

## Equality Impact Assessment

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	GCRF Global Engagement Networks
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	<p>This activity aims to fund grants for 10-12 community-building networks relevant to the GCRF portfolio areas and led by academics in DAC-list countries.</p> <p>These networks are intended to:</p> <ul style="list-style-type: none"> <li>• Bring together experts from multiple disciplines to enable innovative solutions to development challenges</li> <li>• Facilitate interactions between researchers and non-academic stakeholders/users</li> <li>• Increase the engagement of experts within DAC list countries with the GCRF and associated opportunities</li> <li>• Engage with the GCRF Challenge Leaders to feed into the future strategy for the GCRF portfolios</li> </ul> <p>The assessment process will be two stage, an Expression of Interest submission will be assessed for fit to call by a panel of the challenge leaders. Following this, successful applicants will be invited to submit a full application through JeS. These will then be assessed by an external panel against a set of assessment criteria. The most competitive proposals will then be funded, taking into account spread across the GCRF portfolios.</p>
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	GCRF Challenge Leaders, the UKRI GCRF Coordination Group, other relevant GCRF Delivery Partners (Academy Medical Sciences), UKRI International EDI working group
<b>4. Who is affected by the policy/funding activity/event?</b>	Applicants to the Global Engagement Networks call and assessment panel members

<p><b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b></p>	<p>UKRI staff will monitor the assessment process, including attending the assessment panel meeting, to help ensure unbiased peer review.</p>
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<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the policy)</b>
<p><b>Disability</b></p>	<p>Potential negative impact – however based on current policies this is very low risk</p>	<p>Data is collected regarding disability at the application stage. Adjustments will be made throughout the assessment process where appropriate.</p>	<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>
<p><b>Gender reassignment</b></p>	<p>Potential negative impact – however based on current</p>	<p>Data is collected regarding gender at the application stage. This information is not made</p>	<p>Throughout the process panel members are required to follow best practice in taking positive steps to safeguard funding decisions. UKRI presence at</p>

	policies this is very low risk.	available to the assessment panel members throughout the peer review process.	<p>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 provide gender neutral toilets and facilities.</p>
<b>Marriage or civil partnership</b>	Impact expected to be neutral.		
<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>	Impact on applicants expected to be neutral.  Possible negative impact on assessment panel members	This information is not made available to the assessment panel members throughout the peer review process.  The timing and location of the assessment panel meeting could have a potential negative impact.	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 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.	

Other	Potential negative impact	<p>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</p> <p>International Investigators will need to register for the Je-S system to apply and may be unfamiliar with the system</p> <p>Assessment panel members from overseas may have barriers to participating, for example travel time</p>	<p>Call documents will be proof read, including by staff from UKRI overseas offices, to reduce jargon and ensure they are as accessible as possible to overseas applicants.</p> <p>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 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 reimburse any travel, accommodation 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	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.

<p>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.</p>		
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<p><b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:</p>	<p>Yes, it will be published online with the call documents</p>
<p><b>Date completed:</b></p>	<p><b>16/8/2018</b></p>
<p><b>Review date</b> (if applicable):</p>	

**Change log**

Name	Date	Version	Change
Alexandra Spittle	16/8/18	1	