Stakeholder Insight Sessions - EDI Feedback report

Authors: Gavin Bradshaw (Adoption Business Change Lead), **Owen Mills** (Business Change Officer).

This document provides an overview and response to the key themes the EDI team provided based on a review of the Stakeholder Insight sessions.

Theme 1: Digital accessibility and exclusion risk

What Oracle Fusion does support

- Oracle Fusion is **web-based and responsive**, so it works on desktops, tablets, and mobiles.
- It is **compatible with assistive technologies** such as screen readers and keyboard navigation, provided configurations follow accessibility guidance.
- Oracle Guided Learning (OGL) **claims WCAG 2.1 AA alignment** at platform level.

Future Foundations approach

- Offline colleagues still need alternative routes, physical access points, and human support.
- This group is primarily based in estates, and the business change team is actively engaging with the directorate to find the best ways to work with these staff groups.
- OGL accessibility relies on how content is authored. Training team working directly with John Walker to ensure accessibility.

Where the risk still exists

- Mobile access **does not equal accessibility**. Fusion assumes a baseline of digital access and confidence.
- Fusion **cannot solve lack of hardware, shared devices, or rota-based access** on its own.

Straight answer Fusion supports accessibility standards, but **it does not remove digital exclusion by default**.

Theme 2: Inclusive language, identity, name changes and dignity

What Oracle Fusion supports

- “Known as” / preferred name fields **are supported**.
- Legal name and preferred name **can be separated**.
- Name changes can **flow across integrated systems**, if configured correctly.
- Highly granular **role-based data security** exists for sensitive personal data.

Future Foundations approach:

- The known as name will be the name used throughout the Oracle Fusion system. The only time this name won't be used is for times where the legal name has to be used - for example, payslips.
- Language like ‘contingent worker’ Oracle system language and can’t be changed but the system can be overlaid with Oracle Guided Learning to explain the term and that it can’t be changed.
- Line managers won't have access to data that they shouldn't. This will be managed via security profiles

Where the risk still exists

- Fusion **defaults to legal name in some workflows** unless deliberately overridden.
- Who sees what data depends entirely on **security role design**, this piece of work is ongoing.

Awaiting response from Rebecca on specific approach to deadnaming.

Mitigation ownership Configuration decisions, security design, and clear comms about visibility.

Theme 3: Fairness for non-standard working patterns

What Oracle Fusion supports

- Multiple working patterns, shift work, compressed hours, and rotas **are supported**. Leave, accruals, and public holiday rules **can be configured per assignment,** and non-standard contracts are supported.

Future Foundations approach

- Multiple working patterns are supported as part of ‘day one’ activity of system launch in November and are being actively sought out and embedded into the system.

Where the risk still exists

- Edge cases explode quickly if testing is weak.

Mitigation ownership Strong testing with real colleague scenarios.

Theme 4: Pregnancy, family leave and sensitive scenarios

What Oracle Fusion supports

Fusion includes workflows for maternity, adoption, and shared parental leave. Leave types and approval processes can be **simplified**, and case management visibility **can be restricted** where appropriate.

To be clear, Oracle Fusion is a system to facilitate a process, not replace human interaction. Sensitive moments in a colleague's life will not be a purely transaction event in a system, but the out of system interaction relies on trauma aware handling of the responsible parties (HR, line manager)

Where the risk still exists

- There is a need to avoid over-automation for emotionally sensitive events.
- Tone and timing of notifications matter.

Straight answer Fusion can support these processes, but **it must never replace trauma-aware human contact**.

Theme 5: Equality in training and onboarding

What Oracle Fusion supports

Fusion supports **role-based onboarding journeys**, staggered learning paths, and reusable learning content through Oracle Guided Learning integration.

Future Foundations approach

Oracle will standardise the onboarding journey for colleagues but local differences and needs for areas will continue to persist. Baseline mandatory training is different for different areas of the university, and these circumstances will be handled off system.

Where the risk still exists

- Local onboarding, induction, and mandatory training differs across the university. This relies on the line manager to effectively carry out tasks off-system.

Theme 6: Immigration, global mobility and international fairness

What Oracle Fusion supports

Fusion supports **right-to-work tracking**, visa and compliance data storage, and status visibility defined by security roles.

Where the risk still exists

- Fusion does **not remove delays** caused by external processes, and Future Foundations can only implement a system.

Straight answer Fusion can improve transparency, but **process ownership and communication matter more than screens**.

Theme 7: Data privacy, dignity and psychological safety

What Oracle Fusion supports

Oracle Fusion offers **extremely granular role-based security**, with data access determined by role rather than hierarchy. It can restrict manager visibility of sensitive personal data.

Future Foundations approach

Ongoing piece of work is seeking to limit the ‘spans of control’ of line manager responsibility**.**

Security approach:

Line managers won't have access to data that they shouldn't. This will be managed via security profiles

Where the risk still exists

- Large manager spans magnify exposure risk.
- Mis-assigned security roles cause silent harm.
- “Just because it’s visible” remains a design failure.

Straight answer Fusion gives you the locks. **You still choose who gets the keys**.

Mitigation ownership Role design, audits, and active governance.