

FINAL STRUCTURE AND ACADEMIC STAFFING LEVELS

FACULTY OF TECHNOLOGIES, EDUCATION AND SOCIAL SCIENCES

EXECUTIVE DEAN: JULIET FERN

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1. Introduction

- 1.1. This document outlines the final structure and academic staffing levels for the Faculty of Technologies, Education and Social Sciences 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 12 related to the Faculty of Technologies, Education and Social Sciences.
- 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 Technologies, Education and Social 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 (JDs) 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 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. The key feedback themes can be summarised as follows:
 - 4.2.1. There was endorsement of the proposal to move the Childhood and Youth courses to the School of Education and English, and the Education portfolio.
 - 4.2.2. There was agreement with the proposal to remove the title of Teaching Practice Co-ordinator.
 - 4.2.3. A number of comments were received regarding the loss of social science expertise, and the potential impact on the ability of the University to deliver: the civic agreements with Luton and Bedford; its community engagement strategy; research; Postgraduate Research (PGR) supervision; the Research Excellence Framework (REF).
 - 4.2.4. Comments were received regarding Childhood and Youth staffing, and questions relating to whether there are any plans to move the Childhood and Youth courses to Bedford (from Luton).
 - 4.2.5. Comments were received regarding the consultation timeline, and the impact on the student experience.

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 [feedback document](#).
- 5.2. The consultation feedback has not resulted in any changes to the original proposals for TESS that were developed for the consultation.
- 5.3. Leadership response to the feedback on the implications of the restructuring for research, postgraduate research supervision and the University's REF submission is as follows:
 - 5.3.1. The annual Personal Development Review and the annual agreement of workload using the University's Academic Workload Planning Framework enable staff to agree an annual workload allocation that takes account of research and research leadership. The Pro Vice Chancellor Research and Innovation, the Research and Innovation Services team and senior academic staff have been undertaking a series of actions over the last three years to prepare for REF 2029 and planning is well advanced. The Pro Vice Chancellor Research and Innovation and the Research and Innovation Services team have been monitoring the implications for the University's REF 2029 submission of the consultation process and will continue to take mitigating actions.
 - 5.3.2. The Pro Vice Chancellor Research and Innovation, the Head of Researcher Development and the Research Graduate School have been monitoring changes to supervisory changes of the last two years and will continue to take mitigating actions.
 - 5.3.3. The Pro Vice Chancellor Research and Innovation and the Research and Innovation Services team have been monitoring the implications for the University's community engagement strategy process and will continue to take mitigating actions.
- 5.4. There is not a proposal to close the BA Childhood and Youth Studies course at the Luton Campus within this consultation. The BA Childhood and Youth Studies course is approved for delivery at the Luton Campus and the Bedford Campus. The course remains open to student recruitment at both campuses.
- 5.5. The Faculty Executive Group have been monitoring the implications for student experience throughout this consultation, and we will continue to monitor, work with staff teams, and take mitigating actions to ensure a positive student experience.

6. Final structures

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

School of Sport, Psychology and Social Science	School of Education and English	School of Computing, Engineering and Creative Industries
• Sport • Psychology	• Education • Centre for English as a Foreign Language	• Computing • Engineering • Creative Industries

7. Impact of Changes

7.1. As part of the consultation process, the impact 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.
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.

Category	Proposed impact on post	Initial Status*	Proposed impact on colleague
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 Technologies, Education and Social Sciences is as follows:

Change Category (Headcount)						
Grade	1	2	3	4	Staff member left	Grand Total
Grade 7		45				45
Grade 8		88	13	3	1	105
Grade 9	10	5		2		17
Spot Profs		6				6
Grand Total	10	144	13	5	1	173

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.

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

8. School of Sport, Psychology and Social Science

8.1. Following the consultation no changes have been made to the original proposals.

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

School of Sport, Psychology and Social Science	Current FTE (in consultation document)	Proposed change (in consultation document)		Final change (following consultation)		Final new structure FTE
		Reduction	Transfer (to School of Education & English)	Reduction	Transfer (to School of Education & English)	
Professor	0.1	0	0	0	0	0.1
Associate Professor	1.5	-1	0	-1	0	0.5
Principal Lecturer	3	-1	0	-1	0	2
Senior Lecturer	32.7	-9.5	-3.3	-9.5	-3.3	20.3
Senior Tutor	0.4					
Lecturer	6.7	0	-0.7	0	-0.7	6
Tutor	0	0	0	0	0	0
TOTAL	44.4	-11.5	-4	-11.5	-4	28.9

8.3. While there is no change to the structure since the original proposal, there is one change to the pooling to reflect the departure of a Senior Lecturer in Sports Therapy whose post is not being replaced. As a result, there is no longer the need to reduce the number of posts in Sports Therapy and Rehabilitation and so the pool has been removed and the two colleagues changed from Category 3 to Category 2.

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

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
<u>SPORT</u>		
G7 Lecturer	2	Standardised JD for G7 Lecturer. Not at risk.
G8 Senior Tutor	3	Pooled for Senior Tutor / Lecturer in Health, Nutrition and Exercise. At risk.
G8 Senior Lecturer in Exercise Physiology	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Physical Education and Sport	2	Standardised JD for G8 Senior Lecturer. Not at risk.

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
G8 Senior Lecturer in Sports Therapy	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Biomechanics	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Sport Science and Physical Activity	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Sport Coaching and Physical Education	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Health Nutrition and Exercise	3	Pooled for Senior Tutor / Lecturer in Health, Nutrition and Exercise. At risk.
G8 Senior Lecturer in Physical Education and Sport Sociology	3	Pooled for Senior Lecturer in Sport Sociology. At risk.
G8 Senior Lecturer in Socio-Cultural	3	Pooled for Senior Lecturer in Sport Sociology. At risk.
G8 Senior Lecturer in Sport and Exercise Nutrition	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Sport and Exercise Science (Coaching)	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Tourism Leisure & Sport Management	3	Pooled for Senior Lecturer in Sport Sociology. At risk.
G8 Senior Lecturer in Sport Management	3	Pooled for Senior Lecturer in Sport Management and Business. At risk.
G8 Senior Lecturer in Sport Development and Management	3	Pooled for Senior Lecturer in Sport Management and Business. At risk.
Principle Lecturer	1	No change. Not at risk
Professor	2	Standardised JD for Professors. No change. Not at risk
<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.

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
G8 Senior Lecturer in Childhood & Adolescent Studies	2	Standardised JD for G8 Senior Lecturer. Not at risk. Transferring to School of Education & English.
G8 Senior Lecturer in Applied Social Sciences (Criminology)	3	Pooled for Senior Lecturer in Criminology. At risk.
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.
G8 Senior Lecturer in Sociology	4	Post deleted. At risk of redundancy. Added to redeployment register.
G8 Senior Lecturer in Criminology	3	Pooled for Senior Lecturer in Criminology. At risk.
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.
PSYCHOLOGY		
G7 Lecturer in Psychology	2	Standardised JD for G7 Lecturer. Not at risk.
G7 Lecturer in Forensic Psychology	2	Standardised JD for G7 Lecturer. Not at risk.
G8 Senior Lecturer in Social Psychology	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Psychology	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Senior Lecturer in Forensic Psychology	2	Standardised JD for G8 Senior Lecturer. Not at risk.
Associate Professor	2	Standardised JD for Associate Professor. Not at risk.
Principal Lecturer (Psychology)	1	No change. Not at risk

8.5. A link to the job descriptions / detailed person specifications for Category 3 posts can be found [here](#).

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

9. School of Education and English

9.1. Following the consultation no changes have been made to the original proposals.

9.2. A summary of the impact of the final changes to posts in the School of Education and English is provided in the table below.

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

* Teaching Practice Coordinator post title to be removed; postholders to transfer to either Senior Tutor or Senior Lecturer (if they meet the requirements of the Senior Lecturer post)

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

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
CEFL		
G7 Tutor (English Language)	2	Standardised JD for G7 Tutor. Not at risk.
G8 Senior Tutor (English Language)	2	Standardised JD for G8 Senior Tutor. Not at risk.
Education		
G7 Tutor (All)	2	Standardised JD for G7 Tutor. Not at risk.
G7 Lecturer (All)	2	Standardised JD for G7 Lecturer. Not at risk.
G8 Senior Tutor (All)	2	Standardised JD for G8 Senior Tutor. Not at risk.
G8 Senior Lecturer (All)	2	Standardised JD for G8 Senior Lecturer. Not at risk.
G8 Teaching Practice Coordinator (All)	2	Standardised JD for G8 Senior Tutor or G8 Senior Lecturer (if meet the requirements for the Senior Lecturer post). Not at risk.
Principal Lecturer	1	No change. Not at risk

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

10. School of Computing, Engineering and Creative Industries

10.1. Following the consultation no changes have been made to the original proposals.

10.2. A summary of the impact of the final changes to posts in the School of Computing, Engineering and Creative Industries is provided in the table below.

School of Computing, Engineering and Creative Industries	Current FTE	Proposed change (in consultation document)	Final change (following consultation)	Final new structure FTE
Professor	2	0	0	2
Associate Professor	1	0	0	1
Principal Lecturer	4	0	0	4
Senior Lecturer	33.1	0	0	33.1
Senior Tutor	1	0	0	1
Lecturer	20	0	0	20
Tutor	1.3	0	0	1.3
TOTAL	62.4	0	0	62.4

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

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
COMPUTING		
G7 Lecturer (All)	2	Standardised JD for G7 Lecturer. Not at risk.
G8 Senior Lecturer (All)	2	Standardised JD for G8 Senior Lecturer. Not at risk.
Principal Lecturer (All)	1	No change. Not at risk
Associate Professor	2	Standardised JD for Associate Professor. Not at risk.
Professor of Networked Applications	2	Standardised JD for Professor. Not at risk.
ENGINEERING		
G7 Lecturer (All)	2	Standardised JD for G7 Lecturer. Not at risk.
G8 Senior Lecturer (All)	2	Standardised JD for G8 Senior Lecturer. Not at risk.
Principal Lecturer (All)	1	No change. Not at risk
Professor of Engineering	2	Standardised JD for Professor. Not at risk.
CREATIVE INDUSTRIES		
G7 Lecturer (All)	2	Standardised JD for G7 Lecturer. Not at risk.
G7 Tutor (All)	2	Standardised JD for G7 Tutor. Not at risk.

CURRENT JOB TITLE	FINAL CHANGE CATEGORY	CHANGE IMPACT
G8 Senior Lecturer (All)	2	Standardised JD for G8 Senior Lecturer. Not at risk.
Principal Lecturer (All)	1	No change. 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

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.