

STAFF CONSULTATION PAPER

FACULTY OF TECHNOLOGIES, EDUCATION AND SOCIAL SCIENCES

EXECUTIVE DEAN: JULIET FERN

November 2025

1. Introduction

- 1.1. This consultation document outlines the proposal for a reduction of academic staffing levels within the Faculty of Technologies, Education and Social Sciences. It aligns to the overarching consultation document for the University of Bedfordshire which provides details of the rationale for the proposed changes and guiding principles for the change. The overarching document, which should be read in conjunction with this proposal for the Faculty of Technologies, Education and Social Sciences can be found here. [\[Consultation Document\]](#)
- 1.2. As identified in the overarching consultation document, we are navigating a period of significant challenge in the higher education sector. The financial and recruitment landscape has shifted dramatically. Declining home and international student recruitment, historic and lengthy undergraduate tuition fees freeze, rising operational costs, and increased pension and National Insurance contributions have created a challenging financial position for the wider sector and for us.
- 1.3. Since 2022/23 our on-campus student population has dropped by 44%. Whilst huge efforts have been made by colleagues to improve recruitment, as well as develop new courses, the latest forecast shows our 2025/26 student numbers will reduce further. We must adapt to align our operations to the number of students, ensuring our organisational structure is right for the institution's size, and continue to maintain our commitment to delivering high-quality education, supporting employability, and driving social mobility.
- 1.4. We have been working for some time to mitigate the impact of these sectoral issues. Actions that we have taken to date include:
 - A focused review on non-pay expenditure: lowering utility consumption; exiting leased buildings; reducing property maintenance costs; and review of facility-related services like catering and hospitality.
 - A voluntary severance scheme open to all staff during 2024.
 - Tighter controls over recruiting to staff post vacancies.
 - A staff consultation earlier in 2025 with the focus on reducing levels of professional service staff, alongside faculty leadership, administrative and technical staff.
- 1.5. The reduction in student numbers means that there is a reduced requirement for academic teaching staff. Across the University we have taken action to minimise these reductions, including approving voluntary redundancy for a number of academic teaching staff at the end of 2024/25, not replacing leavers where possible, and reducing our planned use of Hourly Paid Lecturers (HPLs) by over half in 2025/26 compared to last year, however further reductions are still needed.
- 1.6. The distribution in the reduction of student numbers does not fall evenly across the organisation, with some faculties and schools more affected than others. This document identifies the impact for the Faculty of Technologies, Education and Social Sciences and the Schools of: Computing, Engineering and Creative Industries; Education and English; Sport, Psychology and Social Science. It sets out the proposed changes to the academic staff in the Faculty, aligned to the University context, the reasons for specific changes, and the impact on individual posts.

- 1.7. The consultation document also outlines proposals for standardised job descriptions across academic grades.
- 1.8. Consultation on the proposed changes and the implementation of any changes will be led by Juliet Fern, Executive Dean of the Faculty of Technologies, Education and Social Sciences, and supported by People and Culture.
- 1.9. It is important to emphasise that these are proposals, rather than decisions, and the Vice Chancellor's Executive Group (VCEG) welcomes comments, suggestions, alternative proposals and feedback on all aspects of the proposals. All feedback will be considered genuinely and transparently.

2. Scope

- 2.1. The proposals in this consultation document cover academic staff in the Faculty whose posts are in-scope, however staff on research-only contracts are not in scope unless they are a Professor or Associate Professor. Faculty leadership positions in the Faculty Executive Group, and all other professional services staff in the Faculty, are out of scope.

3. Consultation on Standardised Job Descriptions

- 3.1. Across the University, we are proposing to standardise job descriptions for academic staff. This builds on the standardisation of job descriptions for Grade 9 Principal Lecturers in the previous consultation in 2024/25. The proposal applies to the following posts:
 1. Professor
 2. Grade 9 Associate Professor
 3. Grade 8 Senior Lecturer
 4. Grade 8 Senior Tutor
 5. Grade 7 Lecturer
 6. Grade 7 Tutor.
- 3.2. Some staff have job descriptions that have not been recently updated to reflect their current roles and responsibilities. New job descriptions are required to ensure staff have a clear understanding of their responsibilities and to allow line managers to undertake PDRs and workload allocation in alignment with a job description. Given that the context, principal accountabilities and person specification within each set of job descriptions are broadly the same, it is proposed to introduce standardised job descriptions to ensure consistency across posts.
- 3.3. The proposed standardised job descriptions for the Grade 7 and Grade 8 posts are differentiated by the subject specialism in the job title (for example, "Lecturer in XXX") plus any qualifications, contextualised knowledge and experience or PSRB requirements as relevant within the person specification.
- 3.4. The proposed standardised job descriptions can be found [here](#).
- 3.5. The VCEG welcomes feedback on the proposed changes to the academic job descriptions.

4. Consultation on the proposed changes to academic staffing levels

- 4.1. The total on campus student numbers (excluding study centres and TNE) for the Faculty of Technologies, Education and Social Sciences have fallen from over 3,600 FTE in 2022/23 to an expected position of just under 2,300 FTE in 2025/26. This represents a reduction between 2022/23 and 2025/26 of over 1,300 student FTE which equates to a fall of approximately 38%.
- 4.2. Please note that the historic student number totals in this consultation document have been calculated to reflect the new faculty structures rather than the old faculties and schools.
- 4.3. The proposed reductions in staffing levels have been identified based on a number of factors, including:
 - Staffing requirements for teaching, where reductions in student numbers have resulted in an imbalance between staff and student numbers
 - Known staff changes (such as leavers and upcoming retirements)
 - Teaching requirements, including subject specialisms and an appropriate grade mix of academic teaching staff
 - PSRB (Professional, Statutory and Regulatory Bodies) requirements for staffing
 - Requirements for Hourly Paid Lecturers (HPLs) – for example, to provide specific subject specialisms
 - Affordability in relation to faculty budgets
- 4.4. The Faculty will retain a small budget for Hourly Paid Lecturers (HPLs), who will be deployed to provide flexible teaching support in response to specific academic needs. This may include covering staff absences, supporting TNE provision, or delivering specialist modules that require external expertise. HPLs may also be appointed to support evening or weekend teaching, or in cases where the volume or timing of work does not justify a permanent appointment. This approach enables the Faculty to respond efficiently to fluctuating demands while maintaining high-quality teaching provision.

5. Impact of changes

5.1. Across the University, not all academic posts and colleagues are affected by the proposed changes in the consultation. We have categorised the impact of the proposed changes as follows:

Category	Proposed impact on post	Initial status*	Proposed impact on colleague
1	No changes to job descriptions.	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.
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.	Colleagues are added to the 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.*

5.2. More details of these categories, and the impact can be found in the main consultation document. [\[Consultation Document\]](#)

5.3. For the Faculty of Technologies, Education and Social Sciences, the breakdown of colleagues in each category is as follows:

Grade	Change Category (Headcount)				Grand Total
	1	2	3	4	
Grade 7		45			45
Grade 8		86	16	3	105
Grade 9	10	5		2	17
Spot Profs		6			6
Grand Total	10	142	16	5	173

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

6. School of Sport, Psychology and Social Science

- 6.1. The School of Sport, Psychology and Social Science was created on 1 August 2025, bringing together the old Schools of Sport Science and Physical Activity, Psychology, and parts of the School of Applied Social Sciences.
- 6.2. The School of Sport, Psychology and Social Science comprises the following portfolios:
- Sport
 - Psychology
 - Social Science
- 6.3. Student numbers in the School of Sport, Psychology and Social Science have fallen from approximately 800 FTE in 2022/23 to an expected position of below 600 FTE in 2025/26, which equates to fall of approximately -29%. (Note that the historic student numbers have been calculated based on the new school structures.)
- 6.4. The School currently has 44.4 FTE academic staff allocated to teaching (excluding time bought out for research).

School of Sport, Psychology and Social Science

	Tutor	Lecturer	Senior Tutor	Senior Lecturer	Principal Lecturer	Associate Professor	Professor	Grand Total
Sport		1	0.4	15.4	1	0	0.1	17.9
Social Science		0.7		12.3	1	1		15
Psychology		5		5	1	0.5		11.5
Grand Total	0	6.7	0.4	32.7	3	1.5	0.1	44.4

- 6.5. The proposed changes have been considered at the portfolio level as outlined below.

Portfolio 1: Sport

- 6.5.1. Student FTE numbers in the Sport portfolio have fallen from over 260 FTE in 2022/23 to an expected position of approximately 180 FTE in 2025/26 which equates to fall of -30%.

Proposed changes

- 6.5.2. It is proposed that there is a reduction of academic staffing levels within the Sport portfolio to reflect the decline in student numbers in Sport. The portfolio must adapt to the reduction in student numbers, whilst maintaining its commitment to delivering high-quality education.

- 6.5.3. Although we have taken action to minimise the need to reduce staffing levels, including not replacing leavers where possible, further reductions are still needed.

6.5.4. The proposed reduction in staffing levels is provided in the table below.

Sport Portfolio Staff by level	Current FTE	Proposed Change FTE	Proposed Structure FTE
Professor	0.1	0	0.1
Associate Professor	0	0	0
Principal Lecturer	1	0	1
Senior Lecturer	15.8	-4.5	11.3
Senior Tutor			
Lecturer	1	0	1
Tutor	0	0	0
Total	17.9	-4.5	13.4

6.5.5. In making these proposals, careful consideration has been given to the subject expertise required to teach the courses in the Sport portfolio. The pooling for the Sport portfolio is based on specialist knowledge and expertise. There are some specialisms where the number of staff in post matches the number of staff required, and therefore these staff are slotted in.

Portfolio 2: Social Science

6.5.6. Student numbers in the Social Science portfolio have fallen by a quarter since 2022/23 to an expected position of around 155 FTE in 2025/26.

Proposed changes

6.5.7. It is proposed that the Social Science portfolio ceases as a portfolio within the School of Sport, Psychology and Social Science to reflect the decline in student numbers in Social Science.

6.5.8. The reduction in student numbers means that there is a reduced requirement for academic teaching staff. Although we have taken action to minimise these reductions through not replacing leavers where possible, further reductions are still needed.

6.5.9. The portfolio has three areas of specialism / three specialist teaching teams. The distribution in the reduction of student numbers does not fall evenly across the courses. The proposed changes for each course specialism/specialist teaching team are detailed below.

6.5.10. **Childhood and Youth** - it is proposed that the undergraduate and postgraduate courses in Childhood and Youth (see Appendix A), and the five members of staff (4 FTE) who teach these courses, move into the School of Education and English. These courses align well with the Education portfolio.

6.5.11. **Criminology** - it is proposed that the undergraduate courses in Criminology (see Appendix A), and the members of staff who will teach these courses, move into the Portfolio of Psychology, a portfolio within the same School. There are potential opportunities for growth in joint Psychology and Criminology degrees.

6.5.12. **Social Studies/Social Policy** – the Social Studies/Social Policy courses have been closed, due to low applications over several years.

6.5.13. It is proposed that there is a reduction in the number of teaching staff required for the Criminology courses, from six to four staff. It is proposed that as a result of the closure of the social studies/social policy courses there is no longer a requirement for specialist social studies/social policy teaching staff.

6.5.14. It is proposed that as a result of the removal of the Social Science portfolio, and the move of the Childhood and Youth, and Criminology courses to existing portfolios, there is no longer a requirement for dedicated Grade 9 leadership in Social Science.

6.5.15. A summary of the proposed staffing changes in Portfolio 2 is shown in the table below.

Social Science Portfolio Staff by current level	Current FTE	Proposed reduction	Proposed Transfer to School of Education & English	Proposed transfer to Psychology Portfolio
Professor	0	0	0	0
Associate Professor	1	1	0	0
Principal Lecturer	1	1	0	0
Senior Lecturer	12.3	5	3.3	4
Senior Tutor	0	0	0	0
Lecturer	0.7	0	0.7	0
Tutor	0	0	0	0
TOTAL	15	7	4	4

6.5.16. In making these proposals, careful consideration has been given to the subject expertise required to teach the specialist courses. The identification of staff for Childhood and Youth, and the pooling of staff for Criminology is based on specialist knowledge and expertise.

Portfolio 3: Psychology

6.5.17. Student numbers in Portfolio 3 have fallen from around 325 FTE in 2022/23 to an expected position of 225 FTE in 2025/26 which equates to fall of - 30%.

6.5.18. Whilst student numbers have reduced, the number of staff has also reduced through normal turnover and voluntary redundancy. Therefore, no change is proposed to staffing numbers.

Proposed change

6.5.19. It is proposed that the undergraduate courses in Criminology (see Appendix A), and the members of staff who teach these courses, move into the Portfolio of Psychology, a portfolio within the same School. There are potential opportunities for growth in joint Psychology and Criminology degrees.

6.5.20. A summary of the proposed staffing changes in Portfolio 3 is shown in the table below.

Psychology Portfolio Staff by current level	Current FTE	Proposed reduction	Proposed transfer from Social Science	Proposed Structure
Professor	0	0	0	0
Associate Professor	0.5	0	0	0.5
Principal Lecturer	1	0	0	1
Senior Lecturer	5	0	+4	9
Senior Tutor	0	0	0	0
Lecturer	5	0	0	5
Tutor	0	0	0	0
TOTAL	11.5	0	+4	15.5

Summary of Proposed Staffing Changes for the School of Sport, Psychology and Social Science

6.6. The overall proposed changes for the School of Sport, Psychology and Social Science are summarised in the table below:

School of Sport, Psychology and Social Science Staff by level	Current FTE	Proposed Reduction	Proposed Transfer to School of Education and English	Proposed FTE
Professor	0.1	0	0	0.1
Associate Professor	1.5	-1	0	0.5
Principal Lecturer	3	-1	0	2
Senior Lecturer	32.7	-9.5	-3.3	19.9
Senior Tutor	0.4	0	0	0.4
Lecturer	6.7	0	-0.7	6
Tutor	0	0	0	0
TOTALS	44.4	-11.5	-4	28.9

6.7. A summary of the impact of the proposed changes to posts in the School of Sport, Psychology and Social Science is provided in the table below.

CURRENT JOB TITLE	PROPOSED CHANGE CATEGORY (see page 4)	CHANGE IMPACT	LINK TO JD (if applicable)
<u>SPORT</u>			
G7 Lecturer	2	Standardised JD for G7 Lecturer. Not at risk.	Grade 7 Lecturer JD
G8 Senior Tutor	3	Pooled for Senior Tutor / Lecturer in Health, Nutrition and Exercise. At risk.	Grade 8 Senior Tutor JD
G8 Senior Lecturer in Exercise Physiology	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Physical Education and Sport	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Sports Therapy	3	Pooled for Senior Lecturer in Sports Rehabilitation and Therapy. At risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Biomechanics	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD

CURRENT JOB TITLE	PROPOSED CHANGE CATEGORY (see page 4)	CHANGE IMPACT	LINK TO JD (if applicable)
G8 Senior Lecturer in Sport Science and Physical Activity	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Sport Coaching and Physical Education	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Health Nutrition and Exercise	3	Pooled for Senior Tutor / Lecturer in Health, Nutrition and Exercise. At risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Physical Education and Sport Sociology	3	Pooled for Senior Lecturer in Sport Sociology. At risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Socio-Cultural	3	Pooled for Senior Lecturer in Sport Sociology. At risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Sport and Exercise Nutrition	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Sport and Exercise Science (Coaching)	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Tourism Leisure & Sport Management	3	Pooled for Senior Lecturer in Sport Sociology. At risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Sport Management	3	Pooled for Senior Lecturer in Sport Management and Business. At risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Sport Development and Management	3	Pooled for Senior Lecturer in Sport Management and Business. At risk.	Grade 8 Senior Lecturer JD
Principle Lecturer	1	No change. Not at risk	N/A
Professor	2	Standardised JD for Professors. No change. Not at risk	Professor JD
<u>SOCIAL SCIENCE</u>			
G7 Lecturer in Applied Social Sciences (Childhood and Youth Studies)	2	Standardised JD for G7 Lecturer. Not at risk. Transferring to School of Education & English.	Grade 7 Lecturer JD
G8 Senior Lecturer in Childhood & Adolescent Studies	2	Standardised JD for G8 Senior Lecturer. Not at risk. Transferring to School of Education & English.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Applied Social Sciences (Criminology)	3	Pooled for Senior Lecturer in Criminology. At risk.	Grade 8 Senior Lecturer JD

CURRENT JOB TITLE	PROPOSED CHANGE CATEGORY (see page 4)	CHANGE IMPACT	<u>LINK TO JD (if applicable)</u>
G8 Senior Lecturer in Applied Social Studies	4	Post deleted. At risk of redundancy. Added to redeployment register.	
G8 Senior Lecturer in Applied Social Studies (Childhood and Youth)	2	Standardised JD for G8 Senior Lecturer. Not at risk. Transferring to School of Education & English.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Sociology	4	Post deleted. At risk of redundancy. Added to redeployment register.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Criminology	3	Pooled for Senior Lecturer in Criminology. At risk.	Grade 8 Senior Lecturer JD
Associate Professor	4	Post deleted. At risk of redundancy. Added to redeployment register.	
Principal Lecturer (Social Science)	4	Post deleted. At risk of redundancy. Added to redeployment register.	
<u>PSYCHOLOGY</u>			
G7 Lecturer in Psychology	2	Standardised JD for G7 Lecturer. Not at risk.	Grade 7 Lecturer JD
G7 Lecturer in Forensic Psychology	2	Standardised JD for G7 Lecturer. Not at risk.	Grade 7 Lecturer JD
G8 Senior Lecturer in Social Psychology	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Psychology	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Senior Lecturer in Forensic Psychology	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
Associate Professor	2	Standardised JD for Associate Professor. Not at risk.	Associate Professor JD
Principal Lecturer (Psychology)	1	No change. Not at risk	N/A

7. School of Education and English

- 7.1. The School of Education and English was created on 1 August 2025, bringing together the old School of Education, and the Centre for English as a Foreign Language.
- 7.2. The School of Education and English comprises the following portfolios:
- Education
 - Centre for English as a Foreign Language
- 7.3. The School currently has 47 FTE academic staff allocated to teaching (excluding time bought out for research).

School of Education and English

	Tutor	Lecturer	Senior Tutor	Teaching Practice Coordinator	Senior Lecturer	Principal Lecturer	Associate Professor	Professor	Grand Total
CEFL	8.8		3						11.8
Teacher Education	0.8	5	4.4	4	17.6	3.4			35.2
TOTAL	9.6	5	7.4	4	17.6	3.4			47

- 7.4. Student numbers in the School of Education and English have fallen from over 900 student FTE in 2022/23 to an expected position of 725 FTE in 2025/26, which equates to fall of around -20%. (Note that the historic student numbers have been calculated based on the new school structures.)
- 7.5. Whilst student numbers have reduced, the number of staff has also reduced through normal turnover, voluntary redundancy and the reduced use of Hourly Paid Lecturers, and therefore no change is proposed to staffing numbers.

Proposed change to the School

- 7.6. It is proposed that the undergraduate and postgraduate courses in Childhood and Youth (see Appendix A), and the five members of staff who teach these courses, move into the School of Education and English. These courses align well with the Education portfolio.

Summary of Proposed Staffing Changes for the School of Education and English

7.7. The overall proposed changes for the School of Education and English are summarised in the table below:

School of Education and English	Current FTE	Proposed Reduction	Proposed Transfer In from Social Science	Proposed new structure FTE
Professor	0	0		0
Associate Professor	0	0		0
Principal Lecturer	3.4	0		3.4
Senior Lecturer	17.6	0	+3.3	20.9
Teaching Practice Coordinator	4	0		4
Senior Tutor	7.4	0		7.4
Lecturer	5	0	+0.7	5.7
Tutor	9.6	0		9.6
TOTAL	47	0	+4	51

7.8. A summary of the impact of the proposed changes to standardised job descriptions in the School of Education and English is provided in the table below.

CURRENT JOB TITLE	PROPOSED CHANGE CATEGORY (see page 4)	CHANGE IMPACT	LINK TO JD (if applicable)
<u>CEFL</u>			
G7 Tutor (English Language)	2	Standardised JD for G7 Tutor. Not at risk.	Grade 7 Tutor JD
G8 Senior Tutor (English Language)	2	Standardised JD for G8 Senior Tutor. Not at risk.	Grade 8 Senior Tutor JD
<u>Education</u>			
G7 Tutor (All)	2	Standardised JD for G7 Tutor. Not at risk.	Grade 7 Tutor JD
G7 Lecturer (All)	2	Standardised JD for G7 Lecturer. Not at risk.	Grade 7 Lecturer JD
G8 Senior Tutor (All)	2	Standardised JD for G8 Senior Tutor. Not at risk.	Grade 8 Senior Tutor JD
G8 Senior Lecturer (All)	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
G8 Teaching Practice Coordinator (All)	2	Standardised JD for G8 Senior Tutor. Not at risk.	Grade 8 Senior Tutor JD
Principal Lecturer	1	No change. Not at risk	N/A

8. School of Computing, Engineering and Creative Industries

- 8.1. The School of Computing, Engineering and Creative Industries was created on 1 August 2025, bringing together the old School of Computer Science and Technology and the School of Arts and Creative Industries.
- 8.2. The School of Computing, Engineering and Creative Industries comprises the following portfolios:
- Computing
 - Engineering
 - Creative Industries
- 8.3. The School currently has 62.4 FTE academic staff allocated to teaching (excluding time bought out for research).

	Tutor	Lecturer	Senior Tutor	Senior Lecturer	Principal Lecturer	Associate Professor	Professor	Grand Total
Computing		12		16	2	1		31
Engineering		6		5.9	1		2	14.9
Creative Industries	1.3	2	1	11.2	1			16.5
Grand Total	1.3	20	1	33.1	4	1	2	62.4

- 8.4. Student numbers in the School of Computing, Engineering and Creative Industries have fallen from over 1,900 FTE in 2022/23 to an expected position of almost 1,000 FTE in 2025/26, which equates to fall of almost -50%. (Note that the historic student numbers have been calculated based on the new school structures.)
- 8.5. Whilst student numbers have reduced, the number of staff has also reduced through normal turnover, voluntary redundancy and/or the reduced use of Hourly Paid Lecturers (HPLs), and therefore no change is proposed to staffing numbers.

Proposed change to the School

- 8.6. There is no proposed change to this School.

Current Job Title

8.7. A summary of the impact of the proposed changes to standardised job descriptions in the School of Computing, Engineering and Creative Industries is provided in the table below.

CURRENT JOB TITLE	PROPOSED CHANGE CATEGORY (see page 4)	CHANGE IMPACT	LINK TO JD (if applicable)
<u>COMPUTING</u>			
G7 Lecturer (All)	2	Standardised JD for G7 Lecturer. Not at risk.	Grade 7 Lecturer JD
G8 Senior Lecturer (All)	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
Principal Lecturer (All)	1	No change. Not at risk	N/A
Associate Professor	2	Standardised JD for Associate Professor. Not at risk.	Associate Professor JD
Professor of Networked Applications	2	Standardised JD for Professor. Not at risk.	Professor JD
<u>ENGINEERING</u>			
G7 Lecturer (All)	2	Standardised JD for G7 Lecturer. Not at risk.	Grade 7 Lecturer JD
G8 Senior Lecturer (All)	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
Principal Lecturer (All)	1	No change. Not at risk	N/A
Professor of Engineering	2	Standardised JD for Professor. Not at risk.	Professor JD
<u>CREATIVE INDUSTRIES</u>			
G7 Lecturer (All)	2	Standardised JD for G7 Lecturer. Not at risk.	Grade 7 Lecturer JD
G7 Tutor (All)	2	Standardised JD for G7 Tutor. Not at risk.	Grade 7 Tutor JD
G8 Senior Lecturer (All)	2	Standardised JD for G8 Senior Lecturer. Not at risk.	Grade 8 Senior Lecturer JD
Principal Lecturer (All)	1	No change. Not at risk	N/A

9. Consultation timescales

- 9.1. The consultation period will start on 6 November 2025 and will run to 9 December 2025.
- 9.2. All colleagues in change categories 1-4 will receive an individual letter setting out their personal position. Colleagues in categories 3 and 4 will be invited to an individual consultation meeting with an appropriate manager
- 9.3. Where selection processes are required for colleagues in ringfenced pools, they will be held in February.
- 9.4. Any feedback on the proposals in this consultation should be submitted to ConsultationResponse@beds.ac.uk.
- 9.5. After the launch meeting, all colleagues impacted by the proposals will be sent a letter explaining what this potentially means for them. Colleagues at risk of redundancy will be invited to a one-to-one consultation meeting with the Executive Dean or their nominated representative.
- 9.6. Further details about the consultation process and timescales can be found in the overarching consultation document [Consultation Document](#)

10. Impact on Posts

- 10.1. The consultation process identifies a significant number of proposed changes to faculty and school staffing structures across the University. The [Overview of the Impact of Change on Posts](#) document identifies what the different proposed categories mean for each colleague. If you feel that a post has been put into the wrong category, this should be discussed with your line manager in the first instance and provided as feedback in the consultation process.
- 10.2. Full details of the categories are found here [\[Overview of the Impact of change on posts\]](#). The document also identifies the protection relating to pregnancy and family leave.

11. Redundancy Selection

- 11.1. For colleagues in ringfenced pools, or in the redeployment pool, it is appreciated that this can be a stressful period. The proposed selection process has been designed to be as transparent and open as possible, ensuring that selection decisions can be made based on clear criteria. A guidance note on the selection process is found here [\[Redundancy Selection Criteria\]](#).

12. Redeployment

12.1. Supporting colleagues who are at risk of redundancy will be a key priority as we seek to avoid compulsory redundancies as far as possible. Full details of the redeployment process can be found here [[Redeployment](#)].

13. Staff Support

13.1. It is appreciated that change can be an unsettling time for colleagues, whether or not they are directly affected by proposals. Therefore, a significant amount of support will be in place for colleagues throughout this process. Detail of the staff support can be found here [[Staff Support During Org Change](#)].

14. Voluntary Redundancy

14.1. During this change process, we will be offering a voluntary redundancy scheme which is open to all colleagues in the Faculty if their post is “in scope” of the proposals, whether or not their post is at risk, subject to eligibility criteria. This voluntary process will support our aim of avoiding compulsory redundancies wherever possible. Details of the voluntary redundancy scheme can be found here [[Voluntary Redundancy Scheme](#)].

15. Equality Impact Assessment

15.1. Full details of the Equality Impact Assessment can be found here [[Equality Impact Assessment](#)].

16. Frequently Asked Questions

16.1. This is a complex process and unsettling period for colleagues across the university. It is appreciated that there will be a lot of questions, and as such a number of FAQs have been developed, and these will be updated on a regular basis throughout the consultation period. The FAQs can be found here [[FAQ](#)].

Appendix A

Social Science portfolio of courses (open for September 2026 entry)

Childhood and Youth

Undergraduate

Luton

BACYSAAF - Childhood and Youth Studies

BACYFAAF - Childhood and Youth Studies (with Foundation Year)

BACYSAAP - Childhood and Youth Studies (Part-time)

Bedford

BACYOABF - Childhood and Youth Studies

BACYUABF - Childhood and Youth Studies (with Foundation Year)

BACYSABP – Childhood and Youth Studies (Part-time)

Postgraduate

MACYFAAF – MA in Childhood, Youth and Family Studies

MACYFAAP - MA in Childhood, Youth and Family Studies (Part-time)

MACYPAAF – MA in Childhood, Youth and Family Studies: Youth Work Pathway

MACYPAAP - MA in Childhood, Youth and Family Studies: Youth Work Pathway (Part-time)

Courses running at the Bedford College Group

BACASFBF - BA (Hons) Child and Adolescent Studies (top-up)

FDCASFDF - FdA Child and Family Studies

FDCASFBF - FdA Child and Family Studies

Criminology

Undergraduate

Luton

BSCRIAAF – BSc (Hons) Criminology

BSCRIAAP – BSc (Hons) Criminology (Part-time)

BSCIFAAF – BSc (Hons) Criminology (with Foundation Year)

Bedford

BSASCABF – BSc (Hons) Applied Sociology and Criminology

BSCASABP – BSc (Hons) Applied Sociology and Criminology (Part-time)

BSASFABF – BSc (Hons) Applied Sociology and Criminology (with Foundation Year)

Social Science/Studies

Courses now closed.