

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Call for new members to the UKRI International Development Peer Review College
2. Summary of aims and objectives of the policy/funding activity/event	The aims are to recruit new members to fill identified gaps (gender, countries, research areas), to replace 80+ members who will be stood down due to lack of engagement, and to meet an increasing demand across UKRI for ODA interdisciplinary reviewers and panel members.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	The College was consulted at the two College Global Engagenet Meeting in February 2019.
4. Who is affected by the policy/funding activity/event?	Applicants, reviewers and panel members
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	UKRI staff will monitor the assessment process, including attending the assessment panel meeting, to help ensure unbiased peer review.

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 impact – however based on current policies this is very low risk	Data will not be collected on applicants. Once applicants are members on the College, they will be asked to supply information on this when they set up a JeS account. For the panel meeting, panel members will be asked for any special requirements.	Flexible terms and conditions are in place to support applicants appropriately without discrimination. Adjustments are made throughout the assessment process where appropriate. UKRI presence at the panel assessment meeting and interviews will act as an additional assurance to help ensure unbiased peer review and ensure that conditions that create bias are eliminated during the assessment process, for example by including sufficient

			<p>breaks to reduce fatigue.</p> <p>UKRI will gather information from assessment meeting participants about any additional requirements they may need in order to fully participate, for example, ensure the venue is easily accessible to main rail/air links, ensure room is light and airy and that sufficient breaks are built in to the agenda.</p> <p>It will be highlighted to meeting participants that the UKRI travel policy has additional adjustments for claimants with disabilities</p>
<p>Gender reassignment</p>	<p>Potential negative impact – however based on current policies this is very low risk.</p>	<p>Gender information is available to the assessment panel members throughout the peer review process, and may become apparent through the proposal paperwork. Bias of the assessment panel could lead to possible negative impact. However, an aim of the Call is to recruit more females with a view to achieving a 50/50 F/M College membership overall.</p>	<p>Throughout the process panel members are required to follow best practice in taking positive steps to safeguard funding decisions. UKRI presence at panel assessment meetings and interviews acts as an additional assurance to help ensure unbiased peer review.</p> <p>Flexible terms and conditions are in place to appropriately support applicants who require time to attend psychiatrist/psychologist appointments or who are undergoing gender reassignment involving medical interventions.</p> <p>If possible a venue will be chosen for the assessment panel meeting that can</p>

			provide gender neutral toilets and facilities.
Marriage or civil partnership	Impact expected to be neutral.	Data is not collected.	
Pregnancy and maternity	Potential negative impact	This information is not made available to the assessment panel members. Panel members who are pregnant or have caring responsibilities may have additional requirements in order to take part.	Flexible terms and conditions are in place to support applicants appropriately without discrimination. Adjustments are made throughout the assessment process where appropriate to assist individual applicants. UKRI will ensure travel arrangements and assessment meeting timings are suitable for pregnancy and/or caring responsibilities and that panel members are aware that necessary childcare costs can be covered to enable participation. Ensure that there are facilities available at the assessment panel meeting venue for breastfeeding and childcare if required.
Race	Impact expected to be neutral.	Data is not collected regarding race at the application stage. So, this information is not made available to the assessment panel members throughout the peer review process.	
Religion or belief	Impact expected to be neutral.	Data is not collected regarding religion or belief at the application stage. So this information is not made available to the assessment panel members throughout the peer review process.	We will offer breaks for prayer and take into religious dietary requirements. We will also ensure the application stage does not run over religious holidays.

Sexual orientation	Impact expected to be neutral.	Data is not collected regarding sexual orientation at the application stage. So this information is not made available to the assessment panel members throughout the peer review process.	
Sex (gender)	Potential negative impact	This information is available to the assessment panel members throughout the peer review process, and may become apparent through the proposal paperwork. Bias of the assessment panel could lead to possible negative impact. However, an aim of the Call is to recruit more females with a view to achieving a 50/50 F/M College membership overall.	Throughout the process panel members are required to follow best practice in taking positive steps to safeguard funding decisions. UKRI presence at panel assessment meetings and interviews acts as an additional assurance to help ensure unbiased peer review. Steps will be taken to ensure broad representation on the assessment panel to reduce the effect of any individual bias. For Panel Membership we will aim to achieve a target of 50% F/M Panel Members.
Age	Potential negative impact	This information is available to the assessment panel members throughout the peer review process, and may become apparent through the proposal paperwork. Bias of the assessment panel could lead to possible negative impact.	Throughout the process panel members are required to follow best practice in taking positive steps to safeguard funding decisions. UKRI presence at panel assessment meetings and interviews acts as an additional assurance to help ensure unbiased peer review. Steps will be taken to ensure broad representation on the assessment panel to reduce the effect of any individual bias. For Panel Membership we will aim to achieve a

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Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Where a potential negative impact has been identified, actions will be carried out to reduce this impact as much as possible.	
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		
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.	x	Where a potential negative impact has been identified, actions will be carried out to reduce this impact as much as possible, the activity will therefore proceed with these in place.

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes, it will be published online with the call document
Date completed:	18/11/2019
Review date (if applicable):	

Change log

Name	Date	Version	Change
Anne-Mette Olesen	25/11/2019	1	