

## Equality Impact Assessment

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	ARUA – UKRI GCRF Partnership Programme: (1)  Capacity Building Round 2, (virtual) panel meeting, 10 December 2019 at Polaris House  (2) Research Excellence Call, full proposals, panel meeting, Marrakech, Morocco, 19 February 2020
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	UK Research and Innovation (UKRI) and the African Research Universities Alliance (ARUA) have agreed a partnership to address the United Nation’s Sustainable Development Goals (SDGs), to strengthen Africa-UK research collaborations and enhance research capacity across African and UK research communities. As part of this partnership, a new research programme has been developed. The programme has two key strands: (1) the Capacity Building strand with the ARUA Centres of Excellence (CoEs) aiming to build capacity at the 13 Centres, and (2) The Research Excellence strand which will initially support up to six joint research projects addressing aspects of the Sustainable Development Goals. A GCRF call will be jointly developed by UKRI and ARUA under each strand, designed to maximise and accelerate the impact of on-going GCRF and other relevant projects. In total the UKRI will make an investment over the two calls of up to £20m.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	The Department for Business, Energy and Industrial Strategy (BEIS), The African Research Universities Alliance (ARUA), ARUA Vice-Chancellors
<b>4. Who is affected by the policy/funding activity/event?</b>	Applicants to the calls, reviewers and assessment panel members
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	UKRI staff will monitor the assessment process, including attending the assessment panel meetings, 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)
<b>Disability</b>	Potential negative impact – however based on current policies this is very low risk	Data is collected regarding disability at the application stage. Adjustments will be made throughout the assessment process where appropriate.	<p>Flexible terms and conditions are in place to support applicants appropriately without discrimination. Adjustments are made throughout the assessment process where appropriate.</p> <p>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 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>
<b>Gender reassignment</b>	Potential negative impact – however based on current policies this is very low risk.	Data is collected regarding gender at the application stage. This information is not made available to the assessment panel members throughout the peer review process.	<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</p>

			<p>reassignment involving medical interventions.</p> <p>If possible a venue will be chosen for the assessment panel meeting that can provide gender neutral toilets and facilities.</p>
<b>Marriage or civil partnership</b>	Impact expected to be neutral.	no data collected.	
<b>Pregnancy and maternity</b>	Potential negative impact	<p>This information is not made available to the assessment panel members.</p> <p>Panel members who are pregnant or have caring responsibilities may have additional requirements in order to take part.</p>	<p>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.</p> <p>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.</p>
<b>Race</b>	Impact expected to be neutral.	Data is collected regarding race at the application stage. This information is not made available to the assessment panel members throughout the peer review process.	
<b>Religion or belief</b>	<p>Impact on applicants expected to be neutral.</p> <p>Possible negative impact on assessment panel members</p>	<p>This information is not made available to the assessment panel members throughout the peer review process.</p> <p>The timing and location of the assessment panel</p>	<p>The panel date will be set taking into account any religious observances to enable participation. UKRI will gather information from assessment meeting participants about any additional requirements they may need in order to</p>

		meeting could have a potential negative impact.	fully participate, for example, prayer facilities.
<b>Sexual orientation</b>	Impact expected to be neutral.	This information is not made available to the assessment panel members throughout the peer review process.	
<b>Sex (gender)</b>	Potential negative impact	This information is not made available to the assessment panel members throughout the peer review process, although it 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 target of 40% Panel Members from unrepresented gender.
<b>Age</b>	Impact expected to be neutral.	This information is not made available to the assessment panel members throughout the peer review process, although it may become apparent through the proposal paperwork.	
<b>Other</b>	Potential negative impact	There is a risk of exclusion of applicants from non-Anglophone countries, for example call documents written in English, applications to be submitted in English  International Investigators will need to register for the Je-S system to apply and may	Call documents will be written in clear and simple English and shared with member of the team for proof reading and sense checking.  Specific guidance for submitting an application through Je-S will be sent to applicants to the full call, time will be built in to the application process for

		<p>be unfamiliar with the system</p> <p>Assessment panel members from overseas may have barriers to participating, for example travel time</p>	<p>international investigators to register for Je-S accounts</p> <p>The assessment panel meeting timings will take into account travel time for panel members coming from overseas. UKRI will book travel, hotel and also reimburse any airport travel, incidentals and subsistence requirements for overseas panel members to enable participation.</p>
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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 <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	<b>x</b>	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.
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, it will be published online with the call documents
<b>Date completed:</b>	<b>18/11/2019</b>
<b>Review date (if applicable):</b>	

#### Change log

Name	Date	Version	Change
Anne-Mette Olesen	18/11/2019	1	