

Sector impact assessment

Name of policy/initiative/project	HEFCE people strategy
1. What are the aims of this policy/initiative/project?	The project aims to articulate our aspirations as an employer. The strategy will promote a shared sense of direction on people issues, and clarify how we intend to lead, manage, develop and support staff.
2. At what stage of the development process is this SIA being undertaken?	This assessment follows staff consultation on a draft proposal in order to inform further development of the strategy before HEFCE's Chief Executive's Group agrees to it.
3. Do existing data sources enable us to provide evidence of impact? If not, how should we best gather evidence?	Yes. These sources are: <ul style="list-style-type: none"> • the annual staff survey • exit data • equality and diversity data • recruitment data • research being carried out by two internal projects on high performance and project management respectively.
Regulatory impact assessment	
4. Will this policy/initiative/project require higher education institutions (HEIs) to pay for or carry out additional work in the context of what a well-managed HEI would already be expected to have in place, both now and when the policy has been implemented	This is an internal strategy that carries no burden for HEIs. Internally it is seeking to clarify and improve processes that already exist. It will have some impact on the HR team in delivering key improvement activities, and may identify some personal development for others, but these form part of our approach to continuous improvement.
5. If so, do the benefits of doing this to the delivery of HEFCE strategy, the HE sector, the HEI itself and others outweigh what we have asked HEIs to do? If yes please describe the benefits	The benefits will be through a clearer understanding of responsibilities within the Council, and the behaviours required to ensure continued success.
6. How have you arrived at this judgement? Please refer to the results of consultation and other supporting evidence.	We arrived at the judgement through focus groups with staff and HEFCE's staff survey. It is also widely recognised in public and private sectors as good practice to articulate a people strategy.
Equality and diversity	
7. Which individuals or groups are likely to be affected by this policy/initiative/project?	The strategy will affect internal employees and prospective employees.

8. What is the likely impact on these groups (is it positive, negative or neutral)? How have you arrived at this judgement?	Positive. The strategy will help articulate our approach to people within the organisation more clearly and identify development needs more easily. The strategy supports our aspirations for a more diverse workforce.
9. If negative, what actions have been taken to mitigate the effect?	n/a
10. Can this policy/initiative/project be used to ensure and promote both equality and diversity? If so, how?	We identify equality and diversity explicitly as key issues in our approach to people within the strategy.
Sustainable development	
11. What is the likely impact of this policy/ initiative/project on sustainable development? Is it positive, negative or neutral? How have you arrived at this judgement?	Neutral
12. If negative, what actions have been taken to mitigate the impact?	n/a
13. How can this policy/initiative/project be used to create opportunities to support sustainable development? Please indicate how you have exploited these opportunities or why you have been unable to do so.	One of the identified aims is to ensure HR management within HEFCE supports the organisation's overarching principles, which include specific aims relating to corporate social responsibility, and sustainable development. The People Strategy will also be a web-based publication.

Certification by Director

This is a fair assessment of the impact of this policy/initiative/project on the HE sector, taking into account the regulatory burden imposed. The policy/initiative/project has been appropriately designed to meet our equality obligations and promote equality and diversity and sustainable development. This assessment is ready for publication.



Signed

Date 6 October 2009