

Appendix C: Equality Analysis

Equality Analysis

Screening	Please provide explanatory comments
1. What activity is being analysed?	Programme Office Support Function
2. Who is likely to be affected by the activity?	It is acknowledged that the proposal directly impacts 1 member of staff within the Programme Office Support Function. As this is an individual we are conscious of the sensitivities of identifying a particular person in this EA so we will not be providing specific data in the protected characteristic sections.
3. Who led the analysis?	Jackie Pryce, Head of PMO
4. Who contributed to the analysis?	Support from HR and the Equality and Diversity Adviser (based on an overview of the proposals outlined within the consultation document).
5. What information has been used to inform the analysis?	Relevant data includes BU staff profiles plus the equality information of those directly affected. Consultation feedback from stakeholders including employee representatives was invited during the consultation process and was considered accordingly. may be amended accordingly.
Analysis	Please provide explanatory comments
6. How does the activity promote good relations/equality/inclusion in relation to:	Due to the size of the pool and the risk identifying the individual, specifics details are not provided.
6.1 Age	N/A
6.2 Disability	N/A
6.3 Gender Reassignment	N/A
6.4 Marriage and civil partnership ¹	N/A
6.5 Pregnancy and maternity (including paternity)	N/A
6.6 Race (colour, ethnic or national background)	N/A
6.7 Religion or belief (including non-belief)	N/A
6.8 Sex (Female/Male)	N/A

6.9 Sexual orientation	N/A				
7. Does the activity have an actual or potential adverse impact in relation to?					
7.1 Age	No negative impact				
7.2 Disability	No negative impact				
7.3 Gender Reassignment	No negative impact				
7.4 Marriage and civil partnership ²	No negative impact				
7.5 Pregnancy and maternity (including paternity)	No negative impact				
7.6 Race (colour, ethnic or national background)	No negative impact				
7.7 Religion or belief (including non-belief)	No negative impact				
7.8 Sex (Female/Male)	No negative impact				
7.9 Sexual orientation	No negative impact				
8. Comment on the good practice identified					
Staff member supported through face to face meetings with the Head of PMO and HR as well as group meetings. Support mechanisms, including EAP, was shared.					
9. Comment on the actions to mitigate actual or potential adverse impact					
We will follow BU regulations and policies as well as employment law statutory requirements.					
10. Decision/Feedback/Approval					
10.1 What is the analysis outcome? (See Table 1 to assist here)	Please circle	Level 1	Level 2	Level 3	Level 4
10.2 Have you consulted with EDSG?	The document was circulated by the Equality and Diversity Adviser on release of the proposal.				
10.3 When will the analysis be reported to EDSG?	This was circulated following the launch of the consultation.				
10.4 Which Committee will approve the analysis?	UET				
10.5 Date of approval	6 November 2017				
10.6 When and how will the analysis be reviewed?	Whilst we do not anticipate any negative effects of the change, we will monitor all feedback on a regular basis. The outcome of the consultation document is now known and the EA has been updated accordingly.				