

Equality Impact Assessment (EIA)

Academic Restructure (Stage 2)

Executive Summary – Stage 2 Equality Impact Assessment (EIA)

- A Stage 2 Equality Impact Assessment (EIA) has been completed and used to inform the final restructure proposals and refine mitigating actions.
- The Stage 1 EIA identified disproportionate impact on the following groups:
 - Asian / Asian British
 - Black / Black British
 - Other ethnic groups
 - Muslim colleagues
 - Aged 41–50
 - Male colleagues
- The Stage 2 EIA shows a broadly consistent pattern of impact, with only minor variation.
- This reflects the more diverse workforce profile within UBBS, with a higher concentration of these groups in affected roles.
- Proposals have been robustly reviewed and challenged and are based on student numbers, course demand, and teaching requirements.
- A rigorous, inclusive selection and redeployment process is in place, with active People & Culture oversight.
- All at-risk colleagues have been contacted and signposted to career transition and wider support.

Executive Summary – Stage 2 Equality Impact Assessment (EIA)

- Looking at the numbers, we can see an **overall reduction** in staff at risk of redundancy, down from **104** in the first EIA to **95** in the second EIA.
- The table below breaks down these numbers according to minority groups identified as being disproportionately affected.

Equality Group	EIA Stage 1 Staff in at-risk groups	EIA Stage 2 Staff in at-risk groups
Asian / Asian British	33	31 (-2)
Other Ethnic Groups	8	7 (-1)
Black / Black British	14	14 (No change)
Muslim	29	29 (No change)
Staff in 41-50 age group	38	36 (-2)
Male staff	55	51 (-4)
White	43	37 (- 6)

Executive Summary – Stage 2 quality Impact Assessment (EIA)

- Despite numbers of staff at risk in most minority groups decreasing, the proportion of staff affected in these minority groups has, in some cases, increased slightly. These changes are below:
 1. Slight increase in Asian/ Asian British staff (+0.9%)
 2. Slight decrease in other ethnic groups (-0.3%)
 3. Slight increase in Black/ Black British staff (+1.2%)
 4. Increase in Muslim staff (+2.6%)
 5. Slight increase in Males (+0.8%)
 6. Slight increase in colleagues aged 41-50 (+1.4%)
 7. Decrease in White staff (-2.7%)
- The next stage of the restructure process will be important in minimising the impact where possible on staff from diverse backgrounds who are disproportionately impacted.

Summary of approach to Equality Impact Assessment

Two Levels of Analysis

1. All staff (in line with approach adopted for restructuring in 2024/25)
2. Academic staff (additional analysis reflecting that current restructuring proposals focuses on academic staff)

Please note that to comply with GDPR regulations, small numbers in the report are presented as 5

Detailed summary - Stage 2 analysis of equality data - All Staff

Total staff comparison

- The total number of staff at the university is **994** (*986 at EIA stage 1*) and **95** staff (*104 at EIA Stage 1*) staff are within the at-risk group
- **18** staff (*21 at EIA stage 1*) are at risk in the faculty of Technologies, Education and Social Sciences (TESS)
- **Less than 5** staff are at risk in the faculty of Health, Community and Life Sciences (HCLS)
- **76** staff (*79 at EIA stage 1*) are at risk at the UoB Business School (UBBS)

Summary of stage 2 analysis of equality data - All Staff

Staff by ethnicity

- The ethnic staff groups that are currently over-represented amongst staff at risk of redundancy are from **Asian/Asian British, Other ethnic groups** and **Black/Black British**.
- **21.1 %** (*20.5% at EIA stage 1*) of staff at the university are **Asian/ Asian British** and currently, **32.6 %** (31.7% at EIA stage 1) of staff at risk are Asian/ Asian British.
- **2.2 %** (*2.1 % at EIA stage 1*) of staff at the university are from **Other ethnic groups** and currently **7.4 %** (*7.7% at stage 1 EIA*) of staff at-risk are from this group.
- **10.5%** (*10.4% at EIA stage 1*) of staff at the university are **Black/Black British** and currently, **14.7%** (*13.5% at EIA stage 1*) staff at risk are Black / Black British.
- **White** staff are **least likely to be at risk** of redundancy. **61.1%** (*61.8% at EIA stage 1*) staff are White and **38.6 %** (*41.3% at EIA stage 1*) of staff at risk are white.

Summary of stage 2 analysis of equality data - All Staff

Staff by religion

- Staff who identify as **Muslim** are disproportionately represented in staff who are at-risk.
- **13%** (*12.8% at EIA stage 1*) of staff identify as Muslim and **30.5%** (*27.9% at EIA stage 1*) of staff at-risk are Muslim.

• Staff by sex

- **Male** staff are overrepresented within the at-risk group. **37.0 %** (*37.3% at EIA stage 1*) of staff at the university are Male and **53.7 %** (*52.9 % at EIA stage 1*) staff at-risk are male.
- The category, “other” under “Sex” includes staff who identify as trans, non-binary or gender diverse.

Summary of stage 2 analysis of equality data - All Staff

Staff by age

- Staff in the **41-50** age group are **overrepresented** in the at-risk group.
- **29.4%** (29.0% at EIA stage 1) of all staff are within this **41-50** age group; **37.9%** (36.5% at EIA stage 1) of staff at-risk are in this age bracket.

Staff by sexual orientation

- Staff who have declared their sexual orientation are not over-represented in the at-risk group

Staff with a disability

- Staff who have declared a disability are not over-represented in the at-risk group.

Summary of Stage 2 analysis of equality data - Academic Staff

Staff by ethnicity

- The ethnic staff groups that are currently over-represented in the staff at risk of redundancy compared to all academic staff are from **Asian/Asian British, Other ethnic groups** and **Black/Black British**
- **21.4 %** (21.3% at EIA stage 1) of academic staff at the university are **Asian/ Asian British** and currently, **32.6%** (31.7% at EIA stage 1) of staff at risk are Asian/ Asian British.
- **3.2 %** of academic staff at the university are from **Other ethnic groups** and currently, **7.4 %** (7.7% at EIA stage 1) of staff at-risk are from this group.
- **11.9%** of academic staff at the university are **Black/Black British** and currently **14.7%** (13.5% at EIA stage 1) staff at risk are Black / Black British.
- **White** staff are least likely to be at risk of redundancy. **58.7 %** (61.9% at EIA stage 1) staff are White and **38.9 %** (41.6% at EIA stage 1) of staff at risk are white.

Summary of stage 2 analysis of equality data - Academic Staff

Staff by religion

- Staff who identify as **Muslim** are **disproportionately represented** amongst staff who are at-risk.
- **12.3%** of academic staff identify as Muslim and **30.5 %** (*27.9% at EIA stage 1*) of staff in at-risk group are Muslim.
- Staff who identify as **Hindu** are **slightly disproportionately represented** amongst staff who are at-risk.
- **1.9%** of academic staff identify as Hindu and **3.2%** (*2.9% at EIA stage 1*) of staff in at-risk group are Hindu.
- Staff who identify as **Buddhist** are **slightly disproportionately represented** amongst staff who are at-risk.
- **1.5%** of academic staff identify as Bhuddist, and **2.1 %** (*2.9% at EIA stage 1*) of staff in at-risk group are Bhuddist.

Summary of stage 2 analysis of equality data - Academic Staff

Staff by sex

- **Male staff** are overall **slightly overrepresented within** the at-risk group. **43.4 %** (*44.0% at EIA stage 1*) of academic staff at the university are Male and represent currently **53.7%** (*52.9 % at EIA stage 1*) staff within the at-risk group.
- The category, “other” under “Sex” includes staff who identify as trans, non-binary or gender diverse.

Staff by age

- Staff in the **41-50 age group** are **slightly overrepresented** in the at-risk group.
- **31.7 %** (*31.5% at EIA stage 1*) of academic staff are within this age group, and **37.9%** (*36.5% at EIA stage 1*) of staff at-risk are in this group.

Summary of stage 2 analysis of equality data - Academic Staff

Staff with a disability

- Staff who have declared a disability are not over-represented in the at-risk group.

Staff by sexual orientation

- Staff who have declared their sexual orientation are not over-represented in the at-risk group

Mitigating actions

Tackling unconscious bias

- All staff sitting on selection, recruitment and redeployment panels must undertake both online and in-person Unconscious Bias training.

Reasonable Adjustments

- All colleagues invited to interview are encouraged to tell us about any support needs they have. We are committed to making reasonable adjustments where possible.
- There are many reasons colleagues might request a reasonable adjustment, such as a disability, health condition, caring responsibility or something else.

Mitigating actions

Embedding inclusion into Selection and Recruitment/ Redeployment

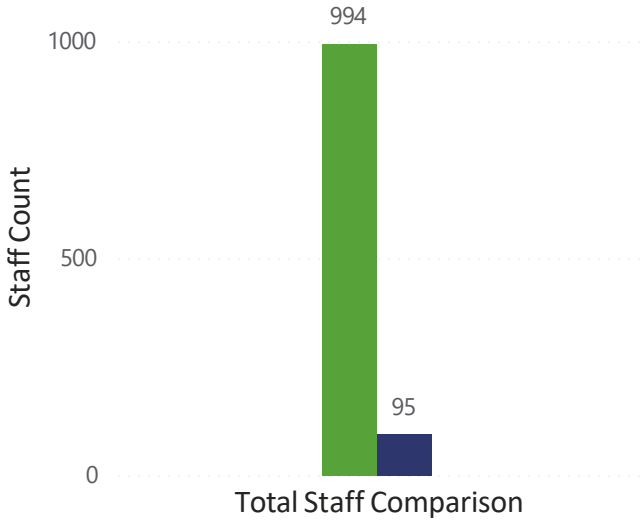
- Where possible, we ensure **panels** for selection, redeployment and recruitment are **diverse**, for example with different ethnicities, genders and service areas represented.
- For new and vacant roles, we ensure a fair, **consistent process** is used to **shortlist** candidates with a consistent scoring approach.
- We require at least **two people** from each panel to **shortlist** for new and vacant roles.
- We train managers to prepare **inclusive accessible interview questions** (e.g. clear, succinct and clearly linked to the person specification). A template is provided for these questions which must be used for each candidate to ensure a fair, consistent approach.
- All panel members must use **the same method to score answers** to interview questions.
- If two candidates score equally, after checking for disciplinary and capability records for any live issues, the **Equality Impact Assessment is used** in partnership with the People and Culture team to make decisions.
- Where possible, avoiding holding interviews for Muslim colleagues during the period of Ramadan.

Mitigating actions

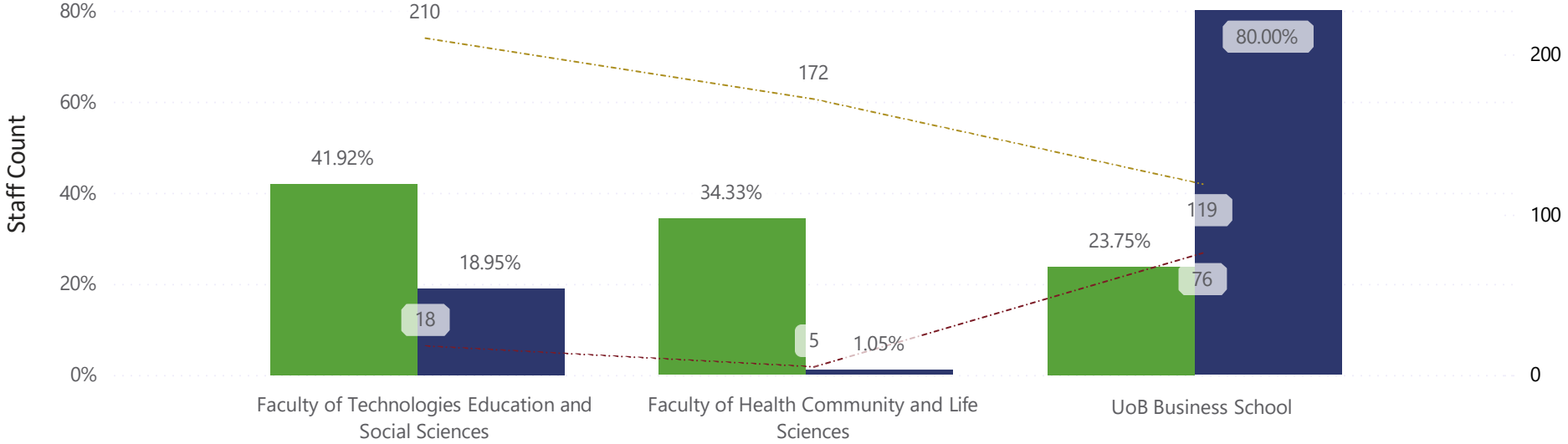
Career Transition Support

- We have partnered with an external provider – Working Transitions – to **provide coaching/ support** to colleagues at risk.
- Given the complexity of challenges some staff face in this current restructure, some of which have emerged following the Equality Impact Assessment, we have taken the decision to make this **support available to all staff in category 3 and 4** (effectively all staff at risk) throughout the consultation period.
- We have ensured Working Transitions can provide **specialised support for staff** at risk who are here **on working visas**.
- We have ensured Working Transitions can provide **coaches with diverse backgrounds** and where possible, can match colleagues with coaches with similar lived experiences if wanted
- The People and Culture Team provide **workshops on writing personal statements and preparing for an interview** to any colleague at risk that would like them.

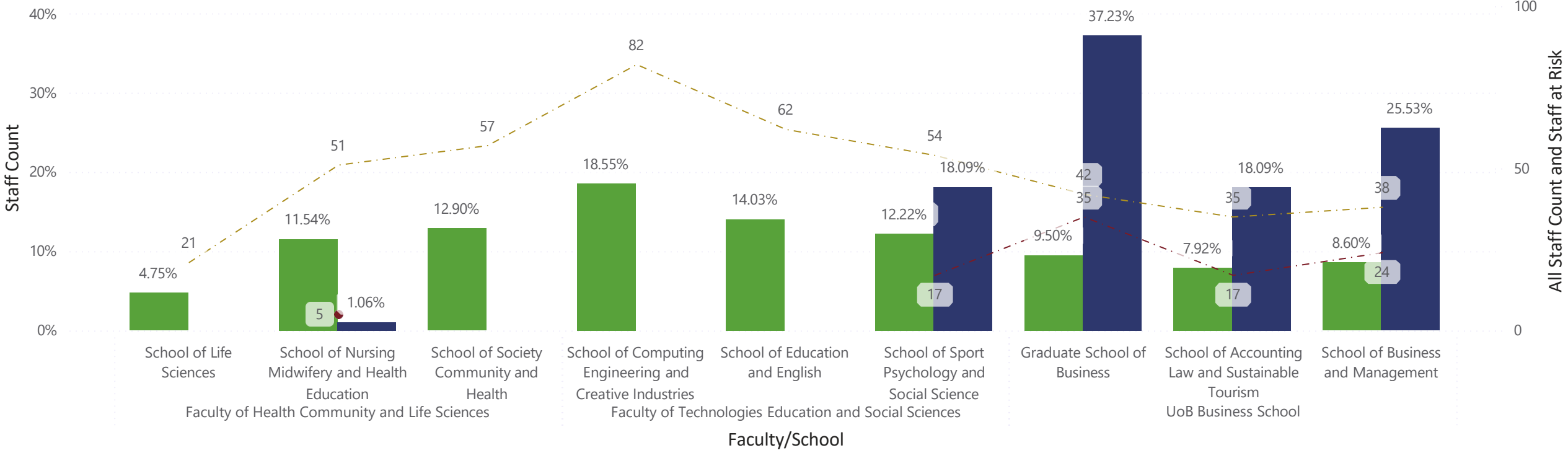
EIA Stage 2
Staff Comparison



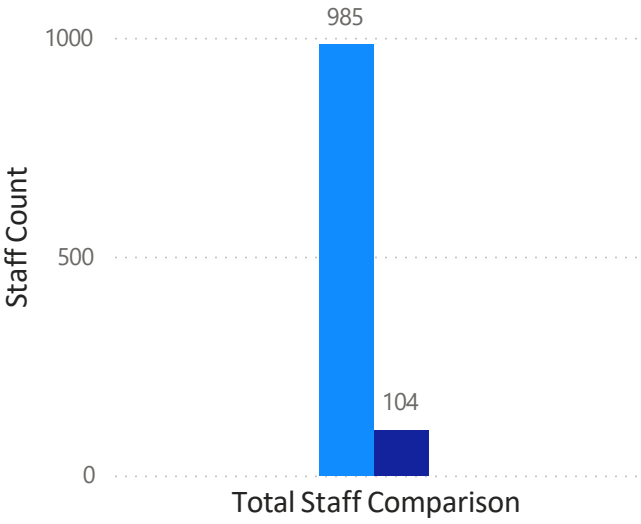
Staff by Faculty



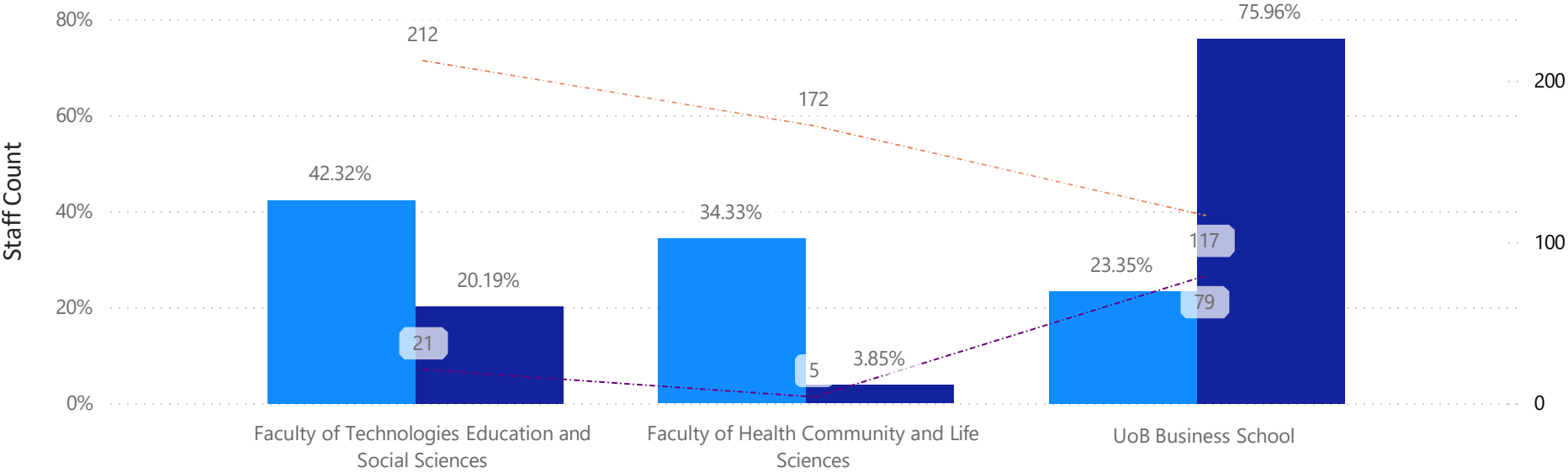
Staff Count by Faculty/School



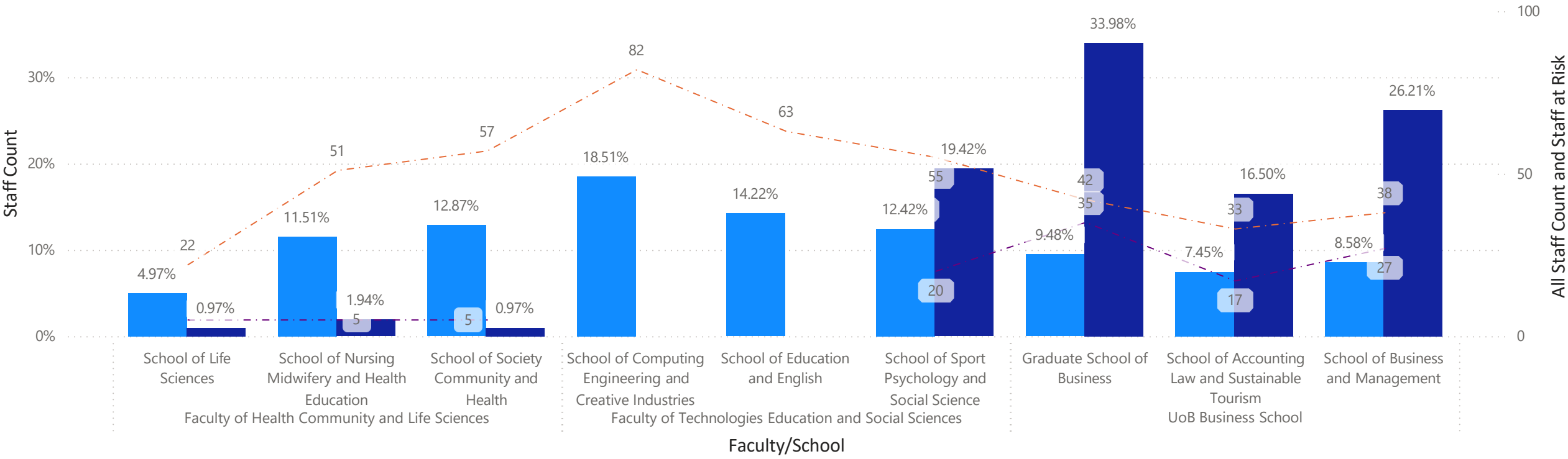
Staff Comparison



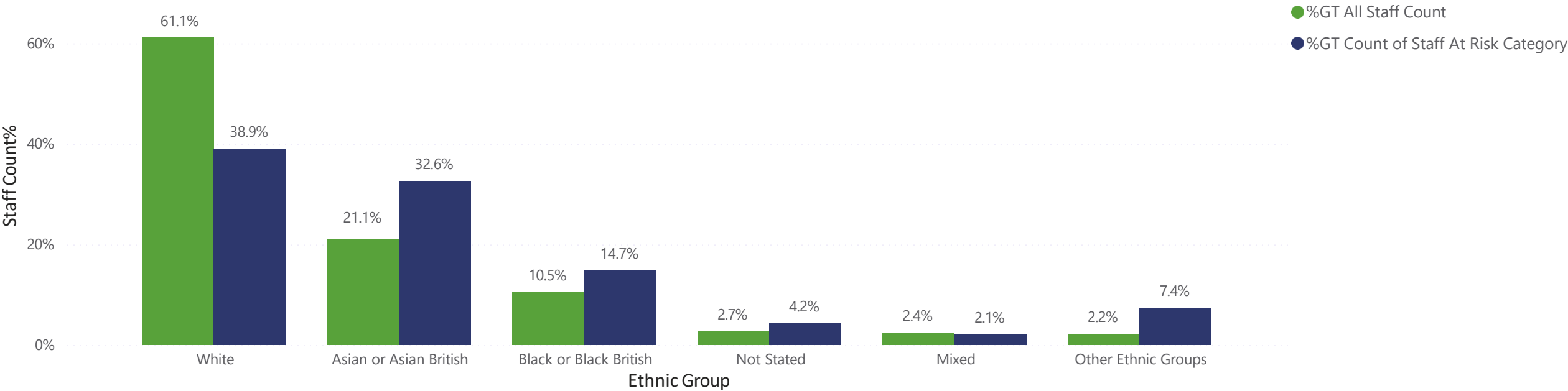
Staff by Faculty



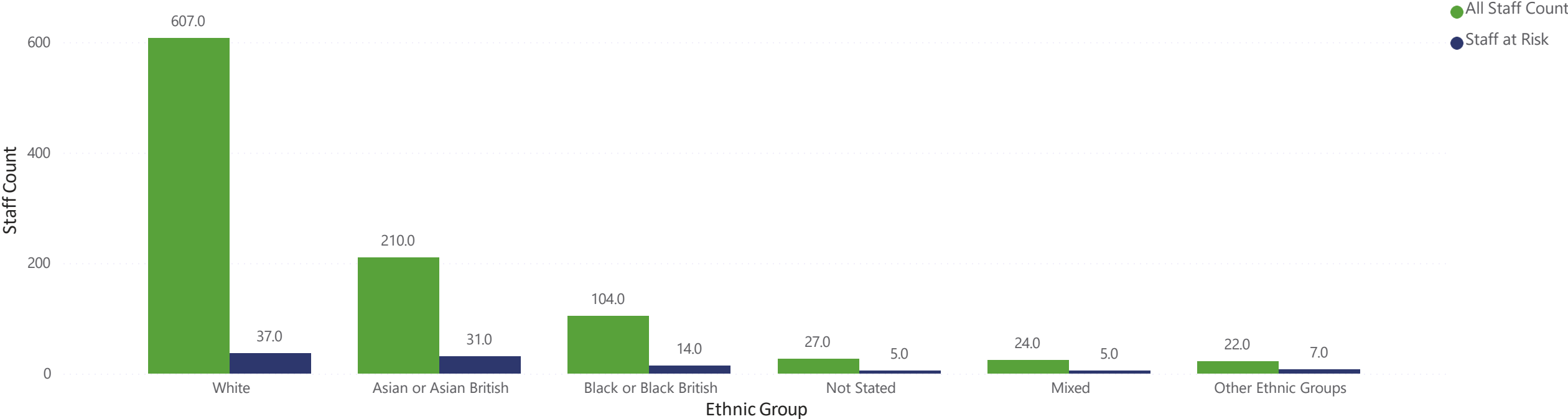
Staff Count by Faculty/School



Staff % by Ethnicity

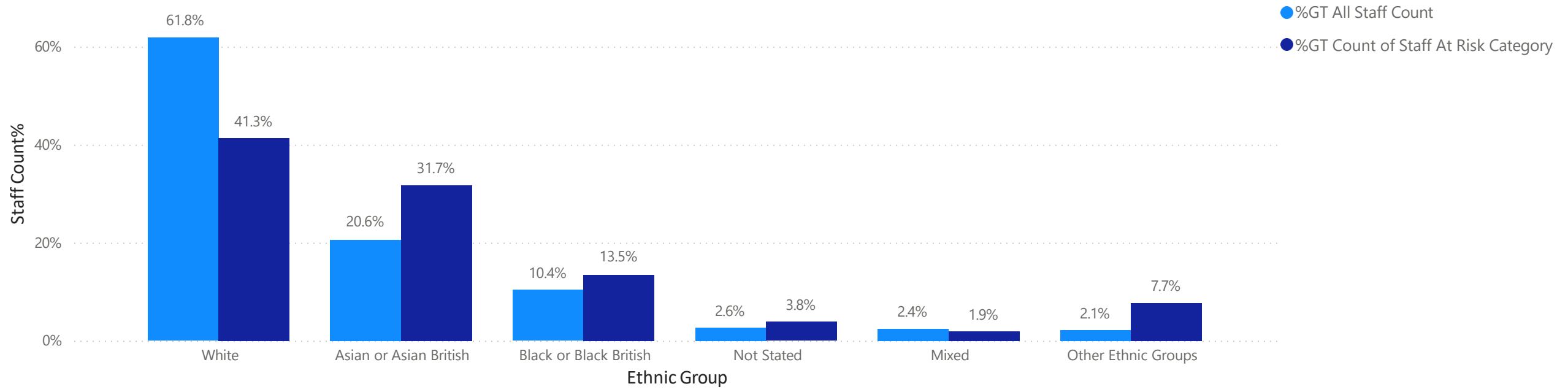


Staff by Ethnicity

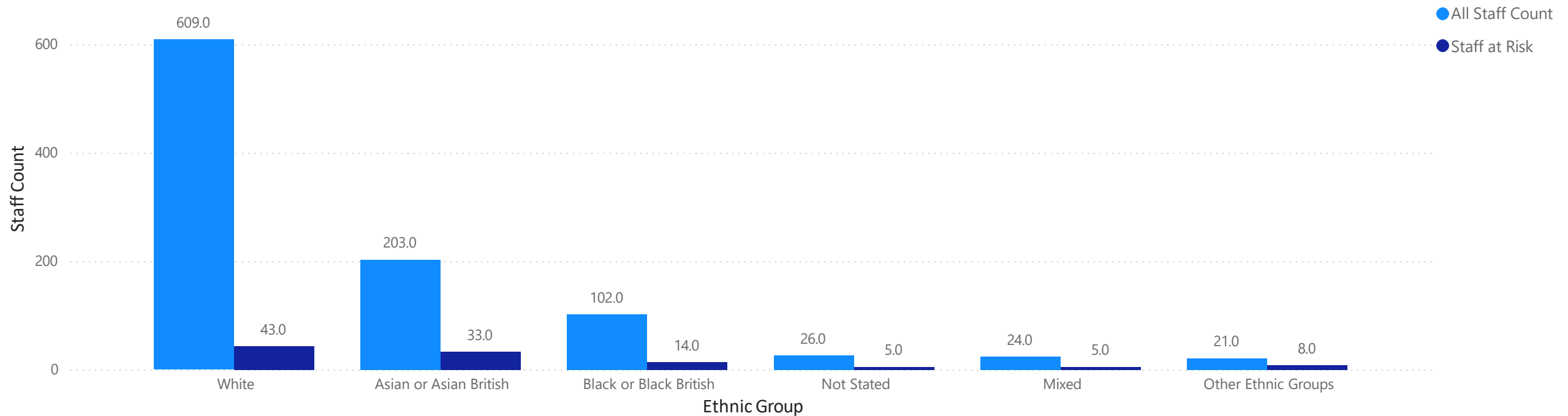


EIA Stage 1

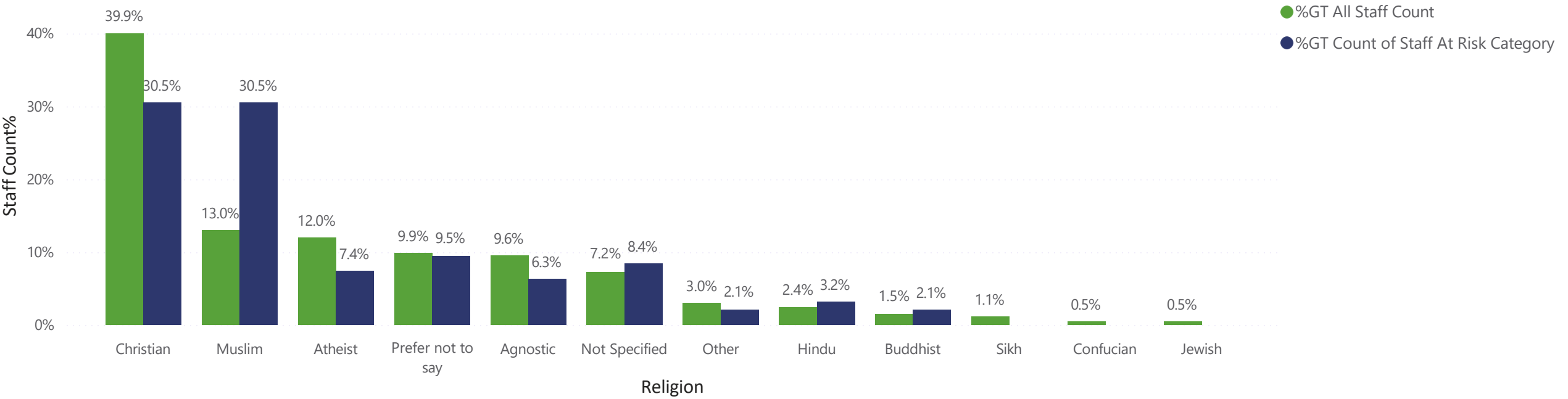
Staff % by Ethnicity



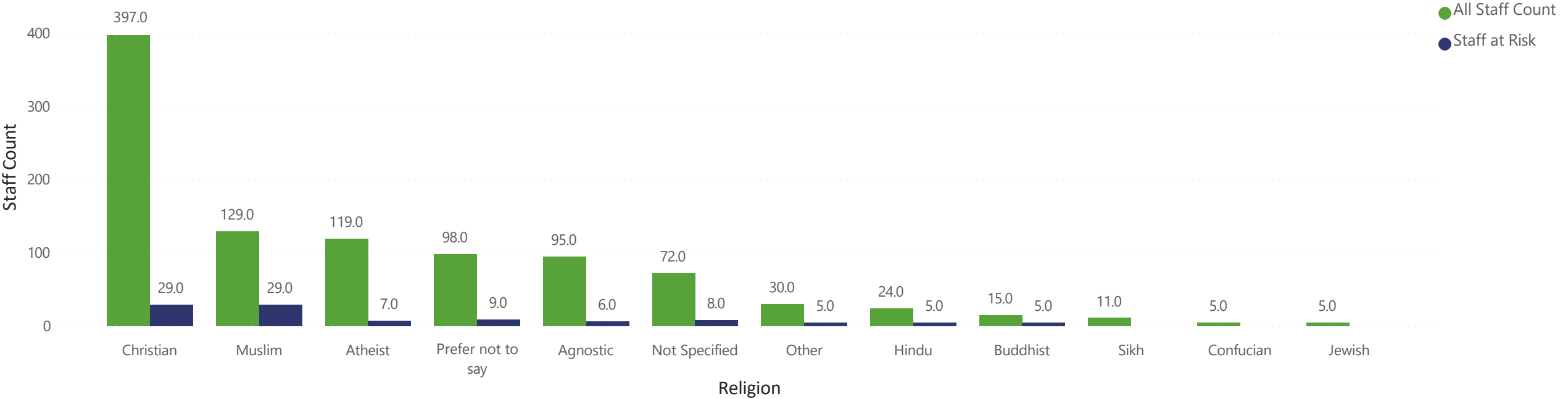
Staff by Ethnicity



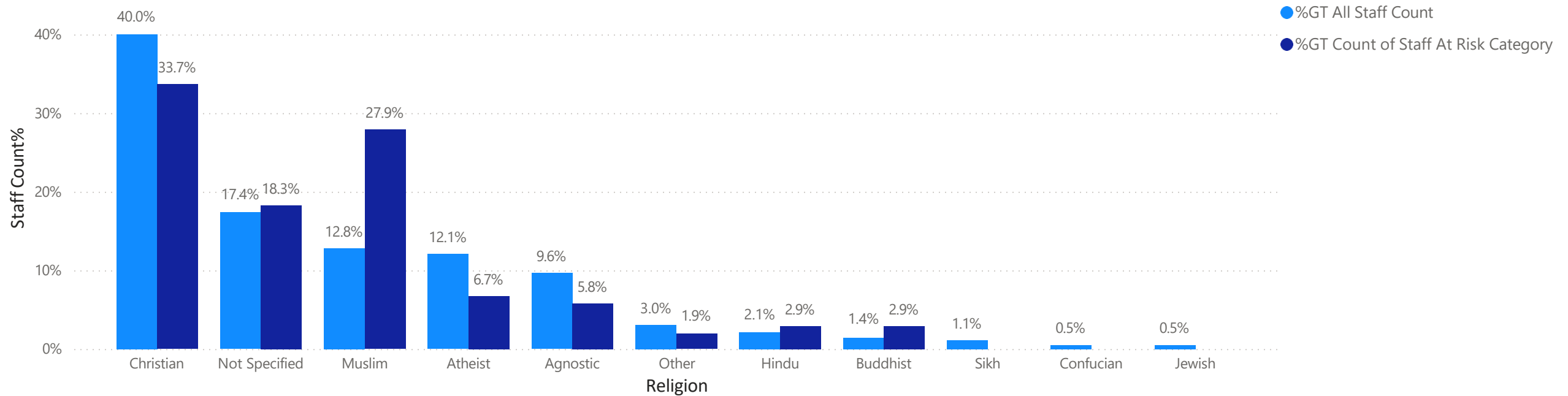
Staff % by Religion



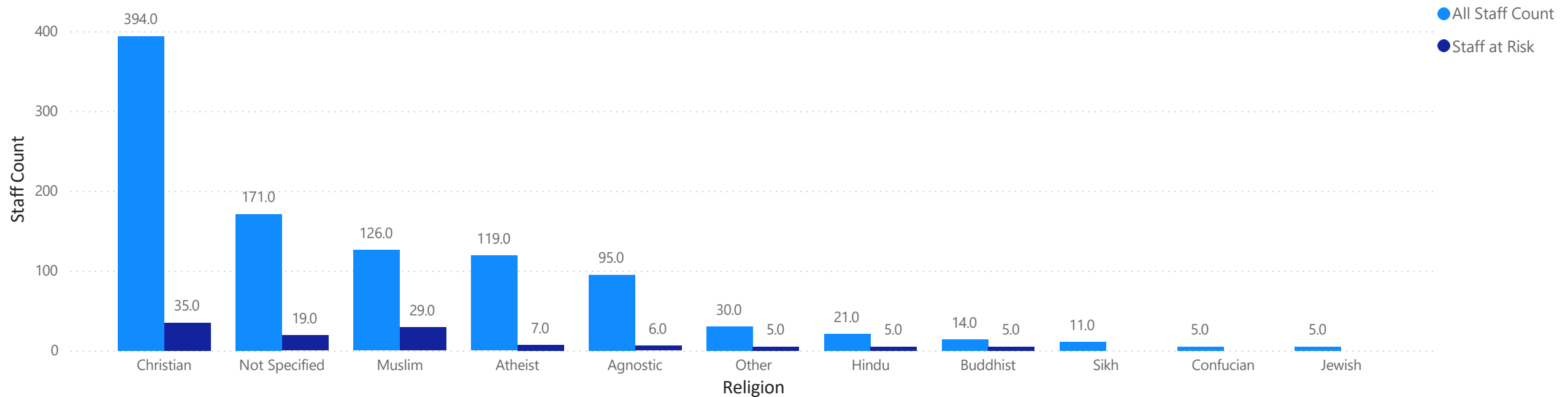
Staff by Religion



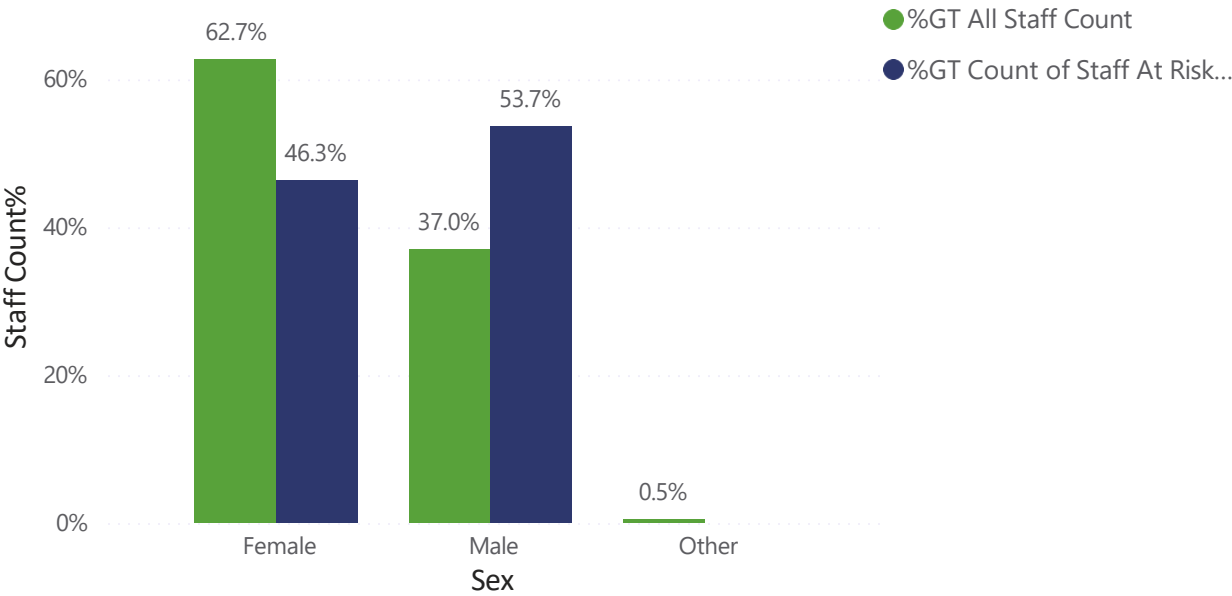
Staff % by Religion



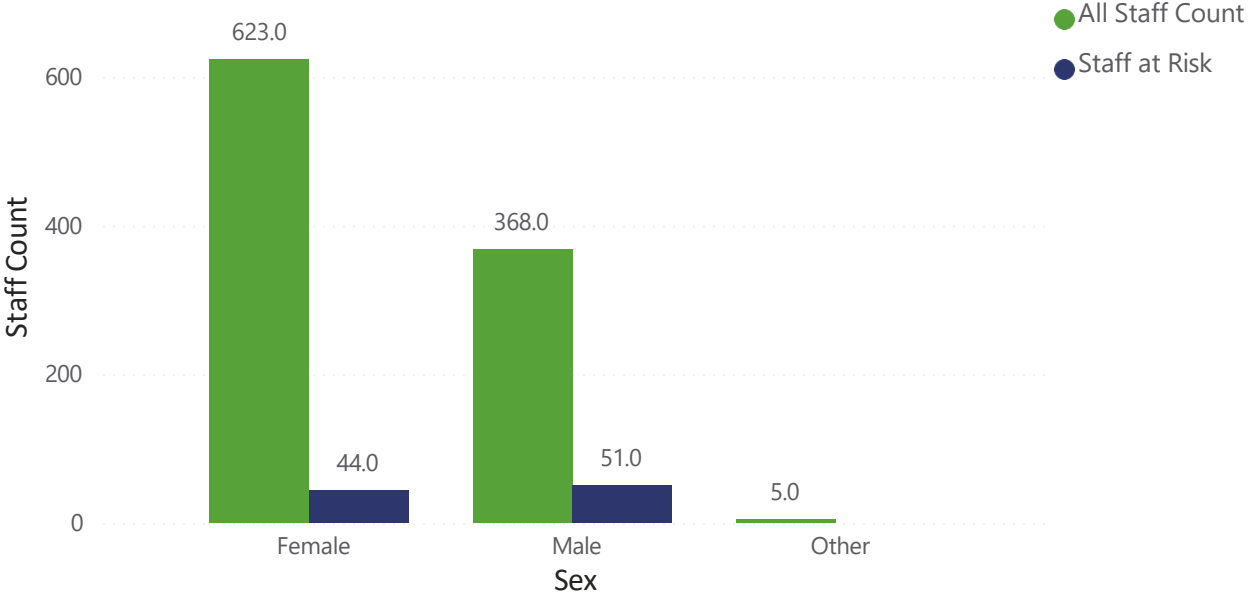
Staff by Religion



Staff % by Sex and Sexual Identity

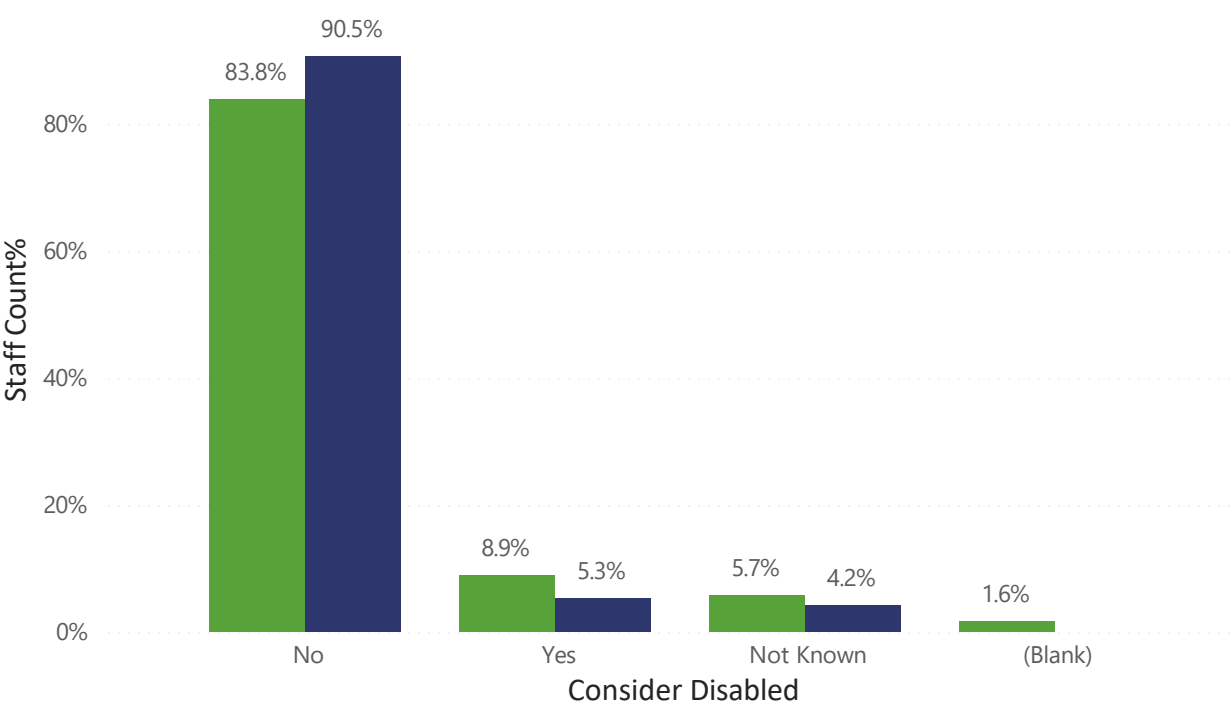


Staff by Sex and Sexual Identity

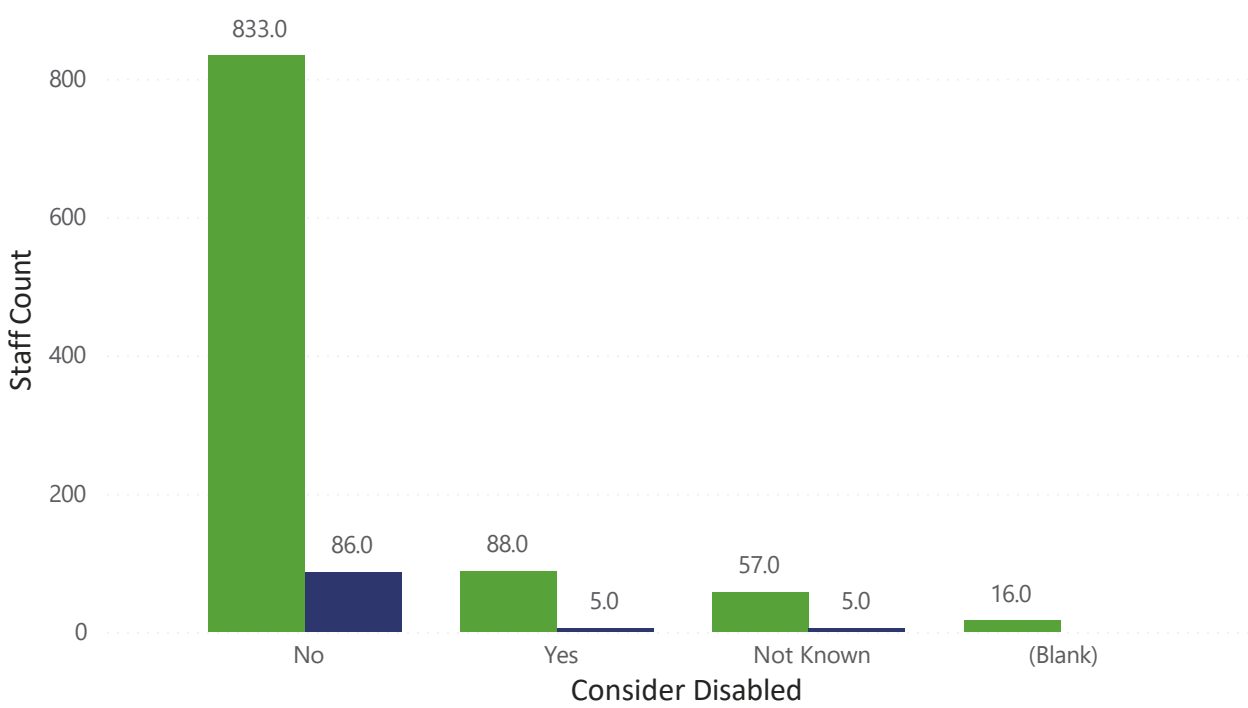


EIA Stage 2

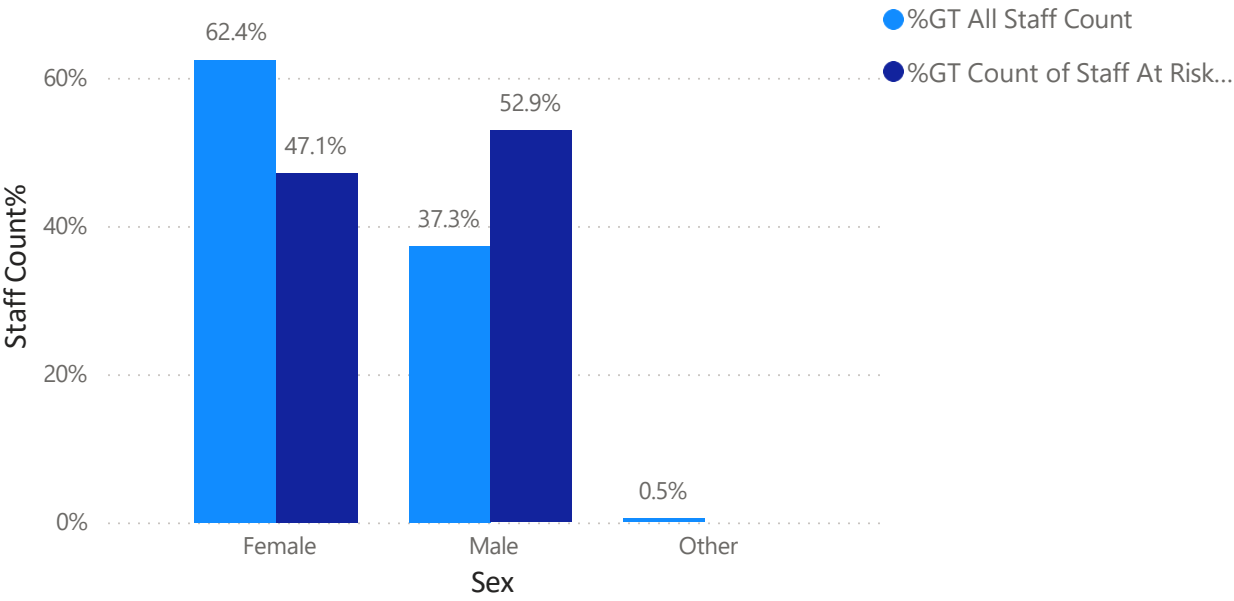
Staff % by Disability



Staff by Disability

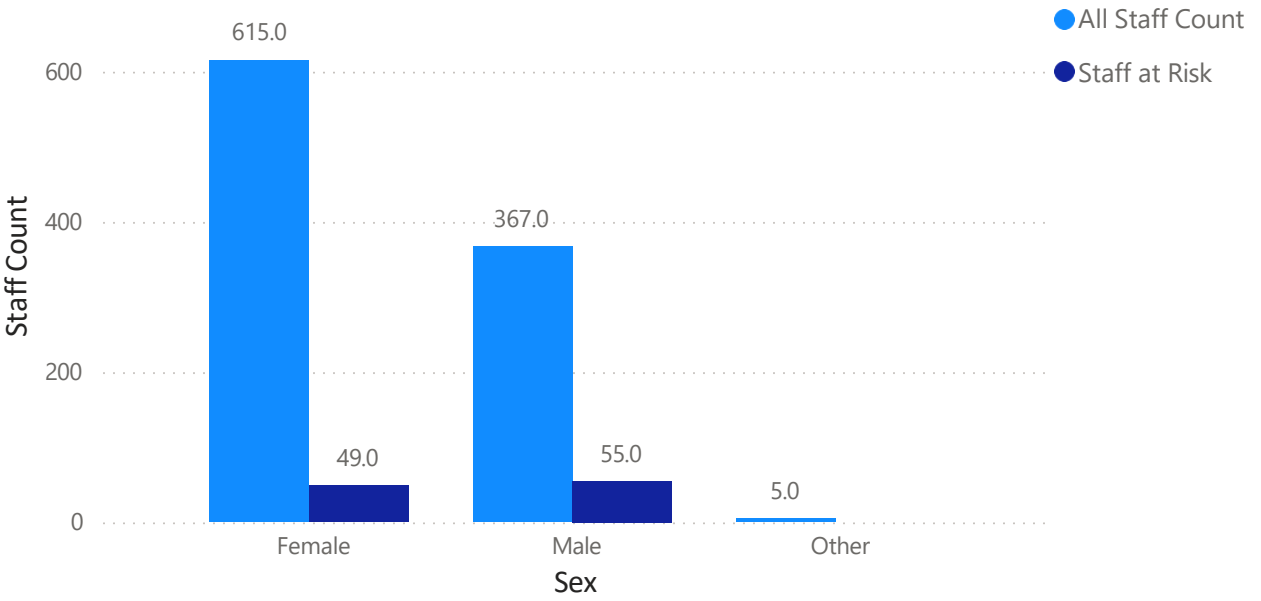


Staff % by Sex and Sexual Identity

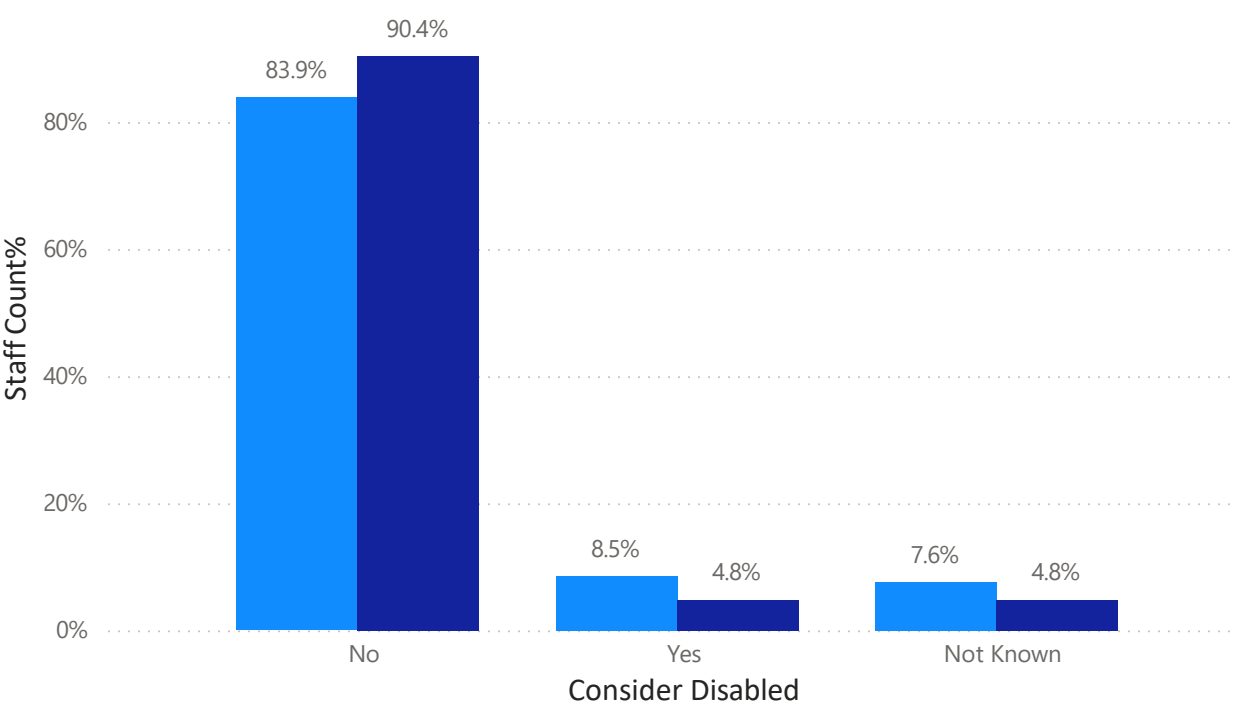


EIA Stage 1

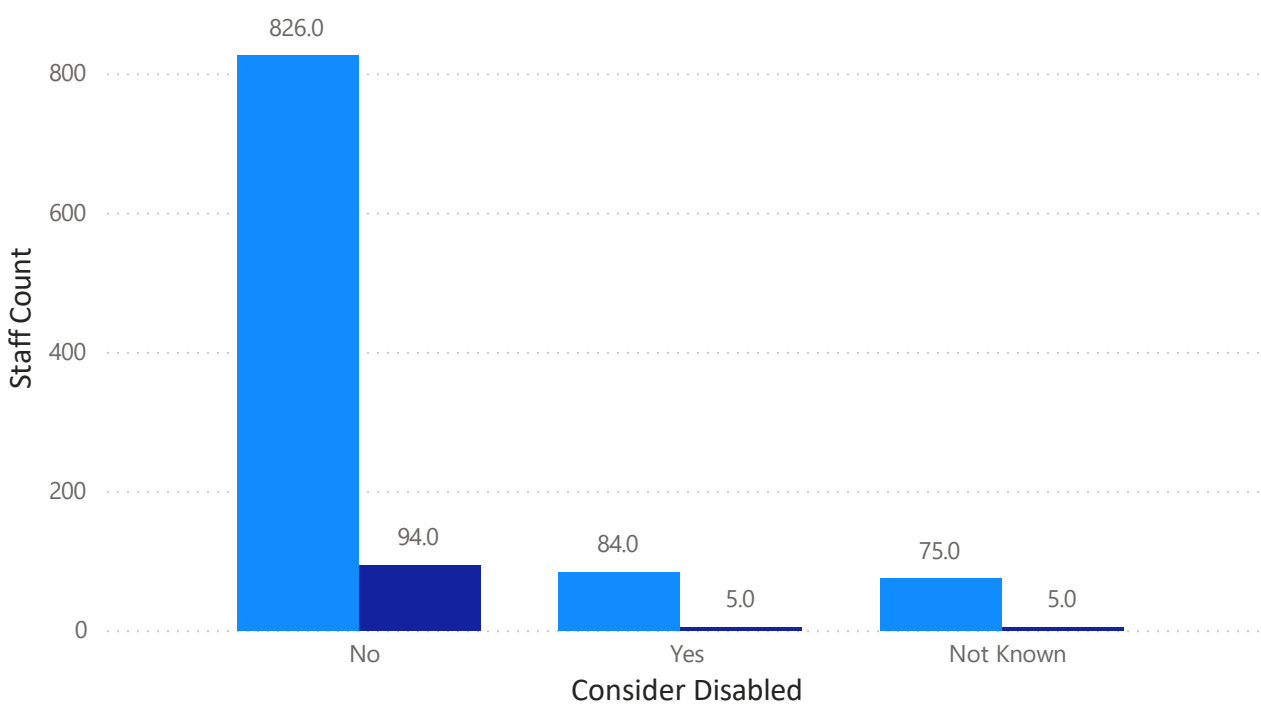
Staff by Sex and Sexual Identity



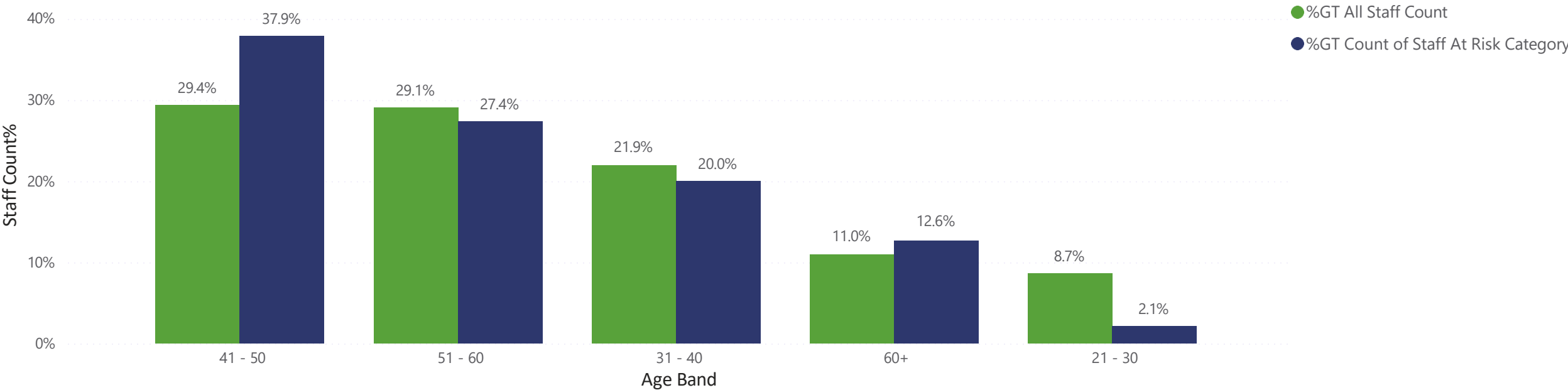
Staff % by Disability



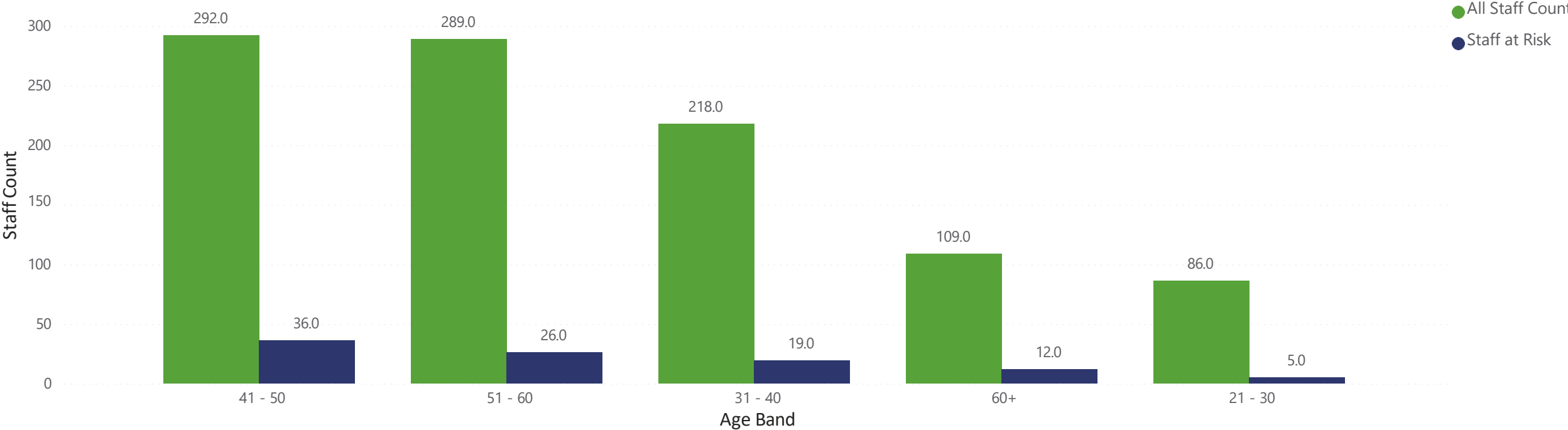
Staff by Disability



Staff % by Age

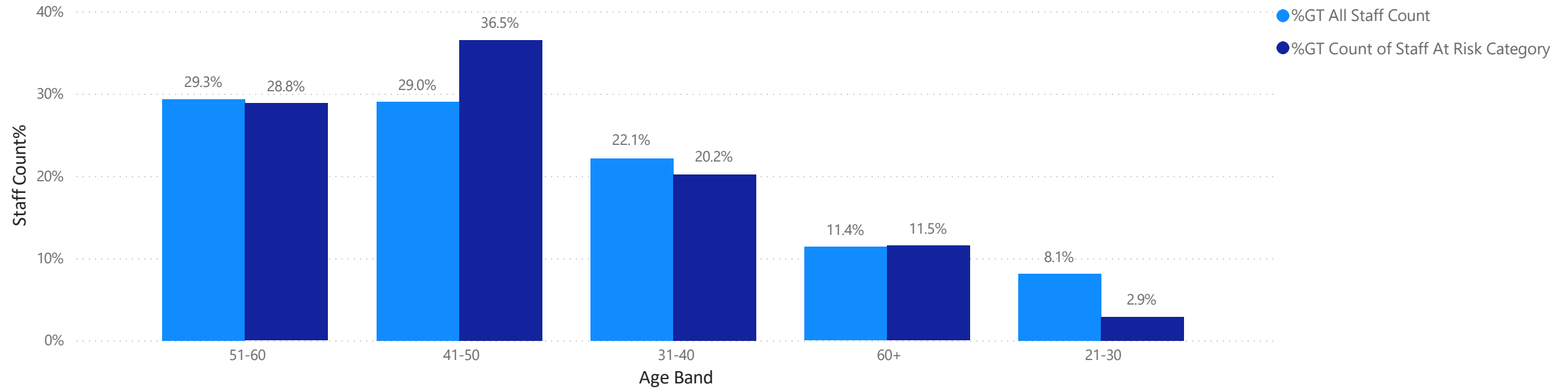


Staff by Age

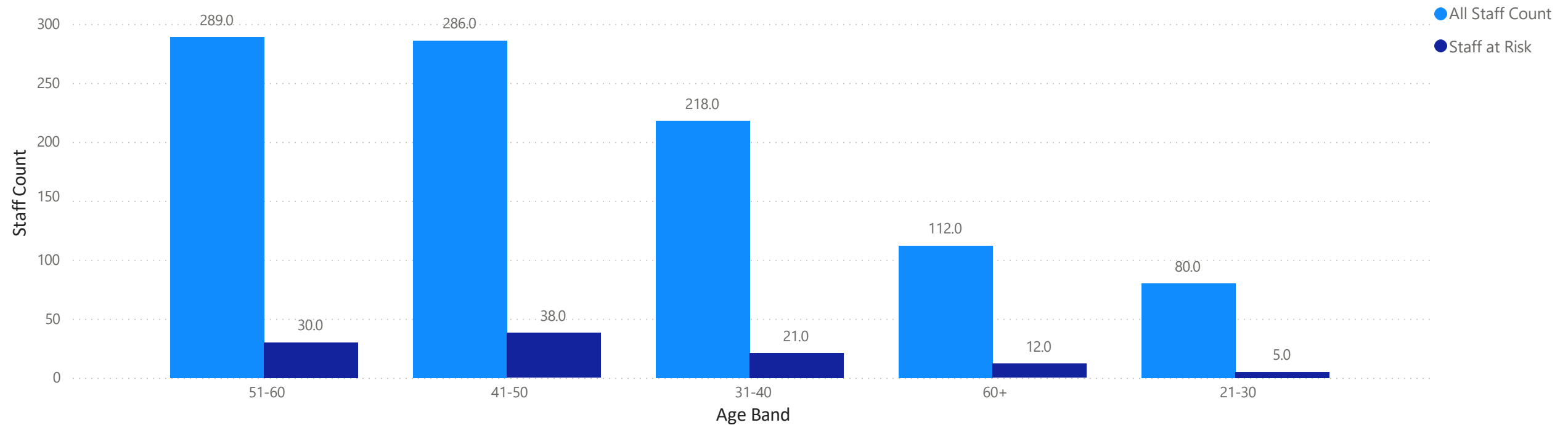


EIA Stage 1

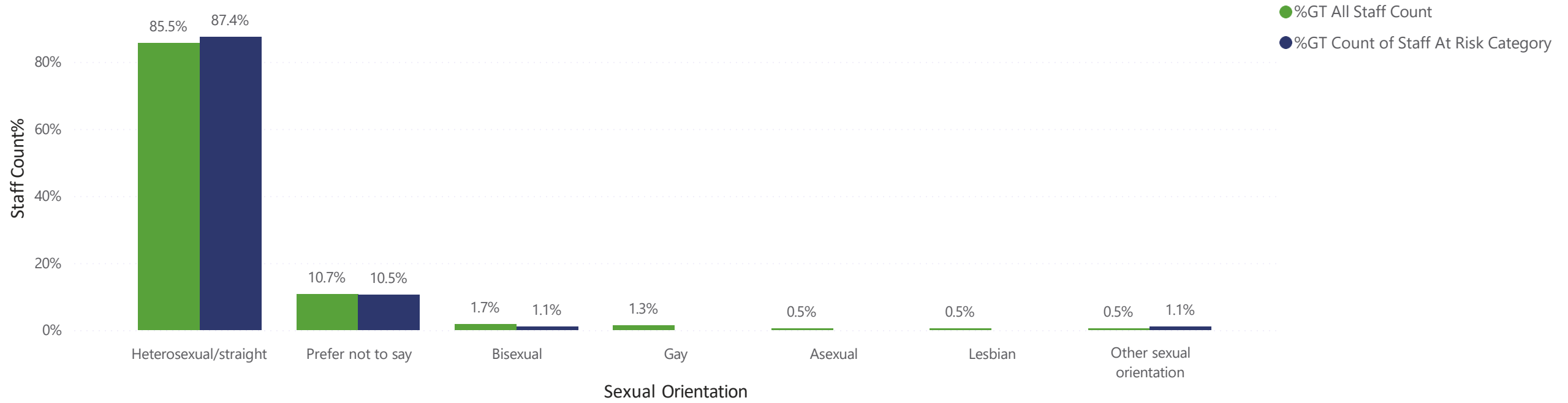
Staff % by Age



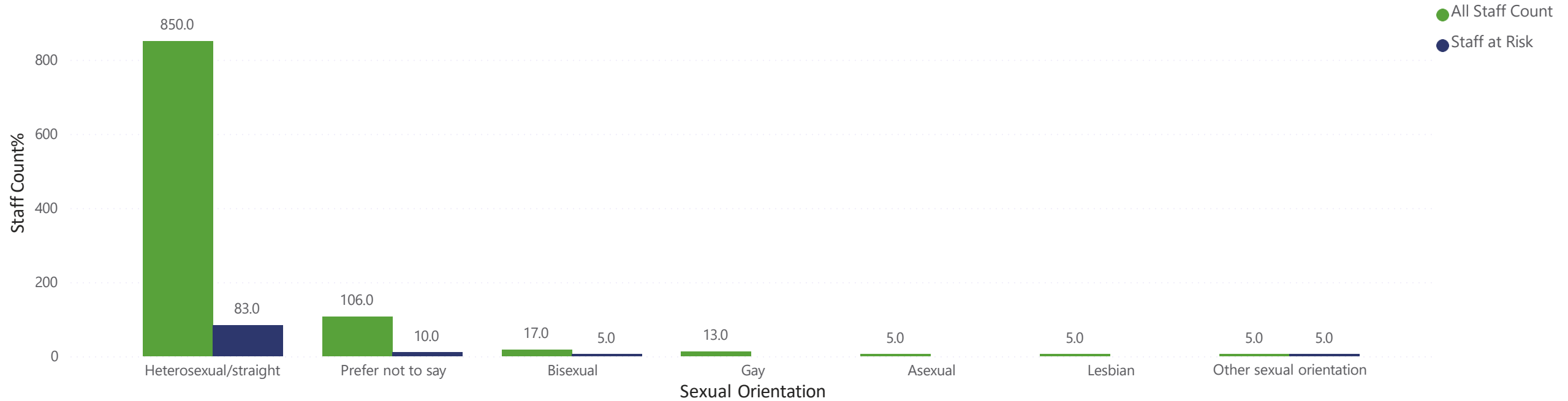
Staff by Age



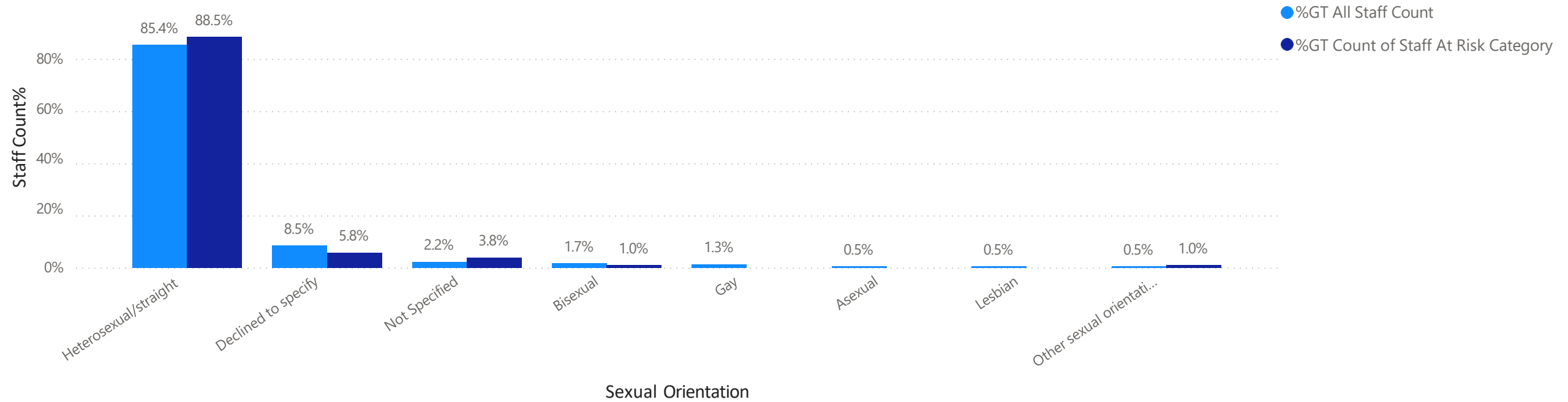
Staff % by Sexual Orientation



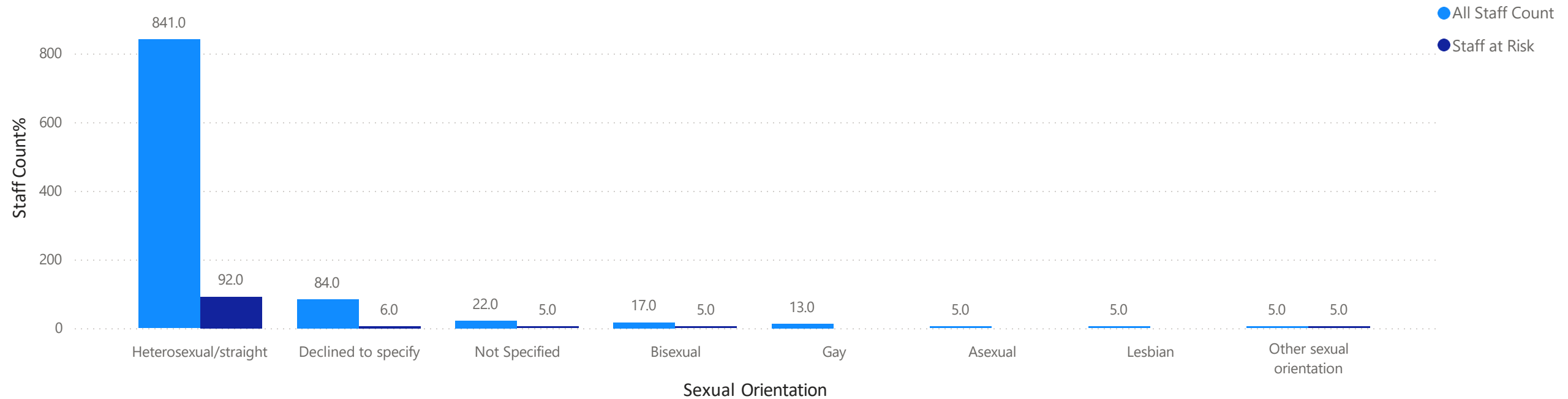
Staff % by Sexual Orientation



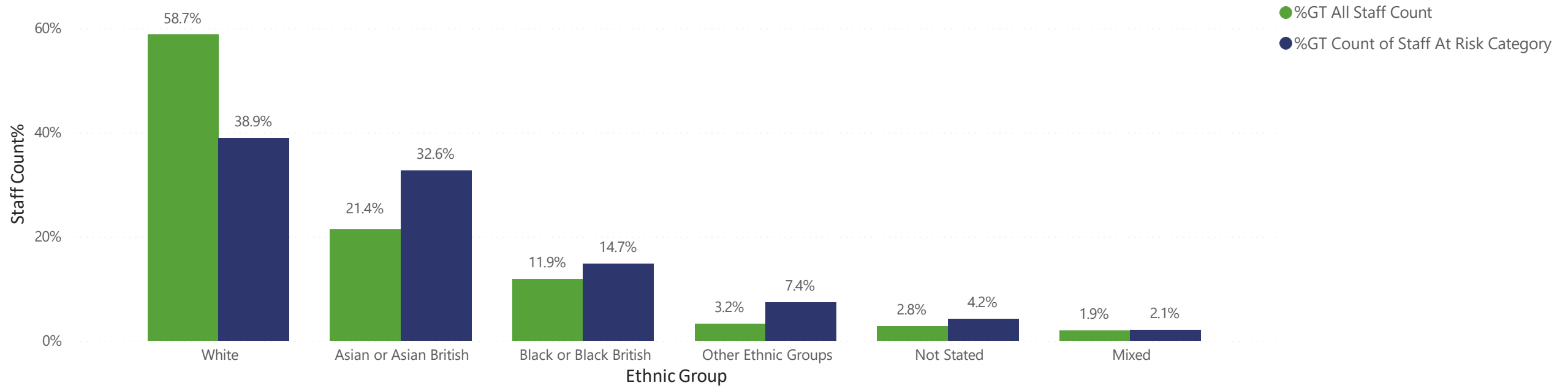
Staff % by Sexual Orientation



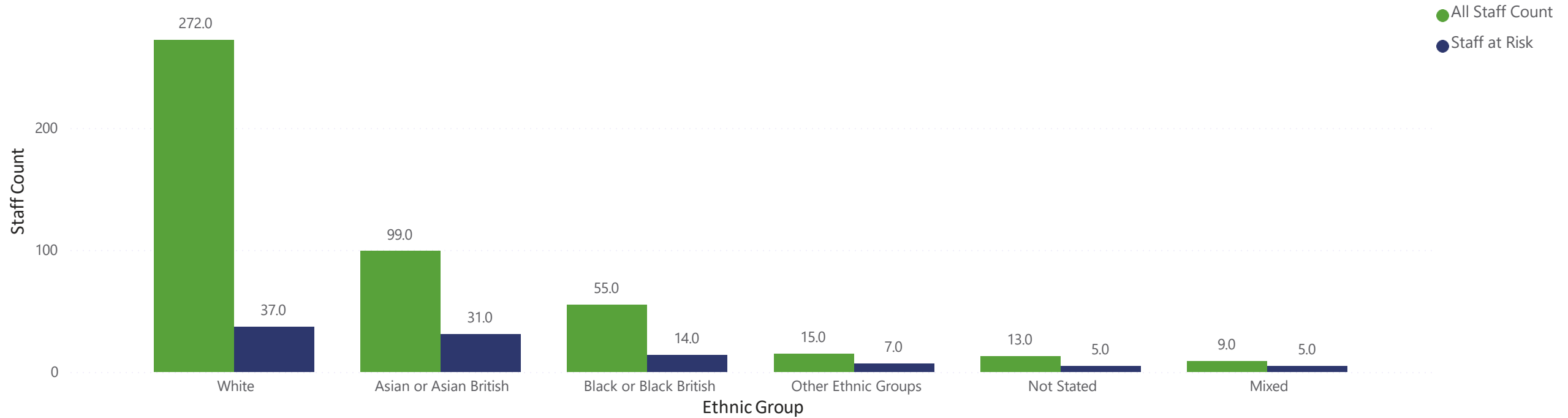
Staff by Sexual Orientation



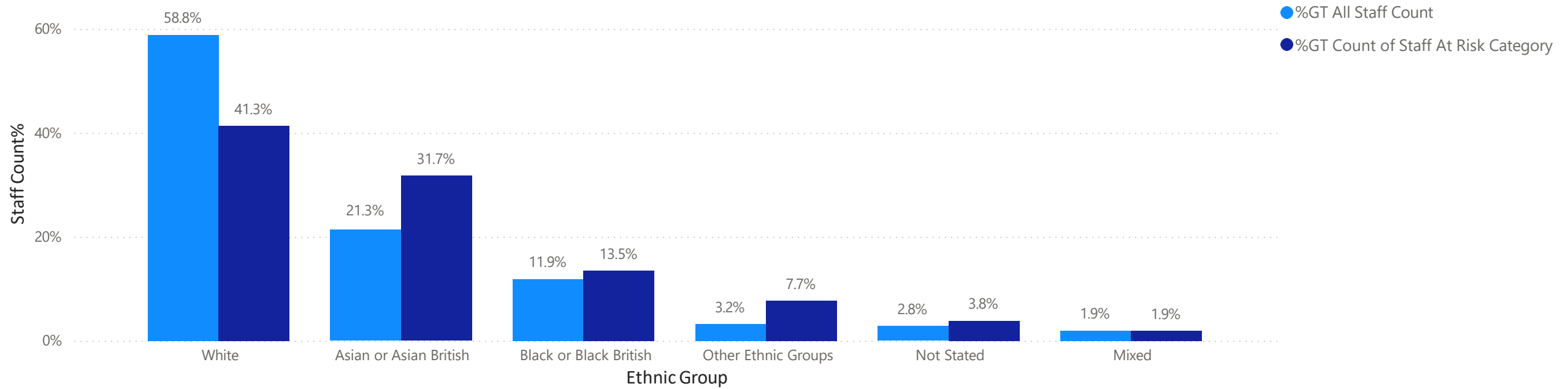
Academic Staff % by Ethnicity



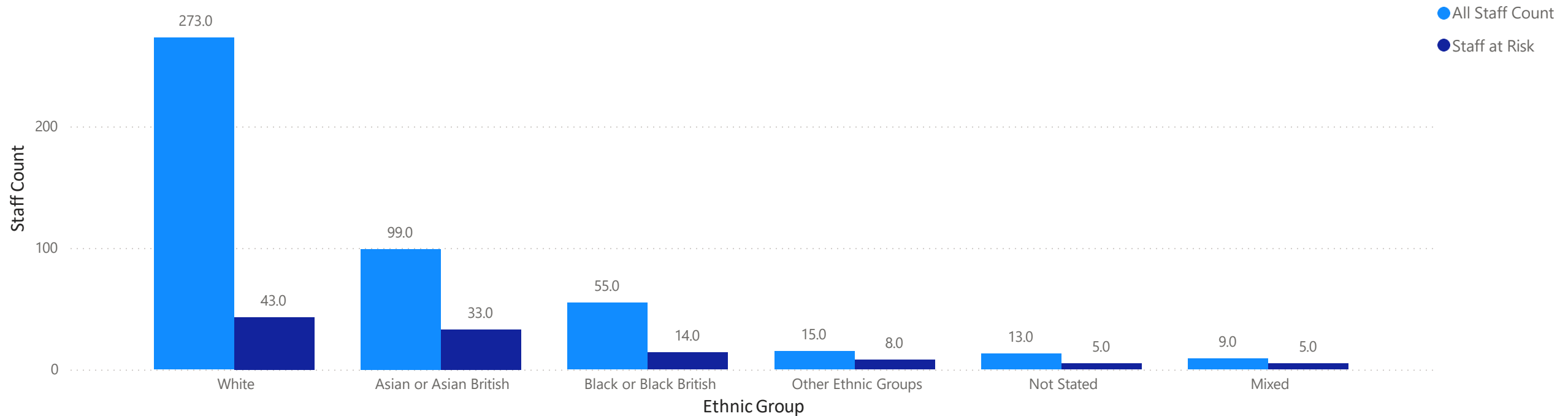
Academic Staff by Ethnicity



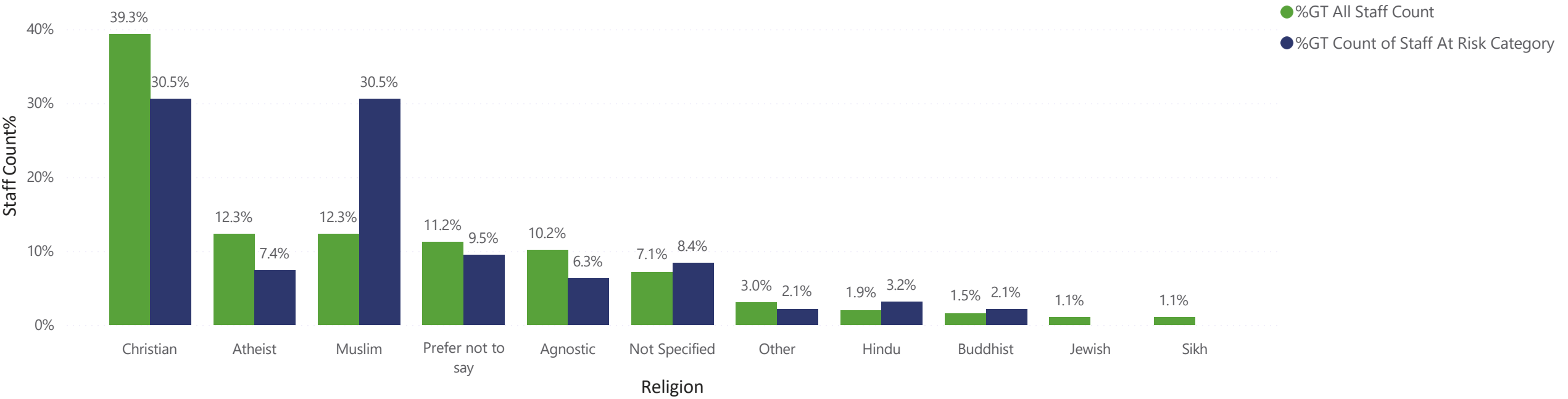
Academic Staff % by Ethnicity



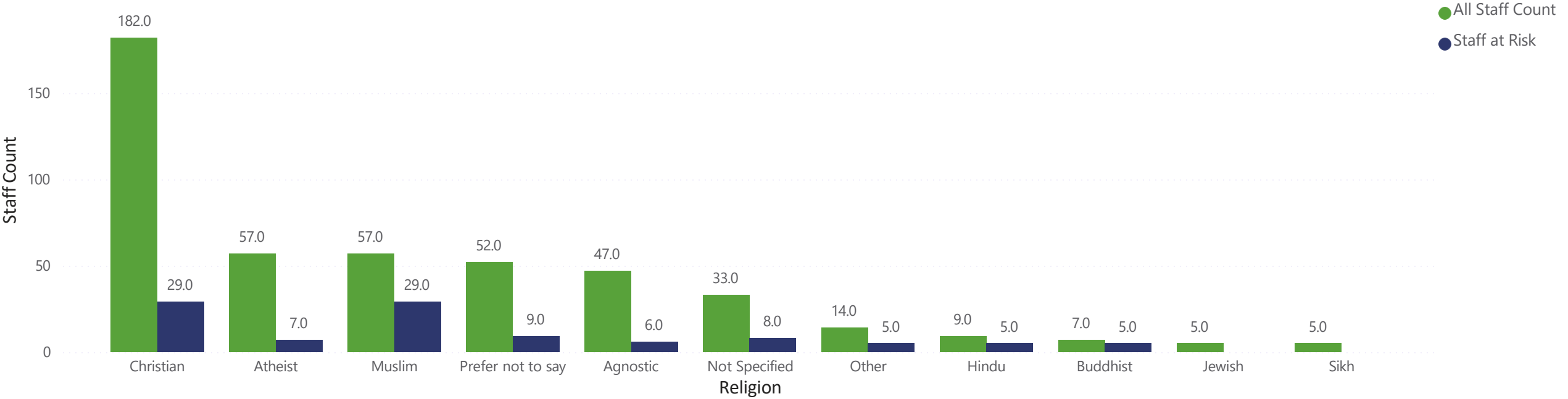
Academic Staff by Ethnicity



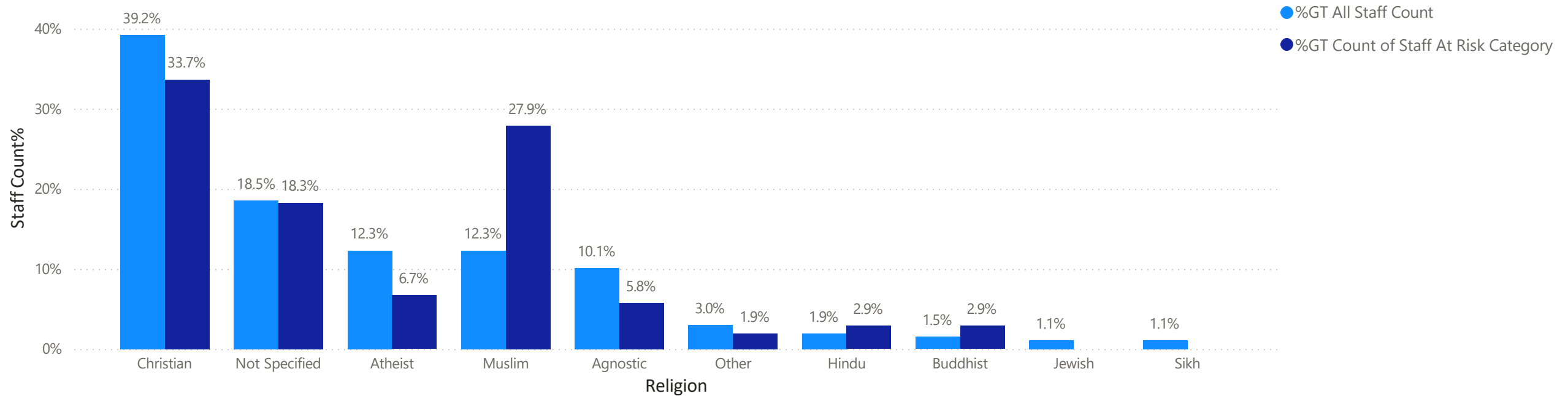
Academic Staff % by Religion



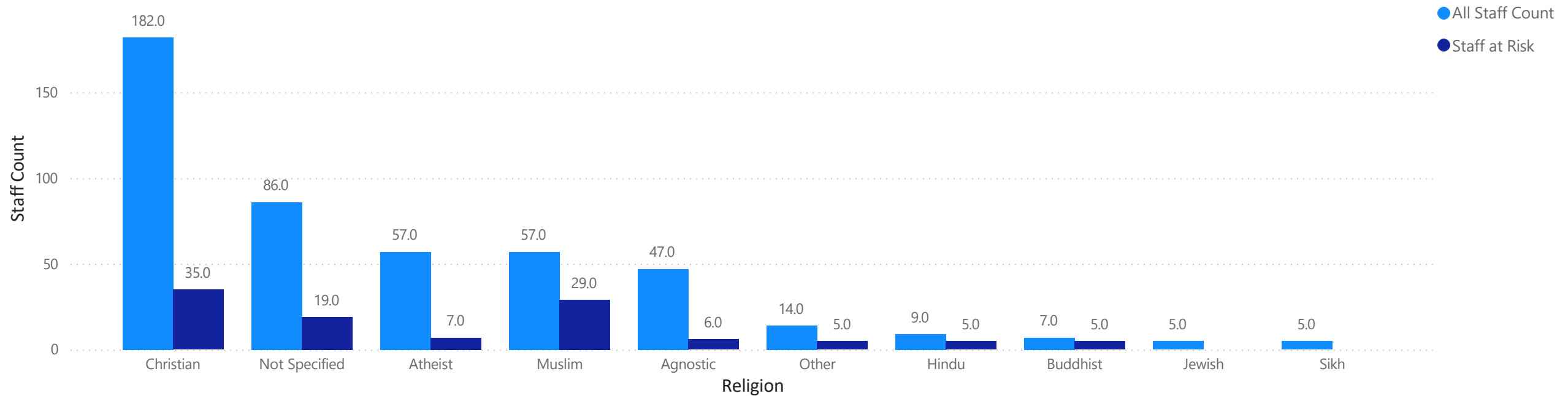
Academic Staff by Religion



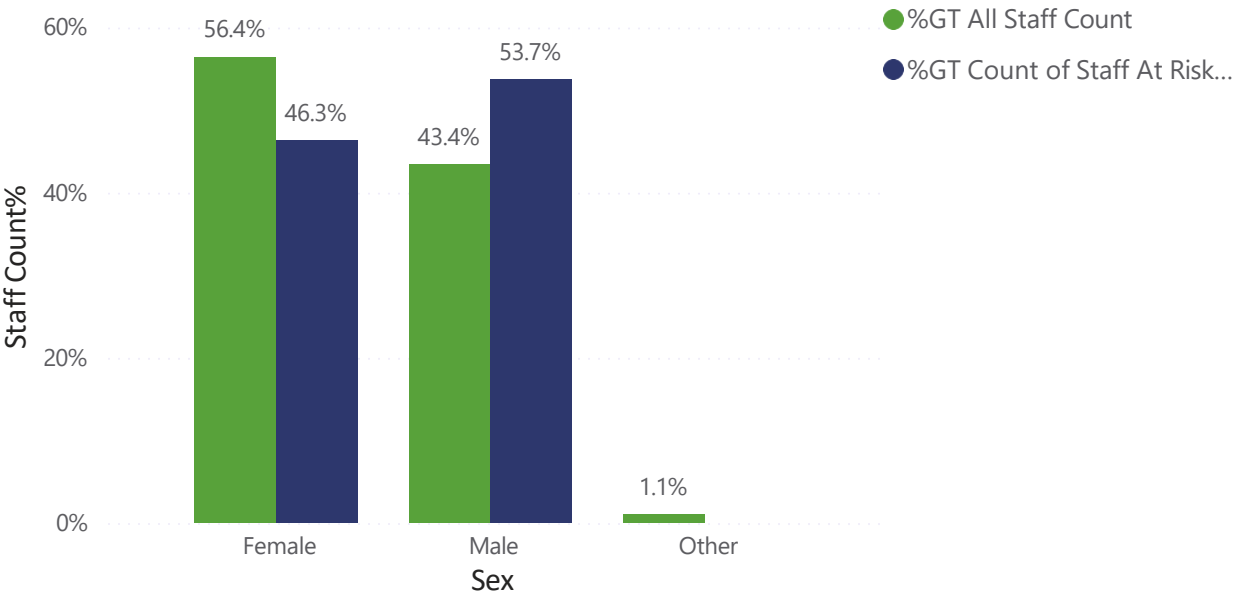
Academic Staff % by Religion



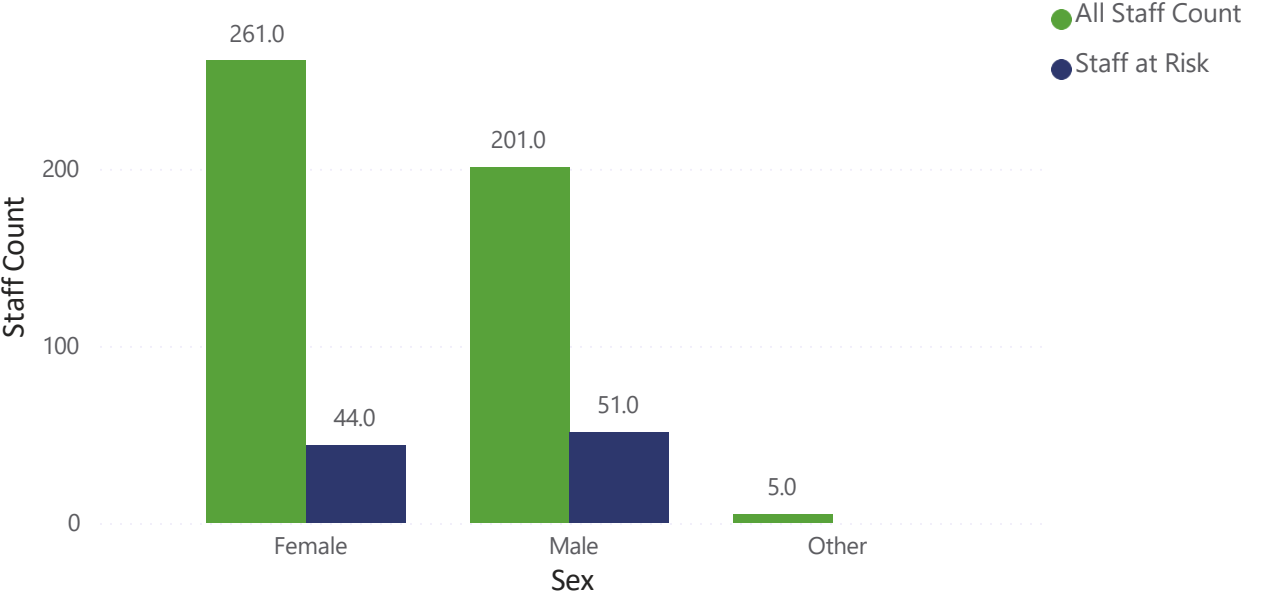
Academic Staff by Religion



Academic Staff % by Sex and Sexual Identity

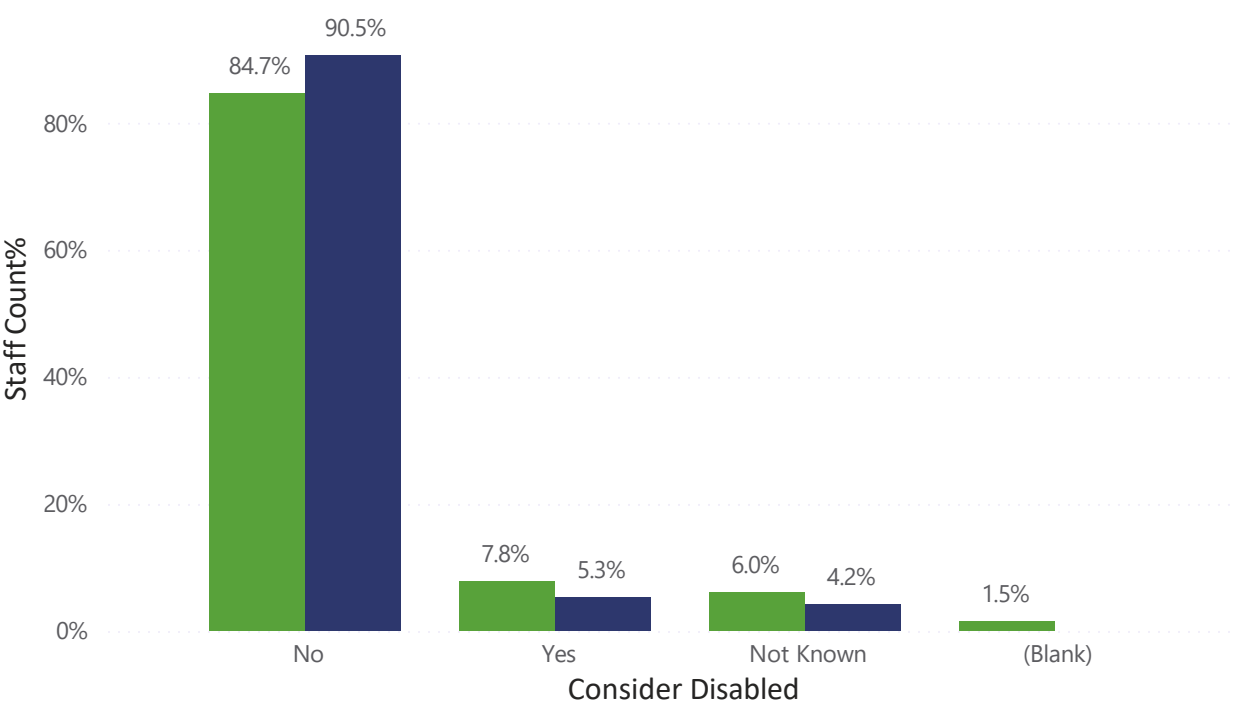


Academic Staff by Sex and Sexual Identity

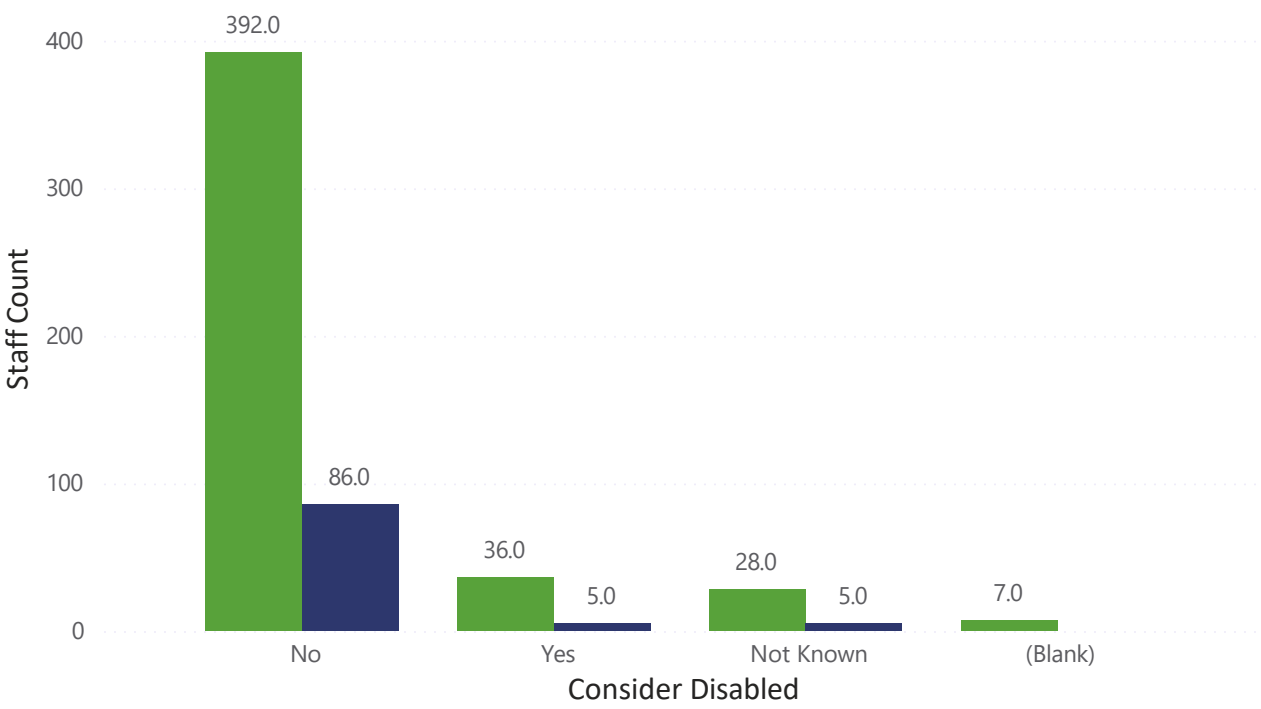


EIA Stage 2

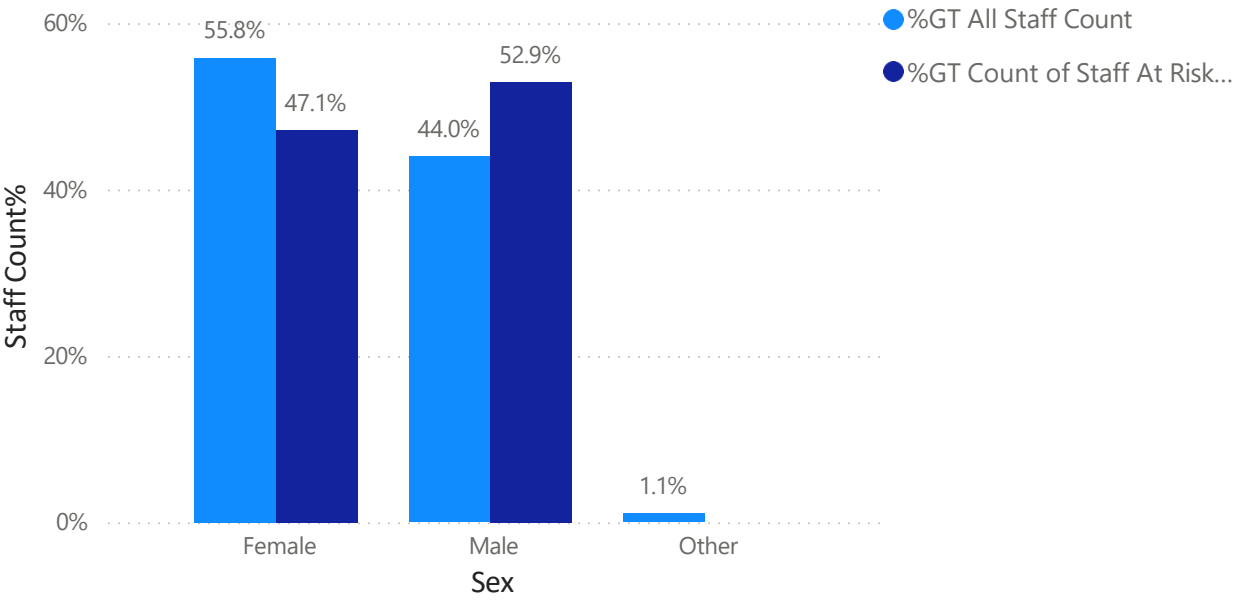
Academic Staff % by Disability



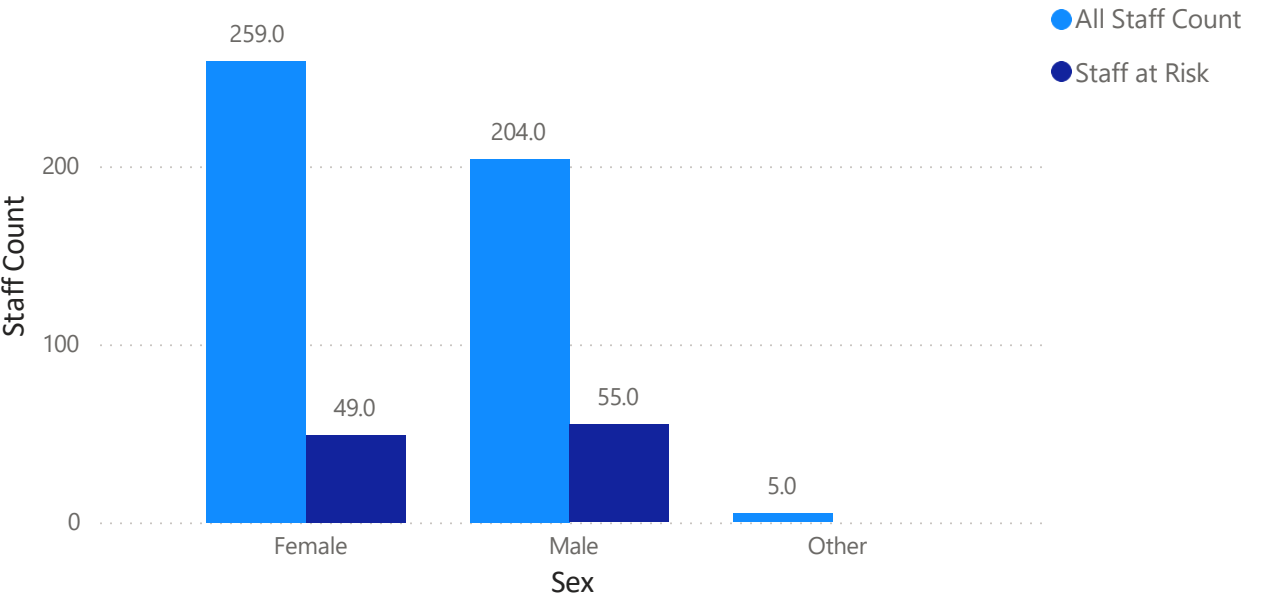
Academic Staff by Disability



Academic Staff % by Sex and Sexual Identity

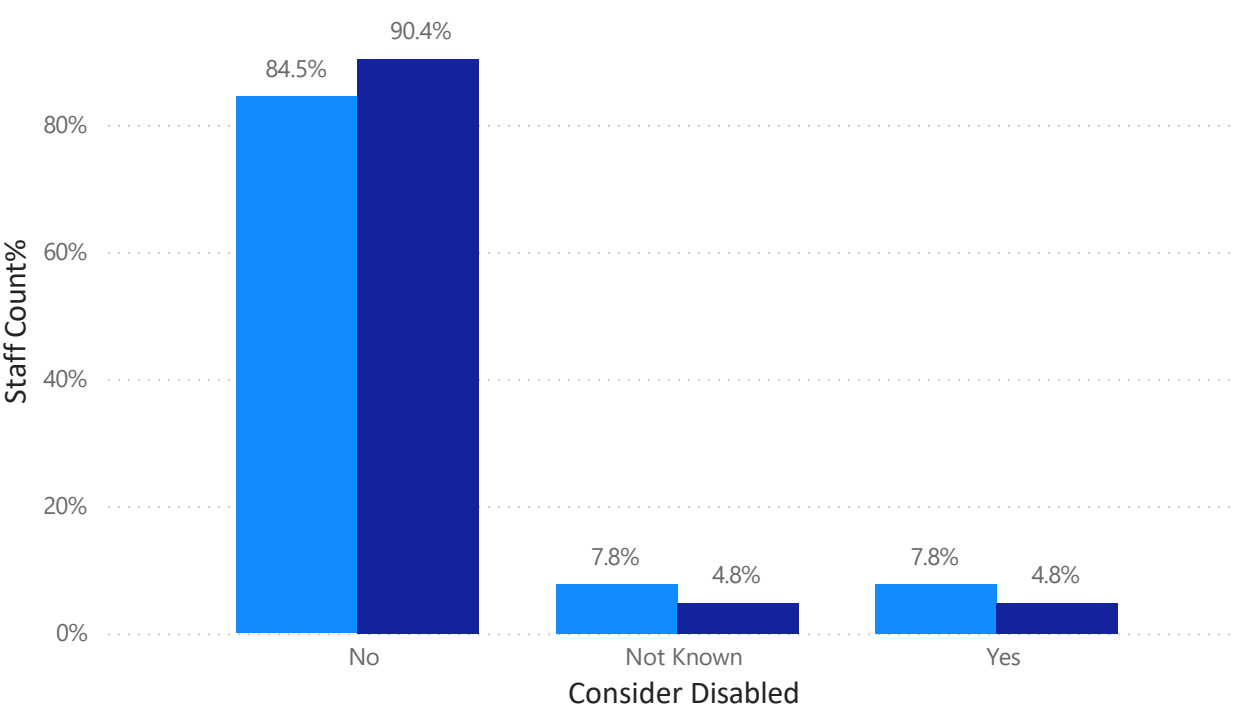


Academic Staff by Sex and Sexual Identity

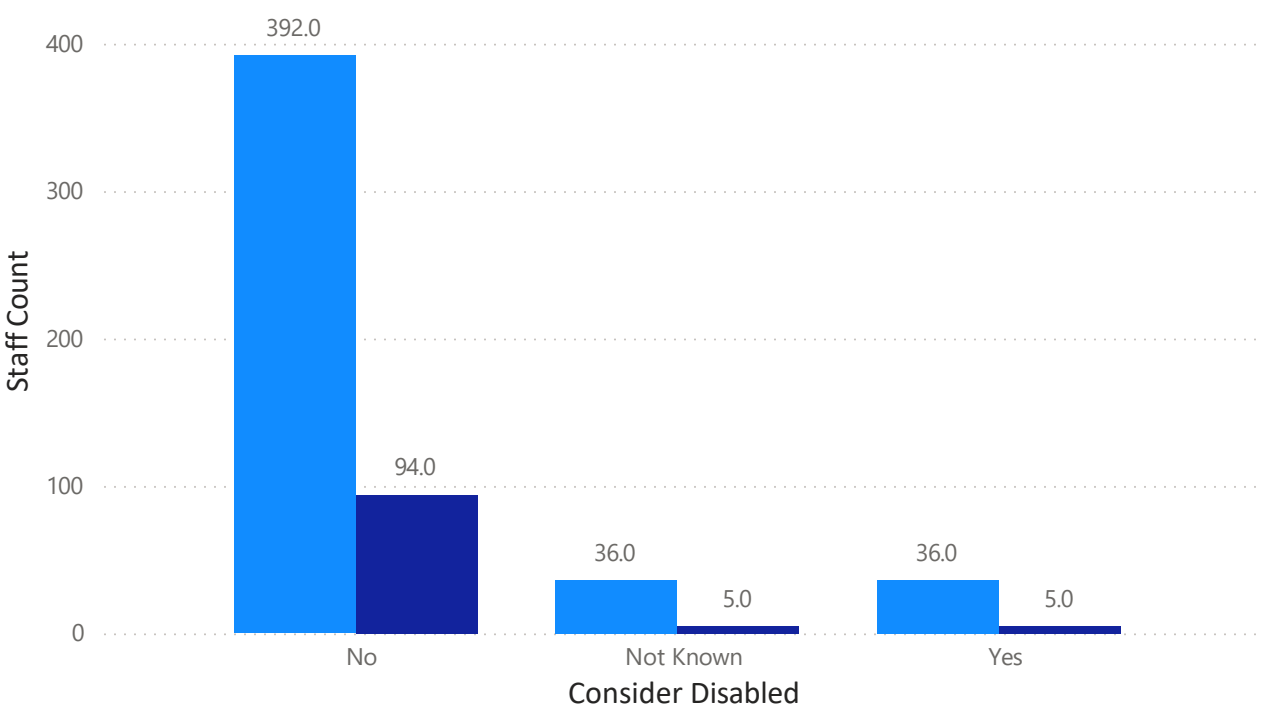


EIA Stage 1

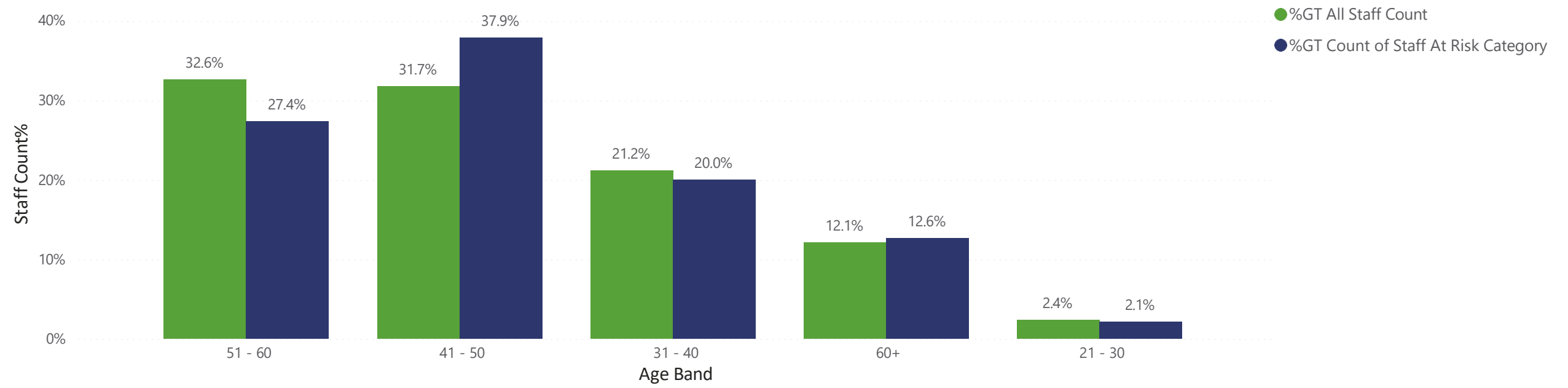
Academic Staff % by Disability



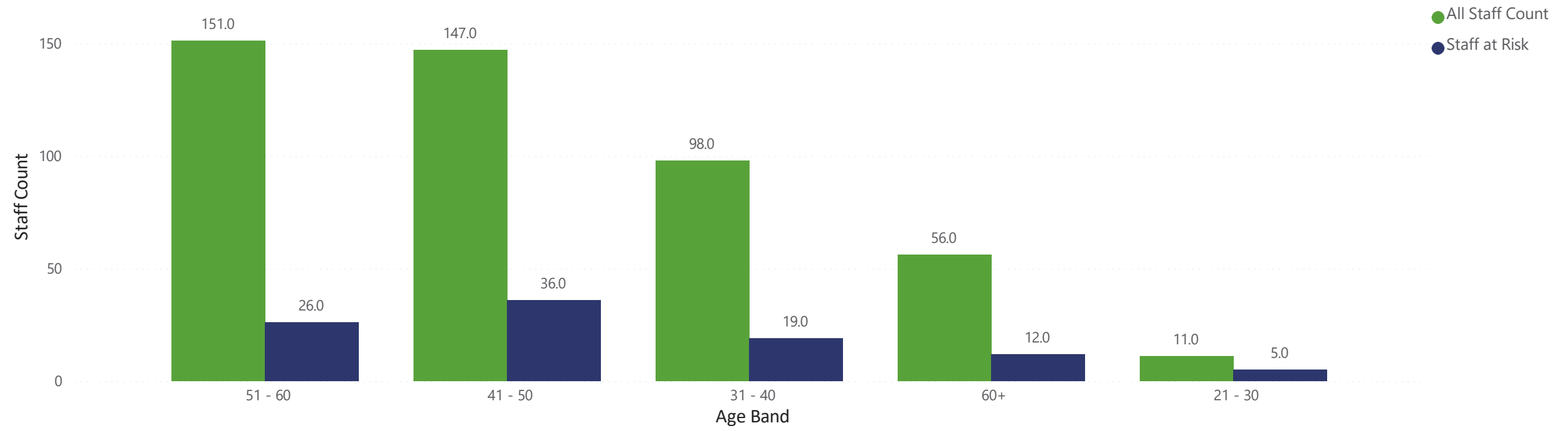
Academic Staff by Disability



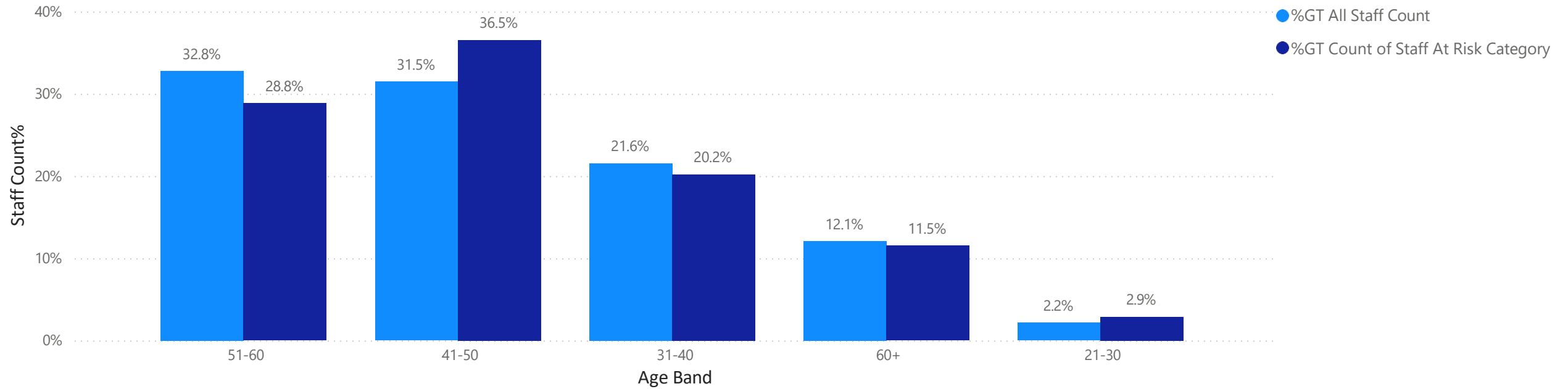
Academic Staff % by Age



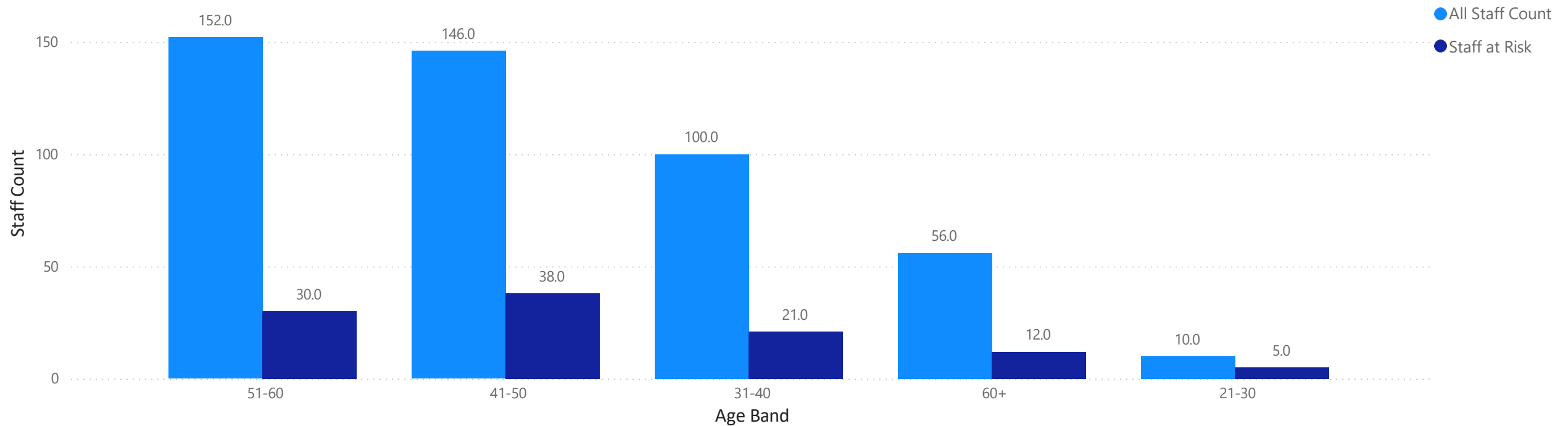
Academic Staff by Age



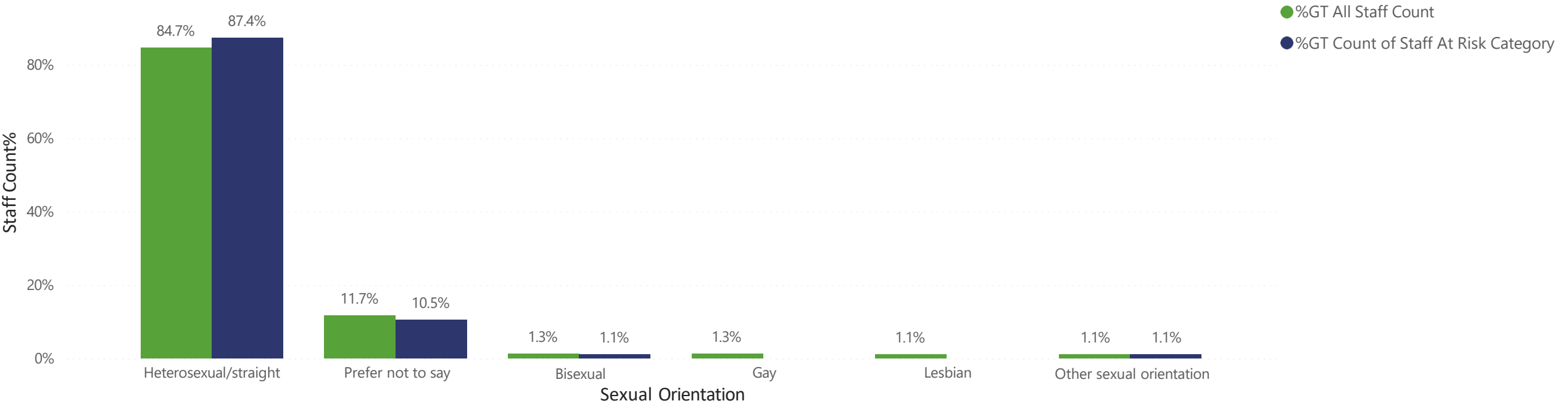
Academic Staff % by Age



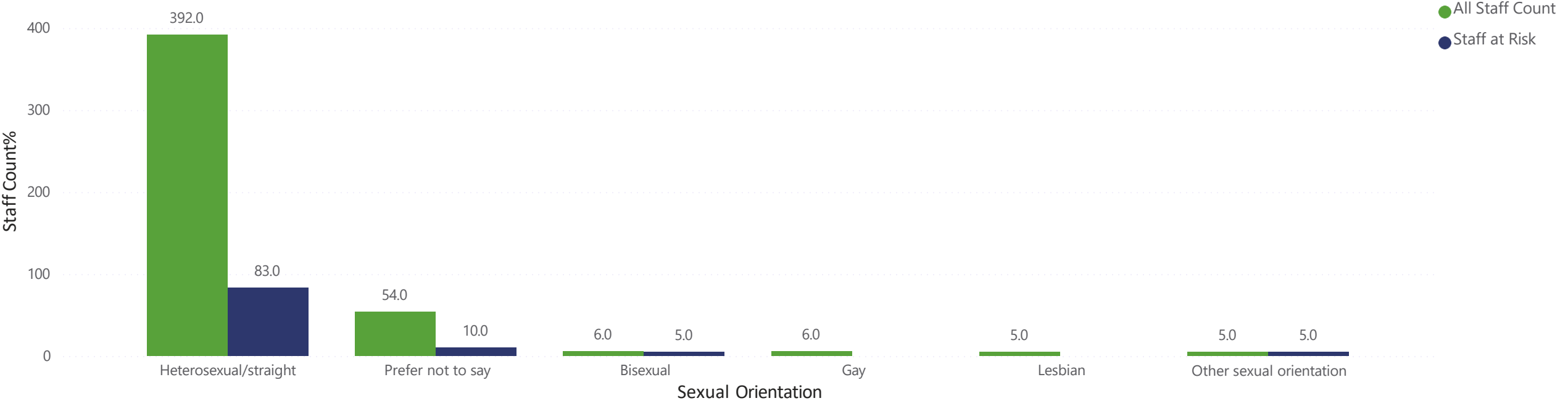
Academic Staff by Age



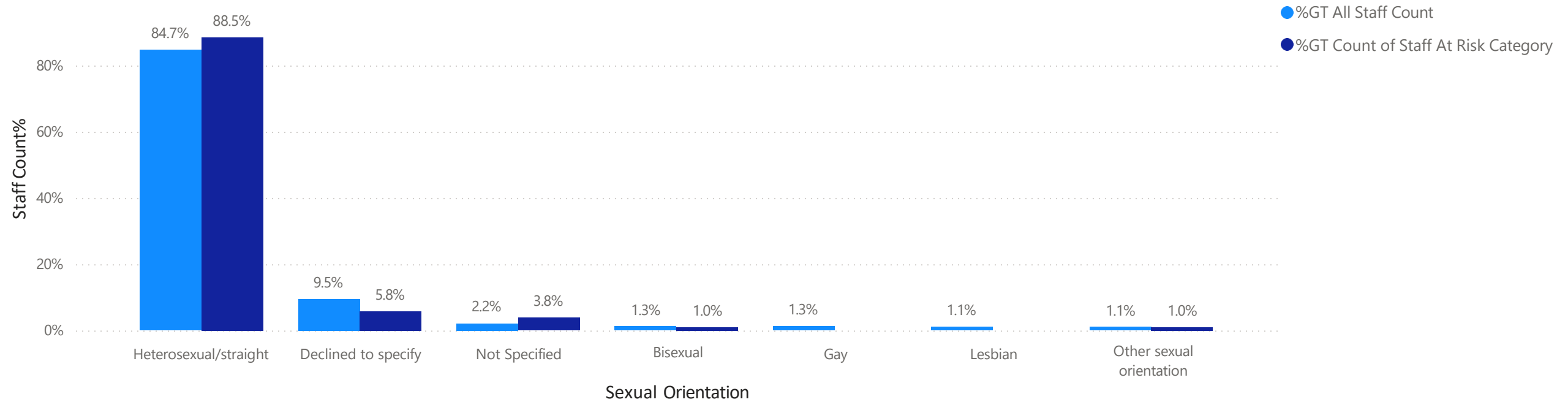
Academic Staff % by Sexual Orientation



Academic Staff % by Sexual Orientation



Academic Staff % by Sexual Orientation



Academic Staff by Sexual Orientation

