

Response to the Counter Proposals  
from The Faculty of Creative Arts and Humanities and Final Restructuring Plan

**Professor Stephen Davismoon Introduction**

This document will go through the points raised in the two counter proposals received from the School of Humanities and the School of Creative and Performing Arts (CAPA), through the UCU as part of the *Consultation Process*. The author of this response document would like to acknowledge the positive tone and ideas from the many pages that made up the counter proposals. These pages have been carefully read and reflected upon.

**Response to the Counter Proposal from CAPA – these will be responded to by subject cluster as presented in the document.**

**DDP**

With an SSR at 11.36:1 before the .5FTE resignation referred to on page 3, the SSR for DDP was very low. It currently stands at 11.9:1 which again is very low in the sector and not sustainable.

The ‘growth’ referred to in the DDP area has been relatively modest and limited to the Dance area, but even here unfortunately the numbers in terms of student fte are not large and this year has seen something of a decline in numbers. The SH Drama and Theatre has been in relative decline for several years, and whilst I am delighted with the success of the BAC in Acting it will actually only add c16fte students, furthermore the numbers for BAC in Drama have declined this year. That said, with respect to the Acting programme the point is taken that in 3 years’ time if the recruitment continues to grow then by the 2026-7 session there may well be the case for further recruitment to this area with the requisite skill-set. Up until we are sure about the stability of this new BAC programme and the proposed way forward with an Acting and Drama SHs we will proceed in a cautious and sustainable approach with staffing in this area.

The point made with respect to the resilience of the Dance team was borne in mind at the time of the authoring of the initial proposal with especially with respect to the New SH and PGT programmes in development.

The point made with respect to the growth in student numbers in CAPA on page 4 over the last 5 years is broadly agreed with but (with the exception of Dance) this growth did not come from the DDP subject area.

The point made with respect to the removal of auditions causing a recruitment decline, unfortunately there is simply not the evidence to support this claim. Some examples here might help to illustrate the situation: Acting had no auditions and attracted a respectable number of applications and firm accepts; Musical Theatre had auditions and for the first time in several years has seen a slight decline in student numbers; Music switched from having to not having auditions this year and has actually seen a slight improvement in firms accepts. What needs to be recognised is that the selection process in our sector has changed whereby the majority of our competitors have stopped doing auditions – thereby speeding up the process of admissions. The practical activities that colleagues carry out on Applicant Days are wholly supported.

The claim made at the end of page 6 that all DDP staff have a full workload – is simply not the case, nor has it been the case since at least as far back as 2018.

There is confidence that with the new proposed staffing complement that there will be the necessary resource to carry out the other academic duties as listed on pages 6, 7, 8 and the top of page 9.

Point 6 (number 5) on page 9 raises a very interesting idea around the opportunity for a secondment of a DDP member of staff to the Fine Art. This will be taken up but only on a fractional basis in the first instance at .5fte for the entirety of the 2025/6 academic year. This will address the issues that exist within the usage of

HPLs in the Fine Art area whilst still leaving the DDP team with a very healthy SSR (c 14:1). However, this measure does not have any effect on the need to reduce this staffing team as outlined in the initial proposal.

### **Film & Media Arts**

The point made on page 11 around numbers of students is correct it is 80fte **not** 70 as put forward in the original proposal; this has been corrected.

On page 12 the claim is made that firms are up on last year – unfortunately this isn't true.

SSR in this area is currently 12:1 this is very low for the subject and is not sustainable.

The point made on page 14 with respect to space for the subject offer finds considerable support in my response. This situation has arisen, unfortunately due to the problems with No. 3 Islington Square and space imbalances of other subject areas at the Creative Campus.

The point made on page 15 with respect to a potential redeployment to Graphic Design is of interest and is something that could be explored at a future date. This could not be undertaken at this point since Graphic Design numbers have seen a decrease for the forthcoming academic year.

The synergies between Creative Writing – scriptwriting is something that has been suggested for several years but unfortunately no real signs of development as of yet.

### **Music**

Unfortunately, the new SHs offerings are not attracting the required application figures and we will need to redevelop a SH in the Music area that pairs Music Practice with Music Production (despite some of the problems that I know exist) – but the professionalised space has altered significantly and we need to recognise and embrace this.

The proposal to utilise the salary from a career break to cover the proposed .6fte redundancy has been given serious consideration. We will advertise a redeployment opportunity for a Professional Tutor at .6fte for 12 months.

### **The Design Team (Contemporary Fashion and Contemporary Craft)**

The points raised on pages 25 and 27 around the Design team.

The situation for this team has changed positively since the initial authoring of this Faculty's initial restructuring proposal. This is due to the combined recruitment fortunes improving considerably in the last few weeks. In short the situation for Contemporary Fashion now with 20 students set to join us in the new level c will be its largest cohort to date. The indicative numbers for this programme in terms of firm accepts at the time of authoring the initial proposal were significantly less than this figure. However, and much more importantly we will be running the Contemporary Craft programme with at least 19 students (headcount) before clearing. At the time of the authoring of the initial proposal it looked certain that this programme wouldn't run during the academic year 2025-6 at all. This combination of factors means that colleagues in the Design area are no longer at risk of redundancy. Whilst the initial SSR for this subject group would still be low (c11.7:1) we would lack the needed expertise for these programmes to run. And, even with static roll out of these two programmes over the next two years this subject's SSR is expected to reach much more sustainable levels.

That said, it will be required in order to ensure that there is no need for redundancy, Design colleagues will need to take up a meaningful amount of work in the Fine Art area normally carried out by HPLs.

The new programme ideas contained within this counter proposal are of very significant interest and must find a way forward to development.

**Response to the Counter Proposal from Humanities – these will be responded to by subject cluster as presented in the document.**

## **TRS**

The new and final staffing complement for this subject area after careful reflection and consideration of the points made in this counter proposal will be laid out later in this document.

The detail of undergraduate delivery offered on page 4 was very helpful indeed.

Additionally, the points made in terms of other types of delivery made on pages 6 and 7 make something of a case for the staffing resource to be raised again somewhat though not to the degree suggested. It is taken that a further 48 hours for the delivery of the Postgraduate Certificate in Pastoral Leadership for the lectures however the 96 hours required for the tutorials is not recognised as being required and is not in keeping with this programme's delivery documentation.

With respect to the points raised in relation to the Catholic Certificate in Religious Studies on pages 7 and 8. This programme will be moving completely into the Faculty of Education and Social Sciences. There may be a redeployment opportunity in that Faculty but that is beyond the scope of this document.

Having borne the above points in mind the staffing resource for this subject area will be increased from 1.6fte to 1.8fte (.8fte at SL and 1 at AP). With an SSR c13:1 it will be amongst the lowest in the country. There is the expectation that this will need to improve in line with university SSRs in order to ensure future viability.

## **English Language**

Much of the counter proposal from this subject group consisted of a number of interesting programme proposals for the future which it is believed will offer the area a renewed focus particularly in the cognate areas of journalism, media and communications as well as in that of creative writing.

The ideas in and around the William Temple Foundation are of interest, but have yet to garner real development.

## **Voluntary Redundancy**

The Faculty of Creative Arts and Humanities has been in receipt of 4 VRs – 1 in each of the following areas: English Language; Theology and Religious Studies; TV/Film/Radio and Media Production; DDP

## **Redeployment Opportunities**

There are currently the following redeployment opportunities in development for Faculty colleagues that are 'at risk':

- .1fte SL in Media and Communications
- .2fte SL in History
- .6fte Professional Tutor Music (for 12 months)

## **New and Final Staff Structures for Each School**

With all of the considerations outlined above below is the final proposal for the staffing complements for the previously 'at risk' areas in the Faculty of Creative Arts and Humanities. The structure is based on a

continued reduction in work of a particular kind due to declining student demand and the need to ensure current and future sustainability.

Area	Teaching & Research			Teaching		
	From	To	Reduction	From	To	Reduction
English - English Language	SL 3.1fte	SL 2fte	-1.1			
Theology and Religious Studies	SL 1.4fte AP / PROF 3fte	SL 0.8fte AP / PROF 1 fte	-0.6 -2	PL 0.3fte	PL 0 fte	-0.3
Media Arts – TV, Film and Radio				PT / SPT 3.8fte	PT / SPT 2.8fte	-1
Performing Arts - Drama and Performance Studies	SL 4fte	SL3 fte	-1			
Music – Music Performance	L 0.6fte	L 0 fte	-0.6			