

## **Equality Impact Assessment – UK Research and Innovation Future Leaders Fellowships Scheme**

UK Research and Innovation (UKRI) is committed to promoting equality and participation in all their activities, whether this is related to the work we do with our external stakeholders or whether this is related to our responsibilities as an employer. As a public body, we are also required to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations when making decisions and developing policies. To do this, it is necessary to understand the potential impacts of the range of internal and external activities on different groups of people.

### **What is an Equality Impact Assessment and when might UKRI use it?**

Equality Impact Assessments may be employed by UKRI as a tool to enable us to consider the likely impact of our strategies, policies and activity on different groups of people. For example, we may conduct an Equality Impact Assessment when developing a new scheme or considering changes to an existing one. We expect that very rarely our actions will create barriers to participation. The assessment may however flag issues that are not of UKRI's making but we will, where it is in our remit to do so, recommend actions and adjustments. Some impacts may not be exclusive to the scheme or change that is being evaluated and may need to be addressed throughout our organisation. In some cases, we may not have enough expertise and we will consult with others.

### **Our leadership and building on good practice**

It is our ambition to be recognised as a leader in Equality, Diversity and Inclusion and to build on our record of achievements to date, following on from the RCUK, Innovate UK and HEFCE action plans. These plans are updated from time to time and Equality Impact Assessments may help us to prioritise actions.

Current good practice that is relevant to the UKRI Future Leaders Fellowships Scheme includes our:

- *Grant terms and conditions*, including recognition for sick leave and all forms of parental leave
- Commitment to Unconscious Bias Training for all peer reviewers and inclusion of measures to reduce the likelihood of bias affecting decision making in the FLF assessment processes.
- Annual publication of application and success rates by demographic. We commit to publish and evaluate application and success rates for Future Leaders Fellowships competitions after each round.

Question	Response
<p><b>1. Name of policy/funding activity/event being assessed</b></p>	<p>UKRI Future Leaders Fellowships scheme: introduction of demand management by institutional caps to FLF Round 7.</p>
<p><b>2. Summary of aims and objectives of the policy/funding activity/event</b></p>	<p>The Future Leader Fellowships scheme is highly competitive, with increasing numbers of applications in previous rounds leading to the extension of timelines and an increased peer review burden on our research and innovation community. In order to be able to administrate this funding opportunity in a timely manner, the number of applications which can be submitted by each academic host organisation, excluding UKRI Institutes, is capped. Caps were determined using REF data.</p> <p>To mitigate the risk of demand management negatively impacting the diversity of applicants to FLF Round 7, Host Organisations are asked to provide a statement describing the inclusive process they have used to select their chosen candidates by completing an online survey before the submission of any outline proposals to UKRI. Outline proposals submitted by host organisations that have not reported on this process will be office rejected.</p> <p>Communications and events held with prospective host organisations to FLF Round 7 will include guidance on how to design inclusive selection processes.</p> <p>In addition, the Je-S system collects personal data including date of birth, ethnic origin, gender and disability. We use this personal data to:</p> <ul style="list-style-type: none"> <li>- Inform analysis to investigate if applicants to the scheme who share a protected characteristic: <ul style="list-style-type: none"> <li>a. suffer a disadvantage linked to that characteristic</li> <li>b. have different needs to other groups, or</li> <li>c. have a disproportionately low level of participation</li> </ul> </li> </ul> <p>If there is an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions. This is in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.</p>

Question	Response
<p><b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b></p>	<p>Relevant stakeholders within UKRI have been consulted with regards to introducing demand management, namely the FLF Project Board, UKRI Executive Champion for Talent and UKRI CEO.</p> <p>UKRI EDI Implementation Group and UKRI Legal have been consulted with regard to the mitigation of potentially impacting the diversity of candidates to FLF R7.</p> <p>External consultation has not been carried out as there is limited scope for UKRI to adopt an alternative approach to the one being taken. However, prospective academic host organisations to FLF Round 7 will be consulted on their inclusive selection processes and this will inform an external review being undertaken by UKRI which aims to identify and share good practice relating to applicant support and inclusive selection processes.</p>
<p><b>4. Who is affected by the policy/funding activity/event?</b></p>	<p>Academia-based applicants to FLF Round 7 and academic host organisations.</p>
<p><b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b></p>	<p>The number and diversity of applications to the scheme will be monitored at point of outline proposal submission, full proposal submission, and at all panel decision points.</p> <p>Should academic host organisations not cap outline and full proposals, discussions will take place between UKRI and host organisation VCs before applications are progressed. Should academic host organisations not submit statements describing the inclusive process they have used to select their chosen candidates, outline proposals submitted by those host organisations will be office-rejected.</p> <p>If there is an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.</p>

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 potential negative impact (e.g. adjustment to the policy)
<b>Disability (we include mental and physical disabilities)</b>	Potentially, negative.	We recognise that managing demand may reduce the diversity of the applicants to the scheme, including applicants with disabilities.	As per qu2, mitigation in place to ensure host organisations support a diversity of applicants within their institutional cap and, if an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.
<b>Gender reassignment</b>	Potentially, negative.	<p>We recognise that managing demand may reduce the diversity of the applicants to the scheme, including applicants undergoing / who have undergone gender reassignment.</p> <p>Of note, data is not held on gender reassignment in the Je-S system to evidence this.</p>	As per qu2, mitigation in place to ensure host organisations support a diversity of applicants within their institutional cap and, if an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.
<b>Marriage or civil partnership</b>	No	It is not believed that the introduction of demand management will impact this group.	N/A

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 potential negative impact (e.g. adjustment to the policy)
<b>Pregnancy and maternity</b>	Potentially, negative.	<p>We recognise that managing demand may reduce the diversity of the applicants to the scheme, including applicants who are pregnant or taking / have taken maternity leave.</p> <p>Of note, data is not held on pregnancy and maternity in the Je-S system to evidence this.</p>	<p>As per qu2, mitigation in place to ensure host organisations support a diversity of applicants within their institutional cap and, if an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.</p>
<b>Race</b>	Potentially, negative	<p>We recognise that managing demand may reduce the diversity of the applicants to the scheme, including applicants from under-represented ethnic groups.</p>	<p>As per qu2, mitigation in place to ensure host organisations support a diversity of applicants within their institutional cap and, if an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.</p>

<b>Religion or belief</b>	Potentially, negative.	<p>We recognise that managing demand may reduce the diversity of the applicants to the scheme, including applicants of different religions or beliefs.</p> <p>Of note, data is not held on religion or belief in the Je-S system to evidence this.</p>	<p>As per qu2, mitigation in place to ensure host organisations support a diversity of applicants within their institutional cap and, if an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.</p>
<b>Sexual orientation</b>	Potentially, negative.	<p>We recognise that managing demand may reduce the diversity of the applicants to the scheme, including applicants of an under-represented sexual orientation.</p> <p>Of note, data is not held on sexual orientation in the Je-S system to evidence this.</p>	<p>As per qu2, mitigation in place to ensure host organisations support a diversity of applicants within their institutional cap and, if an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.</p>

<b>Sex (gender)</b>	Potentially, negative.	We recognise that managing demand may reduce the diversity of the applicants to the scheme, including applicants of under-represented genders.	As per qu2, mitigation in place to ensure host organisations support a diversity of applicants within their institutional cap and, if an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.
<b>Age</b>	Potentially, negative	We recognise that managing demand may reduce the diversity of the applicants to the scheme, including applicants of different ages.	As per qu2, mitigation in place to ensure host organisations support a diversity of applicants within their institutional cap and, if an evidenced need, UKRI may make appropriate and proportionate interventions, including in final funding decisions, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	As illustrated above, though mitigating action and monitoring in place.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .		
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> the policy in a way which you think will eliminate the bias		
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 <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.	<b>X</b>	There are no other proportionate ways to achieve the aims of the demand management. Impacts have been identified and mitigating actions put in place. Impacts will be regularly monitored with interventions implemented if required, in accordance with our duty to advance equality of opportunity between those who share a protected characteristic and those who do not.

<b>Will this EIA be published* Yes</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	EIA will be made available on request to <a href="mailto:fellows@ukri.org">fellows@ukri.org</a> and published on the funding finder.
<b>Date completed:</b>	June 2022
<b>Review date</b> (if applicable):	N/A