

EQUALITY IMPACT ASSESSMENT FORM

1. DESCRIBE
1.1. Name of policy/strategy/decision
Student Recruitment, Admissions and Marketing Transformation – Operating Model
1.2. Owner
Jeanine Gregersen-Hermans, VP and PVC International
1.3. Date
24/2/17
1.4. Aims of policy/strategy/decision
<ul style="list-style-type: none"> Proposed changes to the organisational structure A number of efficiencies and benefits across the new directorate
1.5. Who does the policy/strategy/decision affect?
<p>Internal stakeholders:- staff in affected areas, advisory group, students, schools, Deans/ Associate Deans (International) Programme Leaders & Admissions Tutors, other professional services directorates, Shaping 2020 Board, Executive Board</p> <p>External stakeholders:- prospective students, partnership institutions, International Agents, Hobsons, Alumni and third parties who seek to contract with GCU.</p>
1.6. Could there be any potential implications for equality, or people with protected characteristics?
<p>It's unlikely there will be any negative implication for equality or people with protected characteristics. Nevertheless full, open written and face to face communication with staff and their TU representatives collectively and individually will ensure that any implications can be identified.</p>

2. ASSESS
What are the implications, positive or negative (and evidence for this) of the policy/strategy/decision in relation to GCU's duty to have due regard to the need to:
2.1. Eliminate unlawful discrimination, harassment and victimisation?
<p>The implementation of the organisational changes is expected to have no impact on the general duty to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.</p> <p>Through the implementation of this organisational change there is a requirement to follow through with the University's Organisational Change Policy and Recruitment Procedure which have both been designed to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.</p> <p>The University may also adapt the implementation of the Organisational Change policy as required to meet the circumstances of individual situations.</p>

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There is not expected to be any direct impact on any individual staff members or staff groups and their known protected characteristic.

Staff involvement in consultation and discussion of planned changes will facilitate disclosure to the project group of any specific needs or requirements so enabling those to be taken into consideration at an early stage.

2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it?

The implementation of the organisational change is expected to have no impact on the general duty to advance equality of opportunity between people who share a protected characteristic and people who do not share it.

2.3. Foster good relations between people who share a protected characteristic and those who do not share it?

The application of the organisational change policy on this project is expected to have no negative impact on the general duty to foster good relations between people who share a protected characteristic, or not.

3. ACTION

3.1. If a negative impact has been identified, how will this be addressed?

The application of the organisational change policy on this project is not expected to have any negative impacts.

3.2. If changes have been made to the policy/strategy/decision as a result of this assessment, outline the changes

No changes have been made.

4. MONITOR AND REVIEW

4.1. How will the implementation of the policy/strategy/decision and its impact on equality be monitored and reviewed?

Any known individual staff needs or requirements covered by the Equality Act will be regularly monitored by the Project Group to ensure project implementation does not have a negative direct or indirect impact on staff.

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5. PUBLISH

Please email this completed form, along with the policy/strategy and any other relevant information¹ to equality@gcu.ac.uk for publishing on the Equality and Diversity website and annual reporting in line with Equality Act 2010 requirements.

6. SIGN OFF

6.1. EIA Owner	Signature	Date
	Jeanine Gregersen-Hermans	24/02/17
6.2. Equality and Diversity Advisor	Signature	Date
	Adrian Lui	22/02/17

¹ Information or evidence may be removed if it is commercially sensitive or personal information