

## Sector Impact Assessment Form

Name of policy/initiative/project	<b>Review of the role of HEFCE</b>
1. What are the aims of this policy/initiative/project?	To review the effectiveness and efficiency of HEFCE in relation to its core activities of policy development and advice, policy implementation, and regulation of the higher education (HE) sector.
2. At what stage of the development process is this SIA being undertaken?	At the point of developing advice to the Board on plans for the review.
3. Do existing data sources enable us to provide evidence of impact? If not, how should we best gather evidence?	Any significant impacts will flow from the recommendations of the review itself. Evidence of impact will be collected if and when specific proposals for adjustments to the role or practice of HEFCE are made.
<b>Regulatory impact assessment</b>	
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	No. The review team may include institutional employees who will be asked to make a commitment of time but any such commitment will be voluntary. In gathering evidence, the review team and its proxies may ask for a small amount of the time of institutional employees but any commitment of time will also be voluntary.
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	Not yet known, but it seems reasonable to assume that if the conclusions of the review are a result of stakeholder consultation and desk analysis, any changes as a result of the review should be positive for the sector.
6. How have you arrived at this judgement? Please refer to the results of consultation and other supporting evidence.	Through assumptions about the purpose of the review.
<b>Equality and diversity</b>	
7. Which individuals or groups are likely to be affected by this policy/initiative/project?	The group most directly affected are likely to be HEFCE staff. It is conceivable that the review's recommendations will affect the volume and pattern of recruitment to HEFCE with possible implications for the characteristics of the staff body.
8. What is the likely impact on these groups (is it positive, negative or neutral)? How have you arrived at this judgement?	Until the review begins to arrive at its conclusions it is impossible to anticipate the nature of any consequent changes and their impacts on particular groups. The proper time to make an assessment is at the point where specific changes to operating practices are proposed.
9. If negative, what actions have been taken to mitigate the effect?	Until the review begins to arrive at its conclusions it is impossible to anticipate the nature of any consequent changes.
10. Can this policy/initiative/project be used to ensure and promote both equality and diversity? If so, how?	The review will need to be designed to reflect views from all groups impacted by public policy towards HE. This has implications for the composition of the review group, the way it collects stakeholder views, and the way it arrives at its conclusions.
<b>Sustainable development</b>	
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 or positive. It is conceivable that the review will create pressure for HEFCE to give a higher priority to sustainable development. It is very unlikely that it will create pressure for sustainable development to be given a lower priority.

12. If negative, what actions have been taken to mitigate the impact?	See above
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.	Until the review begins to arrive at its conclusions it is impossible to anticipate the nature of any consequent changes.

**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** 4 February 2009

**Summary**

It is not possible to assess the potential impact of the review until its proposals are known. Should proposals emerging from the review which mandate or imply changes to HEFCE's approach, capacities or remit; or to specific HEFCE policies, these changes will need to be the subject of a further assessment. The implications of the decision to proceed with the project, as distinct from the actions prompted by its findings, are relatively minor, but it is important that those involved in the process are broadly representative of the community served by HEFCE and the HE sector.