



Comprehensive Equality Impact Assessment (CEIA)

Details of document

Document title	Light-touch portfolio review update (TLC paper for information)
Document owner	Caroline Summers, Director of Strategic Planning
School/Service	Strategic Planning

Aim of the document

What are the aims and objectives of the document?

This paper provides an update on the light-touch portfolio review planned for autumn 2017. It is intended to brief Teaching and Learning Committee prior to the review taking place. It has already been discussed and approved by the Academic Leadership Group (ALG), the Senior Management Group (SMG) and the Executive Group.

How important is the document in terms of equality in the University? Does it relate to an area with known inequalities or where equality objectives have been set by the University?

The document describes a process which will take place during autumn 2017. It lists the information which will be collated and provided to Schools in order for them to evaluate their current programmes. It sets out the timetable for those evaluations to be considered by ALG and then subsequently to feed into the planning process.

Who is affected by the document and how have they been involved in the development of it?

The document describes the process and information for an evaluation of our current portfolio of undergraduate and taught postgraduate programmes. This is intended to provide transparency so that the process is understood. The outcome from the process will be to make recommendations to the Vice-Principal (Academic) and through him for the Executive Group and SMG to consider this as part of the wider planning discussions taking place in November and December.

Schools, through Heads of School, have had two opportunities to contribute to the paper when it was discussed at ALG (20 August 2017) and SMG (4 September 2017). Comments made at those meetings have been incorporated into this paper.

Are any persons affected by the document likely to benefit from it and in what way?

The document itself will not have a direct impact on anyone but if the process it describes leads to changes to existing programmes, then this could have an impact on staff teaching on these programmes or students registered on the programmes.

Is there any evidence or concern that any of the protected characteristic groups have different experiences, issues or needs in relation to this document? (Please provide details in the box below)

Age		Race	
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Disability		Religion or Belief	
Gender Reassignment		Sex	
Pregnancy & Maternity		Sexual Orientation	
Marriage & Civil Partnership			
Further details: No, not at this stage.			

How does the document fit into the broader strategic aims of the University?

It is intended to support delivery of the University's strategic aim to "provide and continually refresh a relevant, attractive and high quality portfolio of programmes, all of which are informed by employer input" and a strategic objective to "implement the outcomes of our full-scale review of our portfolio, developing a set of undergraduate and postgraduate programmes which are attractive, relevant and viable".

Consideration of available data

(Consider what data is available. Data can include surveys, focus groups, analysis of complaints made, feedback received, consultations, etc.)

What do we know from existing data already held by the University?

What do we know from existing data which is available externally?

Are there any apparent gaps in knowledge?

Impact of document

Could this document lead to any positive, negative, intended or unintended impact on the University or any of its stakeholders?

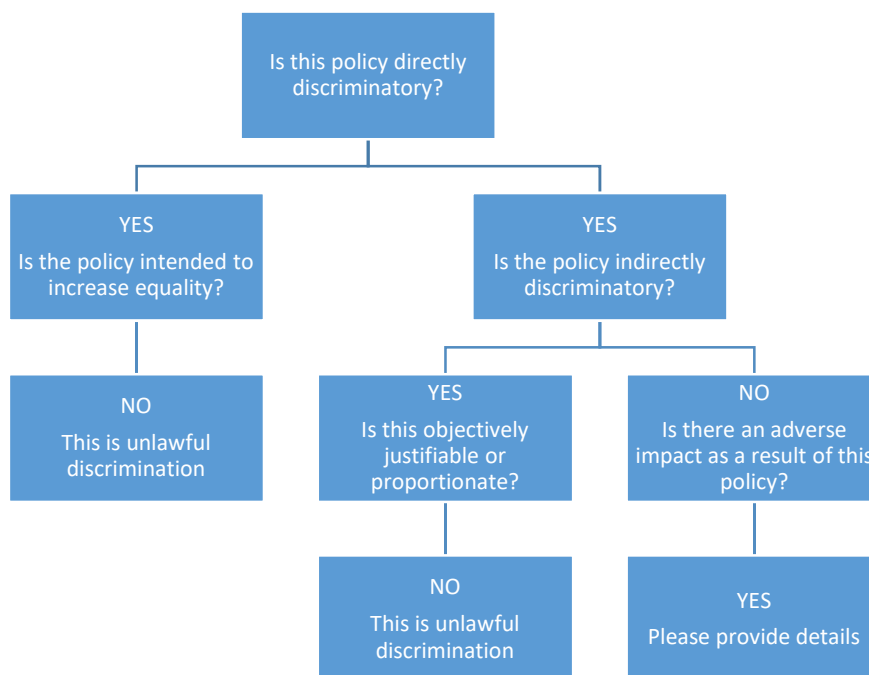
The document itself will not have a direct impact on anyone but if the process it describes leads to changes to existing programmes, then this could have an impact on staff teaching on these programmes or students registered on the programmes. When recommendations are put forward to the Executive, at the end of the process described in the paper, it is intended at that stage to look at possible impact on staff and students before any decisions are taken.

Could there be a differential¹ impact on any protected characteristics? Could any differential impact be adverse?

The process is focussed on reviewing programmes but it is possible that any change to programmes could have an impact on the numbers and proportions of students in protected characteristic groups within the university. While the review does not focus on protected characteristics, when recommendations are put forward to the Executive, it is intended at that stage to look at possible impact on staff and students before any decisions are taken.

¹ Differential impact = where the positive or negative impact on one particular protected characteristic is likely to be greater than on another.

Please consider the following:



CONSIDER: Is this document unlawfully discriminatory? If you find that it is you must decide how the University will act lawfully.

Consultation

What did this equality analysis conclude?
 It is possible that the recommendations at the end of the process described in the paper could have an unintentional impact on particular group, depending on the profile of students on those programmes. An assessment of the impact will be undertaken at that stage.

Is any action required to be taken in response to the findings from the consultation?
 An assessment of the impact will be undertaken as part of the recommendations to the Executive at the end of the process.

What is the recommendation for this document following consultation?			
Reject the document		Approve and publish the document	
Amendment required		Other (please provide details below)	

Declaration

I confirm that this equality analysis represents a fair and reasonable view of the implications of the document for all protected characteristic groups, and that appropriate actions have been identified to address the findings.

Caroline Summers	CEIA owner
	Line manager (if appropriate)

Committee approval

Which Committee has this document gone before for approval?
Date of Committee meeting:

Following Committee consultation, what is the decision for this document?			
Reject the document		Approve and publish the document	
Amend the document		Other (please give details below)	

If the Committee requires that the document be amended, please list amendments below.