

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	UK in a Changing Europe Senior Fellowships: Round 4 2022
2. Summary of aims and objectives of the policy/funding activity/event	<p>This funding activity is to support up to 10 academics for the fourth round of senior fellowships for the UK in a Changing Europe (UKICE) initiative. £500,000 (at 100% fEC) funding is available for each fellow for a maximum of 30 months.</p> <p>The objective is for the senior fellowships to contribute to the UKICE research and policy/ public engagement programme through new research, synthesis of existing research, and facilitate knowledge exchange on the UK's role in the world and the implications of broader changes in the global environment.</p>
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<p>Internal consultation within ESRC Grant's Delivery Team (GDT) and the GDT Call Partner took place.</p> <p>We have reviewed other Equality Impact Assessments published for ESRC calls and will consult internally with the EDI group to ensure the assessment is comprehensive.</p>
4. Who is affected by the policy/funding activity/event?	<p>Applicants to the UKICE Senior Fellowships: Round 4 2022 call.</p> <p>Internal and external stakeholders involved in the assessment process.</p> <p>Shortlisting and Interview Panel Members for this call.</p> <p>The Director and other individuals linked to the UKICE hub.</p>
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	An analysis will be undertaken of both applications and grants funded to assess who applied to the call and the impact of the assessment process in terms of those funded.

GENERAL EQUALITY AND DIVERSITY CONSIDERATIONS

ESRC's standard process is designed with fairness in mind.

Eligibility and criteria

- The call is open to all eligible research organisations (RO). Applicants are eligible for funding whether or not they are established members of a recognised RO, but applicants who are not an established member of a recognised RO must be accommodated by the RO and provided with appropriate facilities to carry out the research.

Standard Grant Terms and Conditions:

- UKRI standard Grant Terms and Conditions comply with UK equality legislation and include provisions designed to mitigate against potential negative impacts (e.g. sick pay, parental and adoption leave, the possibility of part-time and flexible working, and grant extensions).
- Research Organisations are subject to equality legislation and have a duty to comply with it. RGC 8 states that ‘The Research Organisation must assume full responsibility for staff funded from the grant and, in consequence, accept all duties owed to and responsibilities for these staff, including, without limitation, their terms and conditions of employment and their training and supervision, arising from the employer/employee relationship.’ Universities are therefore required to make reasonable adjustments as required to support their staff.

Assessment Panel recruitment:

- We aim to ensure that the composition of the panels are diverse, with each panel having at least a 60:40 gender balance.
- Where possible we ensure that the chair and vice chair are not the same gender.
- We aim to invite panel members across the full range of protected characteristics and following look carefully at panel composition by race/ethnicity and disability status, as well as research organisation geographical location. We do not impose quotas but will endeavour to ensure panels include members from black and minority ethnicities.
- Panel members are appointed, first and foremost, based on expertise. Our invitation process looks only at expertise/fit to vacancy and track record.

Process

- Reviewers and interview panel members are required to evidence their views and scores. ESRC staff conduct usability checks on all review comments and where there is evidence of bias or a reviewer has failed to provide evidence for their scores the review will be marked as ‘unusable’.
- All panel members receive a briefing on a range of issues including fairness, objectivity and unconscious bias. To this end, a statement on unconscious bias will be read out at the start of assessment meetings, to draw panel members’ attention to the risk of this. See further references below.

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	Also see above, under General Equality and Diversity Considerations. Je-S does not currently comply with disability accessibility schemes.	Also see above, under General Equality and Diversity Considerations. Solicit information from panel meeting participants (in confidence) about any additional

		<p>This will be picked up by The Funding Service.</p> <p>Applicants should seek support from their own institution's research support office.</p> <p>Interview attendees with physical disabilities may have difficulties if meeting venues cannot cater for their needs.</p> <p>Panel meeting attendees with neuro-disabilities may experience difficulties with concentration and focus during panel assessments.</p>	<p>requirements they may have to fully participate.</p> <p>Ensure interview venue is accessible, and that reasonable support is available and provided if needed. Depending on needs this may include: considerations might include:</p> <ul style="list-style-type: none"> • Accessibility for wheelchair users and people with impaired mobility; • Induction loops for the hearing impaired; • If the meeting is taking place on an online platform, then closed captions will be used for the hearing impaired • Adequate lighting, alternative document formatting and potential use of screen readers for the visually impaired; • Dietary restrictions for those with coeliac, diabetes etc. • Provision of documents in sans-serif, dyslexia friendly fonts; and dyslexia-friendly formats; • Avoiding colours, lighting etc that may trigger migraines, epilepsy; • Ensuring that plenty of breaks are built into the agenda; • Ensuring sufficiently bright and spacious rooms; • Ensure that venues are easily accessible to main transport links. • Consider paying T&S for carers or support workers to attend alongside the participant on a case by case basis, where this is required and not covered by the Individual's own employment contract. • Where there are particular constraints consider opportunities for applicants to
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			engage in a different way (via video-link, teleconference for instance).
Gender reassignment	Potential Negative impact	<p>Trans people may be absent from work as a consequence of transition and UKRI records may show the wrong gender.</p> <p>Attendees may feel unwelcome or uncomfortable if there are not appropriate accessible/unisex bathrooms available.</p>	<p>See above, under General Equality and Diversity Considerations.</p> <p>Consideration needs to be given at UKRI level as to how records (including Gateway to Research and other communications materials) might be adjusted.</p> <p>The provision of unisex bathrooms at the interview venue.</p> <p>To be incorporated into unconscious bias briefing.</p>
Marriage or civil partnership	None identified	Applicant eligibility is not based on marital status.	N/A
Pregnancy and maternity	Potential negative	<p>Potential applicants or assessors may be unable to attend interviews or panel meetings.</p> <p>May affect timing of fellowship.</p>	<p>We will try to be flexible with interview timings during the day to accommodate those with care responsibilities.</p> <p>Provision for parental leave (including maternity leave, paternity leave and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions.</p> <p>Consider whether the venue for the interviews is able to provide facilities for breastfeeding/expressing if necessary. If the panel meeting takes place using an online platform, then adequate breaks that support breastfeeding/expressing will be provided.</p> <p>Through careful management of the work the fellowship can be delivered effectively.</p> <p>To be incorporated into unconscious bias briefing.</p>

<p>Race</p>	<p>Potential negative</p>	<p>There could be unconscious bias or discrimination because somebody (either a panel member or a research applicant) is from a particular ethnic background.</p>	<p>See above, under General Equality and Diversity Considerations (particularly in relation to panel composition and mitigations against unconscious bias)</p> <p>To be incorporated into unconscious bias briefing.</p>
<p>Religion or belief</p>	<p>Potential negative</p>	<p>May impact ability to attend panel meeting or interview.</p>	<p>Also see above, under General Equality and Diversity Considerations.</p> <p>Ensure that religious observances are considered when planning panel meetings and interviews. Considerations might include:</p> <ul style="list-style-type: none"> • Scheduling meetings to avoid major religious festivals; (if impossible to avoid then consider mitigations – ie. during Ramadan ensuring that meetings finish early so that participants are able to get home to break their fast, awareness of the sensitivities around offering Muslims meals during periods of fasting); • Accommodating dietary restrictions (ensuring that there is sufficient choice to allow all participants to eat – recognising that some groups cannot eat pork or beef or shellfish, that others avoid caffeine, ensuring that vegetarian food is available if Kosher or Halal food is not provided) etc.; • Not scheduling meetings such that they would require travel late on Friday evenings (Jewish Sabbath) or on Fridays (Friday prayer, Islam) • Allowing prayer breaks if requested

			To be incorporated into unconscious bias briefing.
Sexual orientation	Potential negative	<p>It is not a requirement and there will not be many opportunities for applicants to disclose their sexual orientation.</p> <p>At the interview stage, where applicants will be required to attend a meeting, there may be unconscious bias towards particular sexual orientations.</p>	<p>Also see above, under General Equality and Diversity Considerations.</p> <p>To be incorporated into unconscious bias briefing.</p>
Sex (gender)	Potential negative	In some disciplines gender diversity is lower at senior levels.	<p>Ensure use of gender-neutral language in call specification, guidance, and any other documents related to the call.</p> <p>This includes clarification that 'senior' includes a broad range of experience.</p> <p>To be incorporated into unconscious bias briefing.</p>
Age	Potential negative	<p>Requirement for senior applicants may disadvantage early career researchers* as they don't have the same track record to draw on as an experienced researcher.</p> <p>*It is assumed that early career researchers are generally younger than their more experienced peers, although this by no means always the case. This is why this point has been included under 'age'.</p>	<p>There are criteria within the call that detail the skills and expectations for the role. This includes clarification that 'senior' includes a broad range of experience.</p> <p>Panels are instructed to assess the application in front of them and not to 'read between the lines' or give the benefit of the doubt based on the reputation of the individual applicant as this would be a form of confirmation bias.</p> <p>We have also run other senior fellowship calls where varying ages have applied.</p> <p>To be incorporated into unconscious bias briefing.</p>

Question	Explanation / justification
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Managed within the call.

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	
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.		

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
Date completed:	July 2022

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Review date (if applicable):	N/A