

Screening and EQIA Report October 2025

St Mary's University College is required to have due regard to the need to promote equality of opportunity Under Section 75 of the Northern Ireland Act 1998 and has made a commitment in its Equality Scheme to publish the outcome of its screening exercises which record the decisions of policy holders. The purpose of screening policies prior to approval is to identify those that may negatively impact on our duty to promote equal opportunities and/or good relations and to consider how the policy could be amended to remove inequalities or how to mitigate to reduce the adverse impact. The policies listed below were screened and the decisions were as set out.

Policy	Screening Decision	Reason
Business Plan 2025-26	Screened out	St Mary's Business Plan is a roadmap setting out its strategic, financial and operational aims and objectives. There is no evidence to suggest that the Business Plan is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Estimates 2025-26	Screened out	Financial sustainability is essential and this document outlines revenue forecasts and expenditure plans for student income, staffing costs, estates and facilities, IT infrastructure, and other operational areas with strategies to manage costs effectively. There is no evidence to suggest that this financial forecast document is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.

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Policy	Screening Decision	Reason
Tuition Fees for 2025-26	Screened out	There is no evidence to suggest that the policy on Tuition Fees is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Capital Development Plan	Screened out	The Capital Development Plan 2025–2028 outlines St Mary's University College's strategic approach to the maintenance, enhancement, and development of its physical estate. The Plan is underpinned by the 2024/25 independent Condition Survey and Functional Suitability Assessment, which provides an objective evaluation of the College's estate and informs the prioritisation of all capital projects. Capital investment decisions will be guided by the principles of strategic alignment, financial sustainability, and educational impact. Projects will be prioritised according to their contribution to institutional goals, affordability constraints, and their capacity to enhance the Learning, Teaching, and Student Experience. There is no evidence to suggest that this policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.

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Policy	Screening Decision	Reason
Health and Safety Policy	Screened out	It is the policy of St Mary's University College to operate a Health and Safety Management System in accordance with the requirements of ISO 45001:2018. It is the policy of St Mary's University College to protect everyone (staff, students, contractors and visitors) from any potential injury or harm to their health which may be due to work or study activities or their presence at our premises. We will provide and maintain safe working conditions and safe systems of work for employees and will ensure that they receive relevant training and supervision. There is no evidence to suggest that the College H&S policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote equality of opportunity to the nine equality groups. The policy does not negatively impact on good relations between people of different religious belief, political opinion and/or racial group.
Data Protection Policy	Screened out	College staff and students, or others who process or use any personal information on behalf of the College (i.e. "data users"), have a personal responsibility to ensure that they adhere to the College's Data Protection Policy, GDPR and the Act. In carrying out its responsibilities, the College will be required to process certain information about individuals such as staff, students, graduates and other users, defined as "data subjects" in the Act. This information, or "data" as it is often referred to, must be processed according to the Data Protection Principles contained within the Act. There is no evidence to suggest that the Data Protection Policy is likely to impact negatively on any of the nine equality groups or that the policy does not promote

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