

Committee	Audit & Risk Management – 13/11/24 Learning, Teaching & Research – 04/12/24
Subject	DRAFT Organisation Design Impact Assessment by UHI
Action requested	<input type="checkbox"/> For information only <input type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input checked="" type="checkbox"/> For endorsement <input type="checkbox"/> For approval
Brief summary of the paper	<p>Immediately following merger, UHI North, West & Hebrides (UHNWH) implemented a Curriculum Review to reorganise the range and delivery of the curriculum inherited from the 3 legacy colleges for delivery in academic year 23/24. This <i>change of service</i> affected staff, students and communities associated with UHNWH's sites, including several island communities: the Isle of Barra, Isle of Benbecula, Isle of South Uist, Isle of North Uist, Isle of Lewis and the Isle of Skye.</p> <p>The enclosed Impact Assessment evaluates the impact of UHNWH's Year 1 (AY23/24) Curriculum delivery change of service. Noting the University's obligations under the Islands (Scotland) Act 2018 as a "Relevant Authority" - to ensure consideration of the islands perspective - the impact assessment was conducted by following the steps of the Island Communities Impact Assessment (ICIA) process to identify if a full ICIA was required.</p> <p>The analysis in this Impact Assessment demonstrates that the changes resulting from the UHNWH revised curriculum for AY23/24 would not have an effect on any island community that was significantly different from the effects on other communities (including other island communities). On that basis a fuller and more detailed Islands Community Impact Assessment was not required (section 4.4.1 refers).</p> <p>UHI's Senior Executive Team approved the impact assessment on 16/10/24 and the executive summary was published on the UHI website. It is currently being translated into Gaelic and that version will also be published on the UHI website.</p> <p>The committees are requested to note and endorse the findings of the impact assessment.</p>
Resource implications	<ul style="list-style-type: none"> Curriculum staff will continue the rolling Curriculum Review process described in the Impact Assessment as part of the College's routine operational activity. Curriculum management will monitor trends in student home location data to mitigate any trends that uniquely impact any community.
Risk implications	Outer Hebrides communities were the most vocal around potential changes to Curriculum in Year 1, therefore publication of the executive

	summary may lead to concerns being raised by communities there which will need to be responded to appropriately.
Date paper prepared	04/11/24
Date of committee meeting	Audit & Risk Management – 13/11/24 Learning, Teaching & Research – 04/12/24
Author	Giles Huby, UHI Programme Director
Link with strategy Please highlight how the paper links to the Strategic Plan	The revised curriculum offering links to 3 of the College strategic goals: <ul style="list-style-type: none"> • To become a financially sustainable, joined up organisation • To grow curriculum, particularly in key areas that link with our research and commercial opportunities (blue and green economies/Gaelic language) • To enhance the student experience through connecting our sites, resources, communities and multi-location programmes
Island communities	The attached Year 1 Impact Assessment for the Year 1 change of Curriculum recommends that an ICIA is not required – section 4.4 refers. The College's Year 1 Organisation Design strategy has been addressed in a separate Impact Assessment.
Status (e.g. confidential, non-confidential)	Non-confidential
Freedom of information	Yes
Consultation How has consultation with partners been carried out?	The impact assessment was reviewed by the interim ELT. Planning for the Curriculum change of service involved targeted consultation with College staff, students, schools and Board members (sections 3.4.2, 4.2 and 4.3 refer).