

Name of policy/procedure/strategy: Organisational Change	
School/Directorate: Director of People	
Name of policy/procedure/strategy owner: Kathleen Cleary, Professional Services Manager	
Date of Assessment: 27 May 2015	
1. Briefly describe the aims, objectives and purpose of the policy/procedure/strategy.	This policy is intended to provide a framework that will ensure the effective management of change, via early and meaningful consultation with Trade Unions and the appropriate involvement of affected staff in the change process.
2. What are the intended outcomes?	To clarify the approval process that must precede an organisational change, and the communication and consultation processes that follow approval.
3. Who are the main stakeholders? (e.g. staff, students, visitors)	Senior managers, line managers, Trade Unions representatives and staff.
4. How does the policy/procedure/strategy take into account different needs and circumstances (e.g. Ethnicity: cultural sensitivities, plain English; Disability: Alternate/ accessible formats; Gender: inclusive to women and men; Sexual Orientation; Faith or Belief, religious practices; Age: needs of younger and older people)?	The policy relates to the function and operation of University committees and does not impact directly on individuals.
5. What is the likely impact on the general duty to have <i>due regard</i> to the need to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act? <i>E.g. Is there evidence to indicate that the policy may result in less favourable treatment for particular groups?</i>	The policy 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>6. What is the likely impact on the general duty to have <i>due regard</i> to the need to advance equality of opportunity between people who share a protected characteristic and people who do not share it?</p> <p><i>E.g. Is there evidence to show that the policy helps to remove disadvantage or encourages the participation of particular groups?</i></p>	<p>The policy 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.</p>
<p>7. What is the likely impact on the general duty to have <i>due regard</i> to the need to foster good relations between people who share a protected characteristic, or not?</p> <p><i>E.g. Is there evidence to illustrate that the policy helps to tackle prejudice or promote understanding?</i></p>	<p>The policy is expected to have no impact on the general duty to foster good relations between people who share a protected characteristic, or not.</p>
<p>8. How will any negative impact identified above be addressed?</p>	<p>The policy is not expected to have any negative impacts.</p>
<p>9. What is the overall impact rating?</p> <p>(Choose one rating)</p>	<p>Low: There is little or no evidence that some people from different groups are (or could be) differently affected (positively or negatively).</p>
<p>10. How will the results of the equality impact assessment be published?</p>	<p>The EIA will be included as an appendix to the published policy.</p>
<p>11. How will the implementation of the policy, procedure, strategy and its impact on equality be monitored and reviewed?</p>	<p>N/A</p>