

FREQUENTLY ASKED QUESTIONS

OVERVIEW

WHAT IS REDUNDANCY?

Redundancy arises when an employer needs to reduce its workforce. An employee is dismissed for redundancy if:

- The employer has ceased, or intends to cease, continuing the business in which the employee was employed, or at the location where they worked, or
- The requirements of the business for employees to perform work of a specific type, or to conduct it at the location where they are employed, has ceased or diminished, or is expected to do so

WHY IS REDUNDANCY HAPPENING?

The university is proposing to potentially reduce the number of academic staff within some Faculties/Schools. This has been prompted by a combination of factors including significant change within the HE section, financial pressures including significant deficits, a decline in student demand, evolving institutional priorities, and a need to ensure our structure aligns more effectively with Liverpool Hope's long-term objectives, so we are financially and organisationally sustainable. Further information is on the site

WHAT IS CONSULTATION?

Consultation is a formal process where meaningful discussion takes place between the university and affected staff members. Consultation is aimed at explaining the reasons for the proposed redundancies, discussing the process, including the timeline, selection criteria, and alternatives, considering feedback from employees and their representative, exploring ways to avoid or minimise redundancies, such as redeployment, reduced hours, or voluntary redundancy and ensuring transparency and fairness throughout the process.

Consultation feedback, proposal or ideas can be submitted by individuals, groups or union representatives. All submissions will be carefully considered and responded to in line with agreed timescales.

HOW LONG WILL THIS OVERALL PROCESS TAKE?

The proposed timeline and associated actions are available [here](#). These dates may vary dependent upon the process.

WILL THERE BE A VOLUNARY REDUNDANCY SCHEME?

The University will present a Voluntary Redundancy (VR) scheme to be considered as part of the consultation process. Once details are confirmed, this would give eligible staff the opportunity to express an interest in leaving the organisation voluntarily. At this stage, discussions with UCU are ongoing, and no further details about a scheme can be provided yet. We will provide further updates as soon as more information becomes available.

HOW WILL I FIND OUT ABOUT PROPOSED NEW FACULTY STRUCTURES

Briefing sessions have been given by your Executive Dean. Proposal documents have been shared with academic staff. If you have any queries in relation to these please contact your respective Dean.

SUPPORT

HAS AN EQUALITY IMPACT ASSESSMENT BEEN COMPLETED

An Equality Impact Assessment (EIA) has been conducted on the overall process and individual EIA will be undertaken with the assistance of professional expertise in each of the affected work areas. Outcomes will be continuously monitored and reviewed to ensure compliance with equality obligations and to mitigate any disproportionate impacts.

WHAT IF I AM ON MATERNITY LEAVE OR ABSENT DUE TO SICKNESS – HOW WILL THIS AFFECT ME DURING THE REDUNDANCY PROCESS

All employees are included in the redundancy process regardless of whether they are currently at work or on an extended period of leave, such as maternity leave or sickness absence. Being on leave does **not** exclude you from consultation or consideration.

We are committed to ensuring fair and non-discriminatory treatment. If you are on maternity leave, shared parental leave, or long-term sick leave, we will take steps to ensure you are fully informed and given the opportunity to engage in the consultation process. This may include arranging meetings at suitable times, using alternative methods of communication (e.g. phone or video calls), and ensuring you receive all relevant documentation

CONTACTS AND RESOURCES

If you wish to access support, you can contact the staff [counselling service](#), which is a completely confidential, **impartial and external** resource available to staff via self-referral.

This document will be updated as and when the process evolves.

If you have any further queries please contact People Services.