UK Research and Innovation

Equality Impact Assessment Form

Overview of activity

	Response
Name of activity being assessed	UKRI Creating Opportunities: Rethinking economic (in)activity
Council/department/project team	ESRC – Work, Education & Skills Team (on behalf of UKRI)
Aims and objectives of the activity	This funding is for a single innovative, interdisciplinary, and collaborative project to identify ways of supporting good-quality, sustainable economic activity in places experiencing high rates of ill-health, disability, and informal care in the UK.
Who is affected by your policy/funding activity/event?	Applicants to the REinA opportunity. Commissioning peer reviewers and panel members for the opportunity. UKRI staff, including ESRC employees carrying out the commissioning of the call, and staff members across other councils who will provide input throughout the process.
What data and consultation have you used?	The development of this opportunity involved a rigorous consulting process with a large number of stakeholders within UKRI, the government, the academic community, and other funders. The opportunity specification also draws on responses we received to the WES online horizon-scanning survey, which was hosted on the UKRI Engagement Hub in 2023. The survey was open to all and WES communicated the survey's existence widely, including through ESRC social media accounts and through direct contact with business, government, and third-sector audiences.

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	☐	☒	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').	Track record is not an explicit criterion, given likely relationship to career stage and hence (indirectly) age. The opportunity specification indicates that the core team should include people at different career stages. 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.
Disability	☐	☒	Applicants should seek support from their own institution's research support office.	The commissioning exercise has been planned to allow the maximum possible time for applicants to develop their proposals, this includes issuing a pre-announcement on

	Panel meeting attendees with disabilities may have difficulties if meeting venues cannot cater for their needs. Panel meeting attendees with neuro-disabilities may experience difficulties with concentration and focus during panel assessments.	UKRI Funding Finder two months before the funding opportunity officially opens. We will communicate the pre-announcement and funding opportunity across UKRI social media accounts and via direct contact with key academic communities to ensure maximum reach. We will encourage applicants and participants to contact us to discuss any specific adjustments they may need. The opportunity specification has minimal use of colours and lighting that may trigger migraines and epilepsy. Opportunity documents are in dyslexia-friendly fonts. The commissioning exercise has been planned to allow the maximum possible time for reviewers and panel members to provide their expert review. Solicit information from panel meeting participants (in confidence) about any additional requirements they may have in order to fully participate. Ensure that the panel meeting offer an accessible and inclusive environment for participants. Depending on the needs identified, considerations might include:

				• Suitable measures in place for the hearing impaired and we will make sure the transcript option is available
				• Alternative document formatting and potential use of screen readers for the visually impaired. We will send power point slides ahead of time and make sure that images are described for use with text to talk, as well as making use of colours that are easier to read
				• Provision of documents in dyslexia-friendly fonts and dyslexia-friendly formats
				• Avoiding colours, lighting, and other formats that may trigger migraines, epilepsy
				• Ensuring that plenty of breaks are built into the agenda
				• Ensuring that any in person meetings are held in sufficiently bright and spacious rooms
				• Ensure that venues for any in person meetings are easily accessible to main transport links
				• 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
				• Where there are particular constraints consider opportunities for participants to engage in a different way (via video-link, Zoom or tele-conference for instance)

				• Scheduling regular breaks to allow and encourage panel members to step away from their screen
Gender reassignment (Trans identity)	☐	☒	Trans people may be absent from work due to transition. UKRI records may show the wrong gender.	UKRI terms and conditions are flexible in nature and absence as a result of medical treatment are positively considered. We would expect that absence related to transition would be covered by the Research Organisation's (RO) sick policy and strongly encourage ROs to treat absence relating to transition like any other medical absence. Consideration needs to be given at UKRI level as to how records (including Gateway to Research and other communications materials) might be adjusted. Panellists will be invited to include pronouns in their MS Teams profile. Ensure use of gender-neutral language in opportunity specification, guidance, and other supporting documents.
Marriage or civil partnership	☐	☐	Applicants' eligibility is not based on marriage or civil partnership basis.	N/A
Pregnancy and maternity	☐	☒	People may be absent from work due to parental leave or because medical appointments or health conditions related to pregnancy.	Provision for parental leave (including maternity leave, paternity leave and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions. 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. If the Panel meeting is taking place virtually, breaks will be provided to provide opportunity for feeding children if necessary. This could include expressing/breastfeeding. If the meeting is in person consider whether the venue for the commissioning panel meeting is able to provide facilities for breastfeeding/expressing mothers if necessary. If the Panel meeting is taking place in person reimbursement of additional childcare costs (on a case-by-case basis) if the meeting participant is otherwise unable to attend. This could include childcare at the venue, additional hours of childcare in the child's usual setting or paying for a relative to travel to care for school age children.
Race	☐	☒	There could be potential bias or discrimination because somebody (either a panel member, a research applicant or research participants) is from a particular ethnic background.	We will follow UKRI EDI Policy to ensure that all policy recommendations, including those covering panel compositions are followed. Meeting participants will be asked to introduce themselves to ensure correct pronunciation of names.

| Religion or belief | ☐ | ☒ | 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. | Consider religious observances when planning panel meetings. This might include:
• Scheduling meetings to avoid major religious festivals; (if impossible to avoid then consider mitigations. For example, during Ramadan ensure that meetings finish early so that participants are able to get home to break their fast, awareness of the sensitivities around offering Muslim's meals during periods of fasting

• (In person panel meeting) Accommodating dietary restrictions. For example, 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

• (In-person panel meeting) Not scheduling meetings such that they would require travel late on Friday evenings (for example Jewish Sabbath) or on Fridays (Friday prayer, Islam)

• Allowing prayer breaks in virtual and in-person meetings. If the meeting is in-person, provide a dedicated space for this purpose at the venue if requested |

Sexual orientation	☐	☒	There could be potential discrimination because it is known that somebody (either a panel member, a research applicant or research participant) has a particular sexual orientation.	We will follow UKRI EDI Policy to ensure all policy recommendations are followed.
Sex	☐	☒	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	Ensure use of gender-neutral language in opportunity specification, guidance, and other supporting documents. Ensure that the panel has balanced gender representation. Aim for at least 60:40 split. If the panel meeting is in person, ensure that the meeting location is suitable to allow easy return home. Encourage successful ROs to adopt gender neutral language in all relevant documentation.

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Additional characteristics

Additional characteristics	Positive impact or opportunity to benefit Leave blank if there is no impact or unknown	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).
Geographical location and place (consider UK and international offices)	☒	☐	Place is one of the requirements for this funding opportunity.	This funding will support activities that develop a deeper contextual understanding of place-based economic inactivity in the UK. Applicants are free to define their own approach to 'place' but must provide rationales for this choice, explaining how the proposed activity and methodology will address place-based economic inactivity in the UK. We recognise that place-based studies are not always easily generalisable to wider populations. Applicants must, however, outline the transferability of their research findings and learning to other contexts within the UK. This is especially important if your research is conducted in a single locality or a small number of research sites.
Socio-economic status	☐	☒	There is potential for those with different socio-economic statuses to be impacted differently by this call	The Panel meeting will be held virtually or hybrid to facilitate ESRC staff and panel member participation.

				We will follow UKRI Guidance on Business Travel Standards, Subsistence Costs and Expense Claims. We will follow UKRI EDI Policy.
Education background	☒	☐	Preference will be given to proposals that include appropriate team members or project partners from outside of academia. Proposals can include people with lived experience (PWLE). Applicants should check UKRI eligibility rules to ensure roles and costings are correct.	We welcome proposals that involve people with lived experiences (PWLE) of ill health, disability, and informal caregiving. Where proposals include PWLE, applicants should explain how they will be involved in the design, leadership, governance, and delivery of the project. Applicants must ensure that the involvement of PWLE is fully costed and offer remuneration.
Parent/guardian responsibilities	☐	☒	Those with parent/guardian responsibilities may experience more obstacles in arranging alternative caring support.	The commissioning exercise has been planned to allow the maximum possible time for applicants to develop their proposals, this includes issuing a pre-announcement on UKRI Funding Finder two months before the funding opportunity officially opens. We will ensure that access arrangements are provided for the Panel meeting and enable adequate time prior to the events for arrangements to be made by those involved. During the panel meeting, adequate breaks would be provided so that those with parent or guardian responsibilities or other responsibilities would have time out.

Carer/parent carer responsibilities	☐	☒	Those with parent/guardian responsibilities may experience more obstacles in arranging alternative caring support.	The commissioning exercise has been planned to allow the maximum possible time for applicants to develop their proposals, this includes issuing a pre-announcement on UKRI Funding Finder two months before the funding opportunity officially opens. We will ensure that access arrangements are provided for the Panel meeting and enable adequate time prior to the events for arrangements to be made by those involved. During the panel meeting, adequate breaks would be provided so that those with parent or guardian responsibilities or other responsibilities would have time out.
Political opinion (Northern Ireland only)	☐	☐	N/A	
Other characteristics	☐	☐	N/A	

| Are there **general or overarching impacts on multiple groups**? What actions will you take to increase positive impact, or reduce/mitigate negative impact? | We are committed to achieving equality of opportunity for all funding applicants. We encourage applications from a diverse range of researchers.

We support people to work in a way that suits their personal circumstances. This includes:

- career breaks
- support for people with caring responsibilities
- flexible working
- alternative working patterns
- joint lead applicants

UKRI can offer disability and accessibility support for UKRI applicants and grant holders during the application and assessment process if required.

We recognise that the COVID-19 pandemic has caused major interruptions and disruptions across our communities. We are committed to ensuring that individual applicants and their wider team, including partners and networks, are not penalised for any disruption to their career, such as:

- breaks and delays
- disruptive working patterns and conditions
- the loss of ongoing work
- role changes that may have been caused by the pandemic

Reviewers and panel members will be advised to consider the unequal impacts that COVID-19 related disruption might have had on the capability to deliver and career development of those individuals included in the application. They will be asked to consider the capability of the applicant and their wider team to deliver the research they are proposing. |

	Where disruptions have occurred, applicants can highlight this within their application if they wish, but there is no requirement to detail the specific circumstances that caused the disruption. Applicants are required to set out what approaches and activities they have planned that will embed EDI into their proposed work and will be assessed on the quality of their plans. The Panel meeting will be either hybrid or fully virtual to mitigate the impact of in-person meetings on participants with disabilities and those with parental or caring responsibilities. We will facilitate the use of personal equipment, such as allowing caption use.

EDIHR@ukri.org
January 2024 v1

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**.	☐	
2. **Adapt or change** the activity in a way which you think will eliminate negative impact or promote equality.	☒	Activities have been adapted following the actions described in the previous sections. Some potential barriers have been identified (see above); however, the necessary steps have been taken to mitigate the likelihood of this in the areas covered.
3. **Stop** the activity because the evidence shows bias or negative impact towards one or more groups.	☐	
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.	☐	

Continued below…

Review and sign off

What are the arrangements for monitoring and reviewing the impact of your activity?	An EIA is a live document and should regularly be reviewed throughout the life cycle of an activity. The EIA will be reviewed as part of the closure of the project and lessons learned activity. There will be an evaluation of the project every six months which will ensure that objectives are being met. If on reading this document, you have feedback or suggestion for any amendments, you can contact the ESRC team for this opportunity via workinglives@esrc.ukri.org
Next review date:	July 2025

Will this EIA be published?	Yes.
Point of contact	Jessica.murphy@esrc.ukri.org
Signed off by (name and date):	Annie Gibney, Senior Research Portfolio Manager 09/01/2025