

FINAL STRUCTURE AND ACADEMIC STAFFING LEVELS

FACULTY of HEALTH, COMMUNITY AND LIFE SCIENCES

EXECUTIVE DEAN: Dr Alison Tresidder

January 2026

1. Introduction

- 1.1. This document outlines the final structure and academic staffing levels for the Faculty of Health, Community and Life Sciences (HCLS) following the launch of a proposed restructure on 6 November 2025 and a consultation period from 6 November to 9 December 2025.
- 1.2. During the consultation period, feedback was provided through individual and group meetings, trade union colleagues, and via the Consultation Response and Change Team email accounts. In total, over 90 consultation response emails were received, of which approximately 17 related to the HCLS faculty.
- 1.3. The Vice Chancellor's Executive Group (VCEG) recognise that colleagues have taken considerable time and effort to respond to the consultation proposals, reflecting the high level of commitment among colleagues to ensuring the success of the University and its students. VCEG members are very grateful for all the feedback provided and have considered the feedback genuinely and transparently.
- 1.4. This document first references the original proposal to standardise Job Descriptions for academic staff. It provides a link to a summary of the feedback received and a link to the updated Job Descriptions as a result of the consultation.
- 1.5. This document then references the original proposal for a reduction in academic staffing levels in the Faculty of Health, Community and Life Sciences. It then considers the feedback that was received during the consultation period and identifies the outcome of that feedback in terms of any changes to the proposed structures and posts.
- 1.6. The document then outlines the final changes to structures and staffing levels and summarises the impact of the final changes on posts. It also provides information about next steps.

2. Proposal to standardise Job Descriptions

- 2.1. Details of the original proposal to standardise Job Descriptions for the following posts can be found [here](#).
 - Professor
 - Grade 9 Associate Professor
 - Grade 8 Senior Lecturer
 - Grade 8 Senior Tutor
 - Grade 7 Lecturer
 - Grade 7 Tutor

- 2.2. Feedback on the Job Descriptions was considered at the University level and can be found in the Overall Final Outcomes document for the University of Bedfordshire (UoB) [here](#).
- 2.3. The link to the updated standardised Job Descriptions can be found [here](#).

3. Original proposal – structures

- 3.1. Details of the original proposal to reduce academic staffing levels, including the background to the change and the need to ensure the University remains sustainable and fit for the future, can be found [here](#).

4. Summary of Feedback Received

- 4.1. During the consultation period between 6 November and 9 December 2025, feedback on the proposals was received via the Consultation Response and Change Team email accounts, as well as through individual, group meetings and trade union colleagues. A link to a summary of the feedback can be found [here](#).
- 4.2. Themes across the feedback relating to HCLS can be summarised as follows:
 - 4.2.1. Strong representation was made by many that the school of Life Sciences should remain as a school and not become a portfolio within another school. There was a concern that Life Sciences as a specialist area would lose its core identity and the possibility to grow without it being a standalone school. Representation was made by many regarding sector standing and the impact that losing this school would have on recruitment and sector confidence in UoB.
 - 4.2.2. Representation was made by some that Continuing Professional Development (CPD) provision should not be in a standalone portfolio but should be retained by the subject specific area that the CPD course aligned to.
 - 4.2.3. Representation was made by some that the uniqueness of the Dental Law and Ethics programme should not be lost as UoB is the only provider of this course nationally. The potential to grow the dental provision was noted.
 - 4.2.4. Representation was made by some regarding the loss of the 0.6 post in Forensic Sciences and how this contravened the Professional, Statutory and Regulatory Body (PSRB) staffing requirements of the awarding body.

- 4.2.5. Representation was made for the International Social Welfare and Social Development course to remain.

5. Reflections on the feedback

- 5.1. The feedback received has been considered genuinely and transparently. Detailed responses to the feedback can be found in the accompanying [feedback document](#).
- 5.2. As a result of the feedback, the following changes have been made to the original proposals that were developed for the consultation.
- 5.2.1. The School of Life Sciences will at present remain as a School to give time for firm links with industry to be established, whilst a review is undertaken to show that there is a strong potential for growth.
- 5.2.2. The Grade 9 post in the School of Nursing, Midwifery and Health Education will be changed from a category 4 to category 2. This post holder will however change from leading a Postgraduate Research (PGR) and CPD portfolio to leading and developing a full business case that shows the potential for creating a Dentistry Portfolio. The Medical and Dental Ethics courses will remain with this Grade 9 portfolio lead.
- 5.2.3. The 0.6 post in Forensic Sciences will be retained and recruited to.
- 5.3. Feedback regarding the closure of the Postgraduate course in International Social Welfare and Social Development was considered, however with such low numbers and a pattern of low recruitment across a sustained period of time, the decision to close this course will go ahead.

6. Final structures

6.1. A summary of the final structure in terms of Schools and portfolios is provided in the table below.

School 1-Nursing, Midwifery and Health Education	School 2 – Society, Community and Health	School 3 – Life Sciences
Portfolio 1: - Adult, Mental Health and Children’s Nursing (pre and post reg and CPD) Portfolio 2: - Midwifery (pre and post reg) and CPD - Nursing Associate (pre-reg and CPD)	Portfolio 1: - Public Health, and Health and Social Care Portfolio 2: - Allied Health and Policing Portfolio 3: - Social Work Portfolio 4 - Medical and Dental Education <i>(name to be changed once dental courses are established)</i>	Portfolio 1: Life Sciences

7. Impact of Changes

7.1. As part of the consultation process, the impacts of the proposed changes were categorised as follows:

Category	Proposed impact on post	Initial Status*	Proposed impact on colleague
1	No changes to Job Description (JD).	In scope but not at risk as no changes.	No impact.
2	Job descriptions are subject to minor changes but still considered suitable.	In scope but not at risk as minor changes	Colleagues are assimilated into post.

Category	Proposed impact on post	Initial Status*	Proposed impact on colleague
3	No changes to job descriptions, but there are more people than posts. Job descriptions are subject to minor changes but still considered suitable, but there are more people than posts.	At risk	Colleagues are 'pooled' with other at risk colleagues performing the same/similar role. Post is ring fenced for at risk colleagues. Colleagues are selected through a written submission/ interview process.
4	Post is deleted and does not exist in the new structure.	At risk	Colleague are added to redeployment register.

**Initial status reflects a person's position based on the proposals. The initial status may change if the proposals are changed as a result of consultation.*

7.2. Following the consultation process, the breakdown of posts in each category for the Faculty of Health, Community and Life Sciences is as follows:

Change Category (Headcount)						
Grade	1	2	3	4	Staff member left	Grand Total
5		2				2
7		10				10
8		81		1		82
9	13	3				16
Spot					1	1
Spot Professors		6				6
Grand Total	13	102	0	1	1	117

7.3. Please note that the table focuses on posts. Decisions about Voluntary Redundancy are still being finalised and so the actual impact on colleagues may change up to 30 January 2026.

7.4. The following sections of the document consider the three schools in turn.

8. School 1 School of Nursing, Midwifery and Health Education

8.1. Following the consultation the following changes have been made to the original proposals:

8.1.1. Grade 9 Associate Professor role moves from category 4 to category 2. Due to the business case changing, this person's expertise is required to develop a full business case for creating a Dentistry Portfolio. This person will move from portfolio leader for PG and CPD provision in this school to a new portfolio of Medical and Dental Education in the School of Society, Community and Health.

8.2. A summary of the impact of the final changes to posts in **School 1 - School of Nursing, Midwifery and Health Education** is provided in the table below.

SCHOOL of NURSING, MIDWIFERY AND HEALTH EDUCATION	Current FTE	Proposed change (in consultation document)	Final change (following consultation)	Final new structure FTE
Professor				
Associate Professor	1	-1	0	1
Principal Lecturer	5			5
Senior Lecturer	35.2	-0.6	-0.6	34.6
Senior Tutor				
Lecturer	4			4
Tutor				
TOTAL	45.2	-1.6	-0.6	44.6

8.3. A summary of the impact by current role is provided in the table below.

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
Nursing, Midwifery and Nursing Associate Portfolios		
Principal Lecturer (All)	1	No change. Not at risk.
G8 Senior Lecturer (All)	2	Standardised Senior Lecturer JD. Not at risk.
G7 Lecturer (All)	2	Standardised Lecturer JD. Not at risk.
Postgraduate Education and CPD Portfolio		

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
Associate Professor	2	Standardised AP JD. Not at risk
Senior Lecturer Advanced Clinical Practice	2	Standardised Senior Lecturer JD. Not at risk.
Senior Lecturer in Operating Department Practice	4	Post deleted. At risk of redundancy. Added to redeployment register.

8.4. A link to the standardised job descriptions for Category 2 posts can be found [here](#).

9. School 2 School of Society, Community and Health

9.1. Following the consultation the following changes have been made to the original proposals:

9.1.1. Due to a change in circumstances regarding funding, the grade 8 post holder for International Social Welfare and Social Development moves from a category 4 to category 2.

9.2. A summary of the impact of the final changes to posts in **School 2 - School of Society, Community and Health** is provided in the table below.

SCHOOL OF SOCIETY, COMMUNITY AND HEALTH	Current FTE	Proposed change (in consultation document)	Final change (following consultation)	Final new structure FTE
Professor	1.2	0	0	1.2
Associate Professor	0.7	0	0	0.7
Principal Lecturer	3	0	0	3
Senior Lecturer	31.7	-0.8	0	31.7
Senior Tutor	0	0	0	0
Lecturer	2.4	0	0	2.4
Tutor	0	0	0	0
TOTAL	39	-0.8	0	39

9.3. A summary of the impact by current role is provided in the table below.

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
Public Health, and Health and Social Care		
Professor (All)	2	Standardised Professor JD. Not at risk.
Associate Professor	2	Standardised Associate Professor JD. Not at risk.
Principal Lecturer	1	No change. Not at risk.
G8 Senior Lecturer in Applied Social Studies (PG ISW and SD)	2	Standardised Senior Lecturer JD. Not at risk.
G8 Senior Lecturer (FY Health and Social Care, Integrated Health & Social Care, Health & Social Care, Public Health, Applied Social Sciences)	2	Standardised Senior Lecturer JD. Not at risk.
Allied Health and Policing		
Principal Lecturer	1	No change. Not at risk.
G8 Senior Lecturer (All)	2	Standardised Senior Lecturer JD. Not at risk.
G7 Lecturer (All)	2	Standardised Lecturer JD. Not at risk.
Social Work		
Principal Lecturer	1	No change. Not at risk.
G8 Senior Lecturer (All)	2	Standardised Senior Lecturer JD. Not at risk.

9.4. A link to the standardised job descriptions for Category 2 posts can be found [here](#).

10. School 3 School of Life Sciences

10.1. Following the consultation the following changes have been made to the original proposals:

10.1.1. The School of Life Sciences will at present remain as a school to give time for firm links with industry to be established, whilst a review is undertaken to show that there is a strong potential for growth. The Head of School position will be considered depending on the outcome of this review.

10.1.2. The 0.6 post for Forensic Sciences will be retained and recruited to with immediate effect (to comply with PSRB requirements)

10.2. A summary of the impact of the final changes to posts in School 3 - School of Life Sciences is provided in the table below.

SCHOOL OF LIFE SCIENCES	Current FTE	Proposed change (in consultation document)	Final change (following consultation)	Final new structure FTE
Head of School	1	-1	tbc	tbc
Professor				
Associate Professor				
Principal Lecturer	1			1
Senior Lecturer	9.6	-0.6		9.6
Senior Tutor				
Lecturer	2			2
Tutor				
Faculty Executive Assistant	0.9	-0.9	-0.9	
TOTAL	14.5	-2.5	-0.9	12.6

10.3. A summary of the impact by current role is provided in the table below.

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
Principal Lecturer	1	No change to JD. Transfer to School of Society, Community and Health. Not at risk.
G8 Senior Lecturer	2	Standardised Senior Lecturer JD. Transfer to School of Society, Community and Health. Not at risk.
G7 Lecturer	2	Standardised Lecturer JD. Transfer to School of Society, Community and Health. Not at risk.
Head of School	Staff member left	TBC
Faculty Executive Administrator	2	Transferred to vacant FEA post in the School of Society, Community and Health. Not at risk.

10.4. A link to the standardised job descriptions for Category 2 posts can be found [here](#).

11. Next Steps

11.1. An overview of the timescales for the next steps is set out below.

Date	Action
Friday 23 rd January	Final structures shared Staff in categories 1-4 receive individual outcome letters
Friday 30 th January	Deadline to sign settlement agreement in respect of VR
Monday 2 nd February	Deadline to submit Supporting Statement Form for pooled posts
Tuesday 3 rd February onwards	Redundancy dismissal meetings commence
Tuesday 3 rd February for approximately 4 weeks	Interviews take place
From 1 st March	New structures implemented

11.2. Full details of the next steps for selection and redeployment can be found [here](#). This includes information on:

- Outcome letters
- Supporting Statement
- Voluntary redundancy
- Interview process
- Redundancy dismissal meetings
- Redeployment
- Trial period

12. Staff Support

12.1. It is appreciated that change can be an unsettling time for colleagues, whether or not they are directly affected by the restructure. Therefore, a significant amount of support is in place for colleagues. Detail of the staff support can be found [here](#).

13. Reasonable Adjustments

13.1. We're committed to supporting all our colleagues, and that means going beyond our legal responsibilities. While we have a duty to make reasonable

adjustments to the selection and redeployment process for anyone with a disability — whether or not it has been formally disclosed — our aim is to create an inclusive and supportive environment for everyone. Should colleagues require any special arrangements, reasonable adjustments, or additional support at any stage of this process, please contact P&C@beds.ac.uk to discuss further.

14. Equality Impact Assessment

- 14.1. We have completed a Stage 2 Equality Impact Assessment (EIA) that can be viewed [here](#).
- 14.2. The EIA data analysis has been reviewed and used to inform the final proposal for the restructure and refine the mitigating actions that are being taken.
- 14.3. 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.