

Equality Impact Assessment

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>AHRC – LABEX PasP joint call : Pasts and Futures in the Present</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<p>The aim of this second joint call with LABEX PasP is to encourage collaborative transnational research between experts at research organisations in the UK and France. It will address AHRC’s priorities under International Engagement, Cultural Assets, Contemporary Challenges and EDI particularly around the environmental humanities and landscapes, issues of inequality and contested pasts and heritage, and global uncertainties. It will also address all four themes of LABEX PasP’s current priority areas: Environmental Memories; Experiences of Time; Technologies of Memory; Memories for the Future.</p>
<p>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</p>	<p>This call was developed with input from range academics, archive and heritage professionals based in the UK and France, as well as colleagues in AHRC and within the Labex PasP cluster.</p> <p>Six scoping workshops were held in May 2021. Participants were identified by previous AHRC engagement, portfolio knowledge, and recommendations from the research community.</p>
<p>4. Who is affected by the policy/funding activity/event?</p>	<p>Arts and Humanities researchers working in the fields of the environmental humanities (and arts), controversial heritages and decolonisation, and/ or futurology.</p> <p>Related research users (e.g. industry, public and third sector organisations) who may be involved as Project Partners.</p>
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>The activity will be monitored by the Operations Team and History, Heritage, Languages and Literature Team in AHRC.</p> <p>The assessment process has been designed to ensure unconscious bias is minimised and managed.</p>

	Research outcomes will be collected via ResearchFish.
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Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	Potential negative	Je-S does not comply with disability accessibility schemes. This is currently being addressed by the Funding Service (TFS) project.	The Funding Service (TFS) project is addressing accessibility to Je-S. No immediate action can be taken to improve accessibility to Je-S. In this instance, applicants should ask for assistance from their organisation's research office. Every attempt will be made to accommodate panel members' accessibility requirements ahead of and during the panels.
Gender reassignment	Potential negative	Because LABEX PasP's funding ends December 2025, they will not be able to provide no-cost extensions beyond this date. This may impact trans people who need to take leave due to transitioning.	AHRC will grant extensions to UK award holders in line with standard AHRC policies.
Marriage or civil partnership	None identified		

Pregnancy and maternity	Potential negative	<p>A significant portion of the time between the call opening and call closing falls during the school holidays. This may negatively impact parents with school-age children.</p> <p>Because LABEX PasP's funding ends December 2025, they will not be able to provide no-cost extensions beyond this date.</p> <p>However, UKRI's standard terms and conditions include provision for parental leave.</p>	<p>A pre-call announcement has been published in advance of the call opening. The timeline for proposal submissions has been extended to 12 weeks to maximise the time available outside of school holidays to write applications while keeping within the timetable of the call delivery.</p> <p>AHRC will grant extensions to UK award holders in line with standard AHRC policies.</p> <p>Provision for parental leave are covered in the UKRI terms and conditions, and will be highlighted in the call document.</p> <p>The assessment panel will be held online to increase accessibility for panel members with caring responsibilities.</p>
Race	None identified.		
Religion or belief	None identified	Religious festivals have been considered in the timetable for this call.	
Sexual orientation	None identified.		

Sex (gender)	Potential negative.		AHRC's policy is to have a mixed gender panel.
Age	None identified.		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	A number of risks have been identified and considered in the process of developing this call. These risks have been mitigated as far as possible.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .		
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias	x	Possible risks and bias have been identified and activities have been adapted as far as possible. AHRC will review this EIA at bi-monthly intervals throughout the call delivery process.
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

<p>Will this EIA be published* Yes/Not required</p> <p>(*EIA's should be published alongside relevant funding activities e.g. calls and events:</p>	Yes.
Date completed:	12 June, 2021

Review date (if applicable):	

Change log

Name	Date	Version	Change
	When published	1	