

Appendix C: Equality Analysis

Screening	Please provide explanatory comments
1. What activity is being analysed?	Service review of the Learning Technologists within the University.
2. Who likely to be affected by the activity?	All Learning Technologists within the University.
3. Who led the analysis?	Christine Fowler Head of LLS
4. Who contributed to the analysis?	Support from within HR and the Equality & Diversity Adviser.
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 has been considered and elements of the proposal have been 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 of identifying individuals, specifics are not detailed. Please see section 8 for further comments on the possibilities of potentially positive impacts.
6.1 Age	N/A
6.2 Disability	N/A
6.3 Gender Reassignment	N/A
6.4 Marriage and civil partnership	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 – see section 8					
7.2 Disability	No negative impact – see section 8					
7.3 Gender Reassignment	No negative impact					
7.4 Marriage and civil partnership	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 – see section 8					
7.9 Sexual orientation	No negative impact					
8. Comment on the good practice identified						
<p>If a role is described as 1 FTE, it means that the organisation has identified that ideally it requires the equivalent of full time working hours to ensure all the duties and responsibilities of the role are met. This does not preclude the possibility of more than one individual undertaking the role on a part time / job share basis as long as ideally the total number of hours add up to a full time equivalent. This can be discussed on a role by role basis with individuals. This may have positive implications in terms of age, disability and gender.</p>						
9. Comment on the actions to mitigate actual or potential adverse impact						
<p>Numbers of staff directly affected are small, of this pool a small number of staff have disclosed protected characteristics. At the interview stage, for those not slotting into roles all candidates would be asked if any reasonable adjustments need to be considered.</p>						
10. Decision/Feedback/Approval	Continue the BU Policy (Level 1). We believe there is no perceived negative impact between the protected characteristics.					
10.1 What is the analysis outcome? (See Table 1 to assist here)	<table border="1"> <tr> <td>Please circle</td> <td>Level 1</td> <td>Level 2</td> <td>Level 3</td> <td>Level 4</td> </tr> </table>	Please circle	Level 1	Level 2	Level 3	Level 4
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, no feedback was received from the EDSG.					

10.3 When will the analysis be reported to EDSG?	This was circulated by the Equality and Diversity Adviser on the launch of the consultation.
10.4 Which Committee will approve the analysis?	UET
10.5 Date of approval	19 September 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 is now known and the EA has been updated accordingly.