

# Equality analysis form - full

Equality relevance High ✓

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

Appointment to professor and reader and awarding of emeritus and visiting titles

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

The procedures set out the process for establishing and making appointments to professor, reader and the award of emeritus and visiting titles.

3. What does the activity comprise, and how will it be achieved and/or delivered?

The procedures describe the appointment processes for faculties and Human Resources for appointments to reader and professor. The procedures also clarify the processes for the award of visiting and emeritus titles and the role of faculties, HR and the Research Review and Progression Panel.  
They will be circulated to faculties and trades unions and will be included on the HR web pages so that they are accessible to all academic staff and managers.

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

This is a summary of current activity. It is not a new policy.

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

Paul Gough, Deputy Vice Chancellor (Academic)

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

Feedback from faculties on the processes in relation to the appointment of readers and professors.  
Feedback from academic staff on the processes in relation to the appointment of readers and professors.  
Discussion at the Research Review and Progression Panel to monitor implementation.  
Feedback from faculties and individuals relating to the award of visiting and emeritus titles.

7. Does the activity have a potentially adverse impact on an equality group in terms of service delivery for students and/or for staff? Give evidence to support yes or no answers. If the answer is not known, indicate how you will collate evidence.

	Yes	No	Not known
Women, men, trans people		✓	
Black and minority ethnic groups		✓	
Disabled people		✓	
Younger or older people		✓	
People of different religion and beliefs		✓	

Lesbian, gay, bisexual people		✓	
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8. Does the activity have a potentially adverse impact on an equality group in terms of employment issues for staff? Give evidence to support yes or no answers. If the answer is not known, indicate how you will collate evidence.

	Yes	No	Not known
Women, men, trans people			There are fewer women than men in professorial roles – 24 compared to 57. There is no evidence relating to the reason for this differential.
Black and minority ethnic groups			There are very few professors from black and minority ethnic groups - 6 compared to 74 (8%) who are white. This is slightly higher than the percentage of all UWE staff
Disabled people			2 out of 81 professors are disabled. This is a lower percentage than the overall staff group.
Younger or older people			✓
People of different religion and beliefs			✓
Lesbian, gay, bisexual people			✓

9. Does the activity have the potential to promote equality for particular groups or good relations between groups? If so, how?

The policy provides a clear appointment process which requires all reader and professorial posts to be advertised. There is an opportunity for direct appointment but this is in exceptional circumstances and can be monitored.

In view of the make up of the professorial group, it is appropriate to monitor this and consider how the under representation of women, black and minority ethnic groups and disabled people can be addressed.

A review of current readerships, in terms of equality group, will take place once the current readership round has been completed and these statistics are available. Currently it is not possible to access this information for readers.

The award of emeritus and visiting titles is not currently reviewed but in future this will be monitored via the Research Review and Progression Panel. However as these people are not UWE employees, equality data is unlikely to be available.

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

There has been discussion with the 'Women in research task group' about the under representation of women in senior roles. This resulted in a proposal for a mentoring scheme for female research staff. The implementation of this is being considered by RBI.

11. What action can be taken to mitigate any potential negative impacts, address different needs, or promote equality of opportunity more effectively? Please comment and then complete an action plan (see appendix).

The issues should be considered by the Research Review and Progression Panel which is chaired by the Deputy Vice Chancellor (Academic) and can therefore advise faculties and HR on policies and processes.

**Equality analysis completed by:**

Name	Pam Fitzsimmons
Post title	HR Manager
Faculty / service	Human Resources
Date	7 July 2011

Please return this form to the Equality and Diversity Unit for feedback and publication.

**Confirmed by the Equality and Diversity Unit:**

Name	
Date	

# Equality analysis - action plan

Name of activity: Appointment to professor and reader and awarding of emeritus and visiting titles

Plan completed by: Pam Fitzsimmons

Service / faculty: Human Resources

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
<b>Information/data required</b>	Information relating to readers to be obtained from HR.	Pam Fitzsimmons	Report from SAP from Lesley Donnithorne	August 2011		
<b>Consultation</b>	Trades Unions  Equality groups where appropriate	Pam Fitzsimmons	None	Trades Unions – Aug 2011		
<b>Monitoring and review arrangements</b>	EIA to be included on the agenda of the Research Review and Progression Panel meetings to consider action plan.	Pam Fitzsimmons	None	Next meeting in September 2011		
<b>Publication</b>	EIA to be published on the HR web site			December 2011		
<b>Other actions</b>						

Please return form to the Equality and Diversity Unit