



## ESRC - Equality Impact Assessment for Outline and Full Panel Stage of Call

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	Resilient UK Coastal Communities and Seas
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	<p>ESRC large grant funding opportunity to enhance the resilience and well-being of UK coastal communities and seas</p> <p>Applying place-based and natural capital approaches to transform our whole system understanding of climatic, environmental, health, economic, social and cultural factors affecting UK coastal communities and seas.</p> <p>Deliver the sound evidence base, tools and practical solutions needed to inform policy and decision making in support of resilient management of UK coastal seas, its coastal communities, and the natural capital that it supports.</p> <p>Build capacity and capability in transdisciplinary research and the knowledge mobilisation of research within coastal communities and seas.</p> <p>Desired outcomes:</p> <p>Enhanced place-based whole system understanding of the challenges facing UK coastal communities and seas.</p> <p>Provision of evidence, scalable tools, and practical solutions for local and national policymakers, communities and practitioners to inform their decision-making in support of delivering more resilient and sustainable UK coastal communities and seas.</p> <p>Enhanced transdisciplinary research capacity and capability informing new approaches to policy and practice within coastal management.</p>
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	<ul style="list-style-type: none"> <li>• Half day workshop activity with academic representatives across multiple disciplines, to identify key challenges in coastal community and natural environment research.</li> <li>• Discussions on scoping with representatives from relevant policy and nature departments (DEFRA;</li> </ul>

	<p>DAERA; NatureScot; BEIS; Scottish government; Welsh Government; NIHR)</p> <ul style="list-style-type: none"> <li>• Scoping activities in consultation with UKRI councils and advisory groups (NERC; AHRC; ESRC-ESSSAG; UKRI Creating Opportunities Board)</li> </ul>
<p><b>4. Who is affected by the policy/funding activity/event?</b></p>	<ul style="list-style-type: none"> <li>• Consultees in the scoping stage.</li> <li>• Applicants for the programme.</li> <li>• Panel members for the call.</li> <li>• ESRC staff delivering the scheme and attending the panel meetings for the Call.</li> <li>• User communities/stakeholders</li> <li>• Existing UKRI investments</li> </ul>
<p><b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b></p>	<ul style="list-style-type: none"> <li>• Proposals will be assessed by peer review in a panel assessment format.</li> <li>• Progress will be monitored through regular reporting and meetings with funders</li> <li>• There will be an interim review during the lifecourse of the programme</li> <li>• Researchfish for capturing information on achievements</li> <li>• Evaluation and key performance indicators agreed as part of the commissioning process</li> </ul>

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	Potentially Negative	<p>Je-S does not currently comply with disability accessibility schemes, which the outline stage will use. This will be picked up by the Funding Service (TFS) project, which the full call stage will use. Applicants should seek support from their RO's research support office.</p> <p>Panel meeting will be virtual. Prolonged screen time can cause problems for persons with particular conditions or working preferences.</p>	<p>Solicit information from panel participants (in confidence) about any additional requirements they may have in order to fully participate. Under current guidelines, all meetings will take place virtually via Zoom and will have the option to include closed captions for those who are hearing impaired. The considerations listed below will be taken into account only if working conditions change which means that meetings take place in person. Depending on the needs identified, considerations might include:</p>

		<p>Panel meeting attendees with neuro-disabilities may experience difficulties with concentration and focus during panel assessments</p>	<ul style="list-style-type: none"> <li>• Closed captions for the hearing impaired;</li> <li>• Adequate lighting, alternative document formatting and potential use of screen readers for the visually impaired;</li> <li>• Provision of documents in sans-serif, dyslexia-friendly fonts; and dyslexia-friendly formats;</li> <li>• Avoiding colours, lighting etc that may trigger migraines, epilepsy;</li> <li>• Ensuring that plenty of breaks are built into the agenda;</li> <li>• Consider (on a case-by-case basis) paying T&amp;S for carers or support workers to attend alongside the participant, where this is required and not covered by the Individual's own employment contract.</li> </ul>
<b>Gender reassignment</b>	Potentially negative	<p>UKRI records may show the wrong gender. Trans people may be absent from work as a consequence of transition.</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. UKRI terms and conditions are flexible in nature and absence as a result of medical treatment. We would expect that absence related to transition would be covered by the RO's sick policy and strongly encourage ROs to treat absence relating to transition like any other sick absence</p>
<b>Marriage or civil partnership</b>	None		

<p><b>Pregnancy and maternity</b></p>	<p>Potentially negative</p>	<p>Parental leave may prevent people from attending the panel, or feeling that they cannot participate due to caring for children/attending appointments.</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. We shall ensure the use of gender-neutral language – e.g use the term parental leave instead of maternity/paternity. The costs of additional childcare for grantholders, beyond that required to meet the normal contracted requirements of the job, and that are directly related to the project, may be requested as a directly incurred cost if the institutional policy is to reimburse them. However, childcare costs associated with normal working patterns may not be sought. (See UKRI fEC FAQs)</p> <p>If the Panel meeting is taking place via Zoom, breaks will be provided to provide breaks for breastfeeding/expressing mothers if necessary. Reimbursement of additional childcare costs (on a case-by-case basis) if the meeting participant is otherwise unable to attend (this could include additional hours of childcare in the child’s usual setting or paying for a relative to travel to care for school age children)</p>
<p><b>Race</b></p>	<p>Potentially negative</p>	<p>There could be potential for discrimination</p>	<p>Whilst panel members are appointed, first and foremost, based on</p>

		<p>because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular race.</p>	<p>expertise, we will aim to appoint a diverse panel membership. Final decisions take into account trying to balance the panels by gender and geography and seek to ensure a diversity of career stage and institutions. We will only make recruitment decisions which compromise diversity when it is objectively justified by the necessity to ensure the required breadth of subject expertise with high quality candidates. Restate considerations of unconscious bias by briefing the panel at the start of the meeting.</p>
<p><b>Religion or belief</b></p>	<p>Potentially negative</p>	<p>There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular belief or faith</p>	<p>Ensure that religious observances are taken into account when planning panel meetings.</p> <p>Ensure that religious observances are taken into account when planning panel meetings. Considerations might include:</p> <ul style="list-style-type: none"> <li>• 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 approaches to meals during periods of fasting);</li> <li>• Not scheduling meetings such that they would require commitment on Friday</li> </ul>

			<p>evenings (Jewish Sabbath) or on Fridays (Friday prayer, Islam)</p> <ul style="list-style-type: none"> <li>• Allowing prayer breaks if requested</li> </ul>
<b>Sexual orientation</b>	Potentially negative	<p>There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular sexual orientation.</p>	<p>Whilst panel members are appointed, first and foremost, based on expertise, we will aim to appoint a diverse panel membership. Final decisions take into account trying to balance the panels by gender and geography and seek to ensure a diversity of career stage and institutions. We will only make recruitment decisions which compromise diversity when it is objectively justified by the necessity to ensure the required breadth of subject expertise with high quality candidates. Unconscious bias will be discussed during the panel.</p>
<b>Sex (gender)</b>	Potentially negative	<p>There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular gender</p> <p>Use of language can present a barrier to participation and it may be perceived that those with caring responsibilities are disadvantaged.</p> <p>Panel members may be disadvantaged and unable to attend</p>	<p>Whilst panel members are appointed, first and foremost, based on expertise, we will aim to appoint a diverse panel membership. Final decisions take into account trying to balance the panels by gender and geography and seek to ensure a diversity of career stage and institutions. We will only make recruitment decisions which compromise diversity when it is objectively justified by the necessity to ensure the required breadth of subject expertise with high quality candidates.</p>

		meetings if they have caring responsibilities	Unconscious bias will be discussed during the panel. Ensure use of gender neutral language in call specification, guidance, etc. Ensure that the panel has balanced gender representation (aim for at worst 60:40 split)
<b>Age</b>	Potential positive or negative depending on the scheme eligibility requirements	Early career researchers* may be disadvantaged as they don't have the same track record to draw on as an experienced researcher. (*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').	Panel members are briefed to make clear that they should be assessing the application in front of them and not reading between the lines. They should assess an individual's capability to deliver their proposed research. Use of a variety of different communication strategies including social media to ensure that our messages reach the widest possible target audience.

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Yes, but steps described above have been taken to mitigate the likelihood of this in the areas covered.	
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	X	Yes, but steps described above have been taken to mitigate the likelihood of this in the areas covered
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>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	20/02/2023
<b>Review date</b> (if applicable):	05/10/2023

**Change log**

Name	Date	Version	Change
Andrew Telford	When published	1	