

27th August 2020

Dear Mr Desai,

Thank you for your letter regarding the University's change programme which is currently in the 45-day statutory consultation period. This programme addresses both immediate Covid-19 impacts and also longer-term trends and changing student/employer needs impacting our University cost base and quality outcomes. A range of options were robustly developed and subsequently reviewed by the Board of Governors who unanimously approved the change proposal is in the best interests of the University's beneficiaries – our students both from the Newham community and further afield; ensuring the role and value of the University continues to increase for the communities it serves.

As recommended in your letter, we continue to genuinely request and listen to alternative proposals and solutions to the business requirements of the restructure being put forward by our staff during this consultation period. For your information, all alternate proposals are being considered against the following criteria:

- Does the counter-proposal achieve the full in-year cost savings required?
- Does the counter-proposal address the sustainability business requirements? (i.e. is this a short-term savings proposal or does this address the cost base realignment required to reflect current & future growth & diversification/reflecting changing student & employer needs?)
- Does the counter-proposal address quality improvements required in line with Vision 2028 goals (i.e. prioritise the skills & competencies required for increased academic quality outputs/reflect changing educational & research requirements, increase service quality?)
- Does the counter-proposal improve/reduce/remain the same impact on transitioning to business as usual for the new academic year?
- Does the counter-proposal improve/reduce/remain the same impact on EDI?

This is a challenging period. We have extended the consultation period to 8th September (7 days beyond the statutory 45 days) to ensure we listen to all voices. Whilst I will make every effort to ensure different perspectives and solutions are given due consideration in order to reduce the number, and mitigate the impact of redundancies, the University must prioritise its fiduciary responsibilities (this means that decisions must be made for the advantage of the beneficiary which in the University's case – as detailed in our charitable objects - are its students).

I trust our approach above gives you the reassurance that we have and are doing our utmost to secure not only the sustainability of the University but also continue to advance its contribution as an anchor institution for the communities it serves.

With best wishes,



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