected.

3. Does this policy / decision include any measure(s) to improve access to services including the provision of information in accessible formats? If so please provide a short summary.

Appendix 1

Levels of Impact (Questions 6-9)

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, you should consider the answers provided to the questions above.

In addition, the **screening questions** above further assist you in assessing your policy and must be completed. Some of these questions require you to assess the level of impact of the proposed policy on “equality of opportunity” and “good relations”. The scale used when assessing this impact is either “None”, “Minor” or “Major”. The following paragraphs set out what each of these terms mean.

If your conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then you may decide to screen the policy out. If a policy is ‘screened out’ as having no relevance to equality of opportunity or good relations, you should give details of the reasons for the decision taken.

If your conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If your conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to introduce:

- measures to mitigate the adverse impact; or
- an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is 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.

In favour of 'minor' impact

- 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 opportunity 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.

In favour of none

- a) The policy has no relevance to equality of opportunity or good relations.

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 for people within the equality and good relations categories.

