

Equality analysis form

1. Name of the activity (strategy, policy or practice etc)

Academic Board restructuring

2. What is the aim of the activity (objective or purpose)?

To bring the core academic purpose of the University under the Academic Board structure.

3. If amending a current activity, what changes are proposed?

At present the University's committees responsible for teaching and research report into the VC's Executive group. It was felt more appropriate for the Academic Board to take responsibility for this core activity.

4. Who is responsible for developing and delivering the activity?

Rachel Cowie, Clerk to the Academic Board
Steve West, Chair of the Academic Board

5. What measures will be used to assess whether the activity is successful?

- More effective tracking of decisions taken and actions implemented
- More coherent flow of information through the new structure
- Appropriate responsibility and authority given to appropriate level within structure so decisions are made at the right level and in a more timely way.
- Review at the end of the academic year, gathering feedback from a range of staff/ students.

6. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

No.

Meeting the public sector equality duty

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please use the 'no' column to highlight your responses.

| | Yes | No | Not known |
|----------------------------------|-----|---|-----------|
| Women and men | | No negative impact identified. Membership of groups will mainly be related to job function. Where membership is open, elections will be held within relevant category of staff. | |
| Trans people | | | |
| Black and minority ethnic groups | | | |
| Disabled people | | | |
| Younger or older people | | | |

| | | | |
|--|--|---|--|
| | | New structure will allow better monitoring and evaluation of data and benchmarking in relation to equality of opportunity for students. | |
| People of different religion and beliefs | | | |
| Lesbian, gay, bisexual people | | | |
| Marriage and civil partnership | | | |
| Pregnancy and maternity | | | |

7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

Discussion has taken place with the Students' Union. The proposed structure is currently out for consultation across the University. Further evidence may be gathered from the online consultative process and the UWE wide consultative process on the structural changes

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

No issues raised.

9. Please indicate the level of equality relevance:

High ☐

Medium ☐

Low ☒

10. Equality analysis completed by:

| | |
|-------------------|---|
| Name | Rachel Cowie |
| Post Title | Deputy Academic Registrar/Clerk to Academic Board |
| Faculty / service | Corporate and Academic Services |
| Date | 14/8/12 |

Equality analysis - action plan

Appendix 1

Name of activity:

Plan completed by:

Service / faculty:

| Issues | Actions required | Responsible Person | Resources required | Target date | Success Indicators | What progress has been made? |
|---|------------------------------|--------------------|--------------------|--------------------------------|---------------------|------------------------------|
| Information/data required | None | N/A | N/A | N/A | N/A | |
| Consultation | Online consultation | N/A | N/A | N/A | N/A | |
| Monitoring and review arrangements | | | | | | |
| Publication | Publication via the E&D Unit | E&D Manager | None | Asap after consultation period | EA available online | |
| Other actions | | | | | | |

Please return form to the Equality and Diversity Unit