

## Equality Impact Assessment – First Document Reference the Proposed restructure of IT Services

| Equality Assessment Template |  |  |
|------------------------------|--|--|
| 1.                           | Background   | Answer   |
| 1.1                          | What policy is being assessed or reviewed?   | Proposal to re-structure IT Services   |
| 1.2                          | What are the aims of the policy?   | <p>This is a proposal to restructure IT Services to:</p> <ul style="list-style-type: none"> <li>• Improve the overall department structure and enable teams to work better, more effectively and efficiently together</li> <li>• Improve the management of the teams within the department to reduce conflict and improve the ability to take decisions</li> <li>• Re-profile IT Services to cope with new and upcoming technologies and challenges and to support BU 2018 and Fusion</li> <li>• Reduce costs by at least 10% to meet the University target</li> </ul> |
| 1.3                          | Who is affected by the policy?   | Staff within IT Services   |
| 1.4                          | Who supported you and why to complete the first assessment or this review?   | Support from within HR   |
| 2.                           | Equality information   | Answer   |
| 2.1                          | For existing policies, what equality information have you used as referenced in <a href="#">Table 2 of the guidelines</a>                        | N/A  |
| 2.2                          | If this is a new policy, what equality information will be used to monitor the impact as referenced in <a href="#">Table 2 of the guidelines</a> | Whilst we do not anticipate any negative effects of the change, we will monitor all feedback on a regular basis. The feedback received though the consultation process will provide an opportunity for equality issues to be raised.   |



**Equality Assessment Template**

| 4.  | <b>Decisions/ Feedback/ Approval</b>  | <b>Answer</b>   |
|-----|---|---|
| 4.1 | What are the decision outcomes as outlined in <a href="#">Table 3 of the guidelines as part of the first assessment or at the review stage?</a> | This is a proposal for a restructure of IT Services and the consultation process will provide an opportunity for feedback on any equality issues.                                     |
| 4.2 | In what way have the decision outcomes changed since the first assessment?  | N/A   |
| 4.3 | What actions need to be taken to promote/share any positive impact as part of the first assessment or review?                                   | No negative or positive impacts identified however it is recommended that reasonable adjustments are made to staff with a disability regarding any interview and selection activities |
| 4.4 | What actions need to be taken to mitigate any negative impact as part of the first assessment or review?  | N/A   |
| 4.5 | Who completed this first assessment or review?  | Director of IT Services with HR   |
|     | Date for assessment review  | As required   |