



**UK Research
and Innovation**

UK Research and Innovation Equality Impact Assessment Form



*See guidance document for detailed support.

* Delete the guidance text in the response column when completing your EIA.

Overview of activity

	Response
Name of activity being assessed	World Values Survey (WVS) in Great Britain
Council/department/project team	ESRC
Aims and objectives of the activity	<p>This opportunity aims to fund the World Values Survey (WVS) in Great Britain for data collection in 2026, to deliver the following objectives:</p> <ol style="list-style-type: none"> 1. Produce high-quality data meeting the needs of the UK and international research and policy communities, building on the existing cross-national and time series data, and ensure those communities have timely access to the data. 2. Collaborate across the WVS association to deliver UK interests on data collection, facilitating high quality international research on life in Great Britain and enabling the UK research community to fully utilise WVS data. 3. Promote the value and potential of the data to the UK research and user community as well as the wider public laying the foundation for potential future engagement activities.
Who is affected by your policy/funding activity/event?	<ul style="list-style-type: none"> • Consultees • Applicants to the opportunity • Existing UKRI investments • Commissioning Panel members. • ESRC staff supporting the Panel and delivering the resource • User communities and stakeholders <p>The wider research community and public as beneficiaries of the outputs and outcomes</p>
What data and consultation have you used?	We have worked in collaboration with the ESRC Head of data collections and Deputy Director for Data Strategy and Infrastructure to develop this opportunity. The current WVS team has also been consulted.

Analysing your impact



In addition to data gathering and consultation, the guidance materials should be used to assist in identifying impacts on different groups.

Protected characteristics

Protected characteristic	Positive impact or opportunity to benefit	Negative impact	Please explain the impact or why there is no impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible). Detail how you plan to measure the relevant outcomes and outputs of your activity.
	Leave blank if there is no impact or unknown			
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Early career researchers* may be disadvantaged 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>	Track record is not an explicit criterion, given likely relationship to career stage and hence (indirectly) age. Guidance to panel members will make clear applications should be assessed on the merit of the individual application. They should assess an individual's capability to deliver their proposed research, not their previous track record.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The Funding Service is compliant with relevant accessibility standards.</p> <p>Applicants should seek support from their own institution's research support office.</p> <p>Panel meeting attendees with neuro-disabilities may experience difficulties with</p>	<p>Solicit information (in confidence) from online panel meeting participants and applicants attending the panel meeting about any additional requirements they may have in order to fully participate.</p> <p>Online meeting platforms offer an accessible and inclusive environment for participants.</p>

			<p>concentration and focus during panel assessments</p>	<p>Depending on the needs identified, considerations might include:</p> <ul style="list-style-type: none"> • Enabling the chat function and closed captioning, and adjusting the volume, to support those with hearing requirements. • Adequate lighting, alternative document formatting and potential use of screen readers (ensure any images are well described so that text-to-speech applications can recognise them) for the visually impaired. • Provision of documents in sans-serif dyslexia-friendly fonts; and dyslexia-friendly formats. • Avoiding colours, lighting etc. that may trigger migraines, epilepsy etc. • Consideration of the length of any online meetings, shortening if necessary and ensuring that plenty of breaks are built into the agenda. • Consider (on a case by case basis) paying T&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 • Ensure that ESRC staff have had sufficient EDI training so they can respond effectively to the requirements of all participants.
<p>Gender reassignment (Trans identity)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>UKRI records may show the wrong gender.</p> <p>Trans people may be absent from work for medical reasons and UKRI records may show the wrong gender</p>	<p>We will work to ensure the use of gender-neutral language where possible in our documents.</p>

				<p>At virtual panel meetings, members may wish to include pronouns in biography or in their Zoom name.</p> <p>UKRI terms and conditions are flexible in nature and permit absence as a result of medical treatment. We would expect that absence related to transition would be covered by the Research Organisation's relevant policies and strongly encourage ROs to treat absence relating to transition like any other health-related absence.</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>
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	None identified	
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Parental leave may prevent people from attending the panel, or feeling that they cannot participate due to caring for children/attending appointments.	<p>Provisions 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>We will ensure that gender neutral language (i.e. parental leave) is used regardless of sexual orientation.</p> <p>Timelines will be agreed and publicised in advance to allow meeting attendees to make arrangements to attend. This will also ensure applicants have advanced notice of deadlines and key dates related to the funding opportunity.</p>

				Regular breaks will be built into the panel meetings for parental duties, including breastfeeding/expressing if required.
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There could be potential for discrimination because it is known to somebody (either a panel member or a research applicant) has a particular race	<p>During panel meetings, ask people to introduce themselves to check correct pronunciation of name.</p> <p>The Chair will be briefed to ensure that the session is facilitated to take equality and diversity considerations into account.</p> <p>All panel members will receive the code of practice and guidance which covers issues including fairness, objectivity and unconscious bias.</p>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There could be potential discrimination because it is known that somebody (either a panel member, a research applicant or research participants) has a particular faith or belief.	<p>Also see above, under General Equality and Diversity Considerations (particularly in relation to panel composition and mitigations against unconscious bias)</p> <p>Ensure that religious observances are taken into account when planning panel meetings. 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); • Not scheduling meetings when they would conflict with religious

				attendance or observance on specific days or times (e.g. Jewish Sabbath on Friday evenings or Islamic Friday prayer) Allowing prayer breaks if requested
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There could be potential for discrimination because it is known to somebody (either a panel member or a research applicant) has a particular sexual orientation	The Chair will be briefed to ensure that the session is facilitated to take equality and diversity considerations into account. All panel members will receive the code of practice and guidance which covers issues including fairness, objectivity and unconscious bias.
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There could be potential for discrimination because it is known to somebody (either panel member or a research applicant) has a particular gender Use of language can present a barrier to participation and it may be perceived that those with caring responsibilities are disadvantaged. Panel members may be disadvantaged and unable to attend meetings if they have caring responsibilities	Also see above, under General Equality and Diversity Considerations. Ensure use of gender-neutral language in call specification, guidance, etc. Ensure that the panel has balanced gender representation. ESRC will, at a minimum, ensure that the panel maintains a 60:40 split in regards to gender.

Additional characteristics

Additional characteristics	Positive impact or	Negative impact	Please explain the impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible).
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	opportunity to benefit			
	Leave blank if there is no impact or unknown			
Geographical location and place (consider UK and international offices)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	People being based in different time zones may impact their ability to participate.	<p>See below, under general impacts and considerations.</p> <p>Timelines will be agreed and publicised in advance to allow meeting attendees to make arrangements to attend. This will also ensure applicants have advanced notice of deadlines and key dates related to the funding opportunity.</p> <p>Where possible adjustments will be made to deadlines and panel meeting times if panellists are based in a different time zone.</p>
Socio-economic status	<input type="checkbox"/>	<input type="checkbox"/>	ESRC's inability to provide payment for panellists' work on reviewing applications could impact inclusion.	<p>See below, under general impacts and considerations.</p> <p>Unfortunately, ESRC are unable to provide payment for panellists work on reviewing applications, however with a low number of applications expected the amount of time required from panellists is minimised.</p> <p>Panel meeting is to be held virtually.</p>
Education background	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Use of unnecessary jargon and academic language could impact inclusion.	See below, under general impacts and considerations.

				<p>Avoid unnecessary jargon in call specification and panel information.</p> <p>Use the Résumé for Research and Innovation (R4RI) format for team capability to deliver.</p>
Parent/guardian responsibilities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parental/guardian responsibilities may prevent people from attending the panel, or feeling that they cannot participate due to caring for children/attending appointments.	<p>See below, under general impacts and considerations.</p> <p>The costs of additional childcare for grant-holders, 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.</p> <p>Reimbursement of additional childcare costs 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>Ensure that the panel is virtual and takes place outside of school run hours and school holidays.</p> <p>Regular breaks will be built into the panel meetings to allow for any caring duties.</p>
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Carer/parent carer responsibilities may prevent people from attending the panel, or feeling that	Timelines will be agreed and publicised in advance to allow meeting attendees to

			they cannot participate due to caring responsibilities/attending appointments.	make arrangements to attend. This will also ensure applicants have advanced notice of deadlines and key dates related to the funding opportunity. Regular breaks will be built into the panel meetings to allow for any caring duties.
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>		
Other characteristics	<input type="checkbox"/>	<input type="checkbox"/>		

<p>Are there general or overarching impacts on multiple groups? What actions will you take to increase positive impact, or reduce/mitigate negative impact?</p>	<p>General Equality and Diversity Considerations</p> <p>ESRC’s research commissioning processes are designed with fairness in mind.</p> <p>ESRC staff receive Equality, Diversity and Inclusion training so they can respond effectively to the requirements of all participants.</p> <p>ESRC uses a variety of different communication strategies to ensure that our messages are inclusive and accessible.</p> <p>The Panel meeting will be virtual and adjustments will be incorporated to ensure that the meeting is inclusive, including briefing the Chair to ensure that the session is facilitated to take equality and diversity considerations into account.</p> <p>Eligibility and criteria</p> <p>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.</p>
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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.

Panel recruitment:

- We will aim to ensure that the composition of the commissioning panel is diverse, with at least a 60:40 gender balance.
- Whilst panel members are appointed, first and foremost, based on expertise, we will aim to appoint a diverse 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.
- A tool has been developed which allows ESRC staff to assess the EDI characteristics of commissioning panels, and this will be used when appointing panels.

Process

- All panel members will receive the code of practice and guidance which covers issues including fairness, objectivity and unconscious bias.

It is the role of panel members to agree final scores for each proposal. Panel members will be briefed on unconscious bias and encouraged to feel empowered to constructively challenge potential bias where they identify it. The Panel Chairs and



	<p>Panel Secretaries play a particularly important role in this respect. An implementation intention statement will be read out at the beginning of the commissioning panel meeting which sets the tone for discussions and requires that panel members pay close attention to the scoring criteria and definitions.</p>
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Continued below...

Evaluation

Final Decision:	Select the relevant box	Include any explanation / justification required
1. No negative or positive impact identified; therefore, activity will proceed .	<input type="checkbox"/>	
2. Adapt or change the activity in a way which you think will eliminate negative impact or promote equality.	<input checked="" type="checkbox"/>	The mitigations outlined enable the opportunity to be adapted to eliminate potential bias
3. Stop the activity because the evidence shows bias or negative impact towards one or more groups.	<input type="checkbox"/>	
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the activity (e.g. in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this activity knowing that it may favour some people less than others, providing justification for this decision.	<input type="checkbox"/>	

Continued below...



Review and sign off

<p>What are the arrangements for monitoring and reviewing the impact of your activity?</p>	<ul style="list-style-type: none"> • EDI will be considered as part of the lessons learned following this activity and will inform future funding opportunities. • Assessment progress • Progress will be monitored through regular reporting and meetings with funder • Researchfish for capturing information on achievements <p>Evaluation and objectives will be agreed as part of the commissioning process</p>
<p>Next review date:</p>	<p>N/A</p>

<p>Will this EIA be published? * Yes/Not required</p>	<p>Yes</p> <p>*EIA's should be published alongside relevant funding activities for example funding opportunities and events.</p>
<p>Point of contact</p>	<p>Data Strategy & Infrastructure</p>
<p>Signed off by (name and date):</p>	<p>Kieran Jarrett, 7 August 2024</p>

Before publishing or archiving your EIA, please remove any sensitive or confidential information such as personal identifiable data.

Once your EIA is completed or updated:

1. Upload it to the UKRI central repository via [the EIA submission form](#)

EIAs for ODA and non-ODA ISPF programmes should be emailed to: ISPF@ukri.org



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