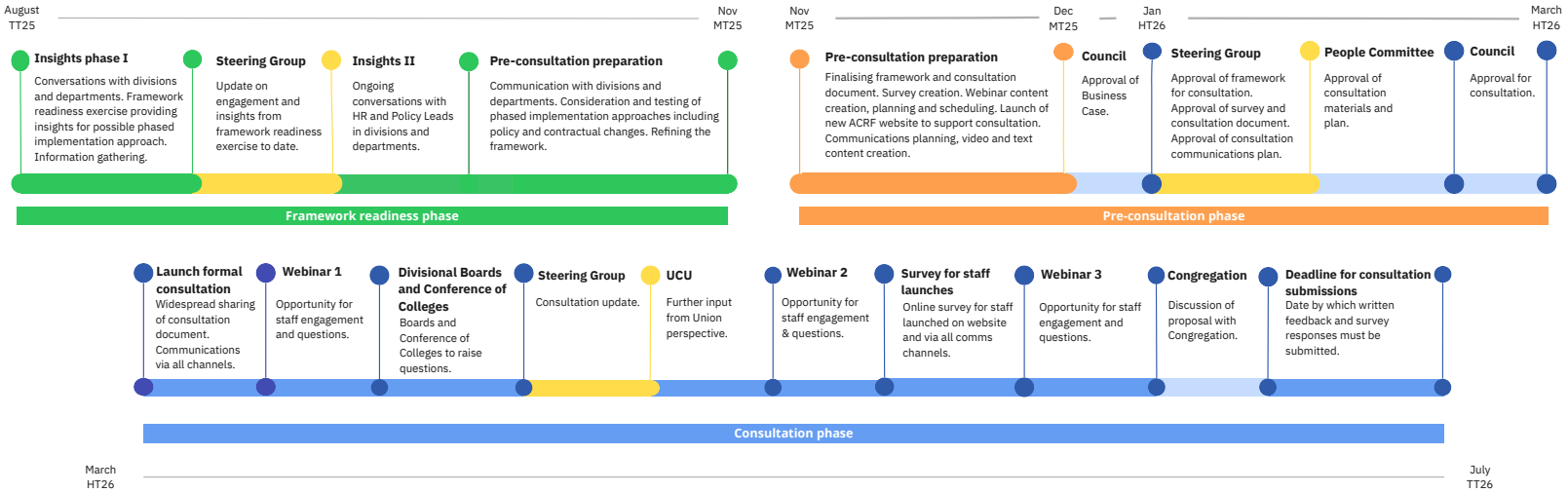
August TT25
Nov MT25
Insights phase I
Conversations with divisions and departments. Framework readiness exercise providing insights for possible phased implementation approach. Information gathering.
Steering Group
Update on engagement and insights from framework readiness exercise to date.
Insights II
Ongoing conversations with HR and Policy Leads in divisions and departments.
Pre-consultation preparation
Communication with divisions and departments. Consideration and testing of phased implementation approaches including policy and contractual changes. Refining the framework.
Framework readiness phase
Nov MT25
Dec MT25
Jan HT26
March HT26
Pre-consultation preparation
Finalising framework and consultation document. Survey creation. Webinar content creation, planning and scheduling. Launch of new ACRF website to support consultation. Communications planning, video and text content creation.
Council
Approval of Business Case.
Steering Group
Approval of framework for consultation. Approval of survey and consultation document. Approval of consultation communications plan.
People Committee
Approval of consultation materials and plan.
Council
Approval for consultation.
Pre-consultation phase
Launch formal consultation
Widespread sharing of consultation document. Communications via all channels.
Webinar 1
Opportunity for staff engagement and questions.
Divisional Boards and Conference of Colleges
Boards and Conference of Colleges to raise questions.
Steering Group
Consultation update.
UCU
Further input from Union perspective.
Webinar 2
Opportunity for staff engagement & questions.
Survey for staff launches
Online survey for staff launched on website and via all comms channels.
Webinar 3
Opportunity for staff engagement and questions.
Congregation
Discussion of proposal with Congregation.
Deadline for consultation submissions
Date by which written feedback and survey responses must be submitted.
Consultation phase
March HT26
July TT26