Equality Impact Assessment

	Question	Response
1.	**Name of policy/funding activity/event being assessed**	GCRF UKRI-JST-DOST call for development research collaborations (STAND) – funding call
2.	**Summary of aims and objectives of the policy/funding activity/event**	UKRI, Japan Science and Technology Agency (JST), and the Department of Science and Technology of the Philippines (DOST) invite applications for proposals for the first phase of the 'Science, Technology and Action' Nexus for Development (STAND), aimed at connecting current and recently funded projects focused on sustainable development in South East Asia. projects focused on sustainable development in South East Asia are invited to apply for funding designed to enable connections between relevant projects to increase impact and develop new collaborations and synergies towards achievement of the Sustainable Development Goals (SDGs). Proposals should focus on networking and partnership, building outreach and dissemination, and demonstration and pilot activities.
3.	**What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)*	A mapping exercise, started in 2018 by JST and UKRI to explore alignment of their respective programmes for addressing cross-cutting global challenges, highlighted several projects funded through the Science and Technology Research Partnership for Sustainable Development (SATREPS) and e-ASIA Joint Research Program (e-ASIA JRP), both run by JST, and the Global Challenges Research Fund (GCRF) and Newton Fund, both run by UKRI. South East Asia was selected as a core region of mutual interest for both JST and UKRI. One result of the mapping exercise was that the Philippines emerged as having the highest number of overlapping projects, and so the Department of Science and Technology of the Philippines (DOST) also joined the initiative. In order to develop effective research partnerships that can deliver impact, a joint workshop "Working together for sustainable coastal communities: a multi-funder approach to maximise development impact" was organised. This call was designed around the takeaway points from this workshop.

4. **Who is affected by the policy/funding activity/event?**	GCRF and Newton grant holders working in SEA (their institutions), businesses, NGOs and other actors working in the sustainable development in SEA.	
5. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?**	Standard researchfish and ODA monitoring and evaluation will take place alongside coordinated MEL measures with JST and DOST.	

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	Possible negative impact	Information relating to this protected characteristic is not collected and will not be disclosed to the panel. However, applicants may be discouraged from applying as some international travel is likely to be involved.	Ensure that panels have had appropriate ED&I and unconcious bias training. The panel meeting will be virtual which allows for the provision of live transcription. Large print versions of call documents can be made available on request. Panellists will be asked to inform the UKRI team of any reasonable adjustments that need to be made and appropriate facilities will be provided.
Gender reassignment	Possible negative impact	This is unlikely as information relating to this protected characteristic is not collected and will not be disclosed to the panel.	Ensure that panels have had appropriate ED&I and unconcious bias training.
Marriage or civil partnership	Possible negative impact	Applicant eligibility is not based on marital status. Potential conflicts of interest due to undisclosed personal relationships.	Panellists and applicants will be asked to declare all known conflicts. During panel meetings, conflicted panellists will be required to leave the

			room while the proposal is being discussed, including during the ranking process.
Pregnancy and maternity	Possible negative impact	Childcare may be required if project staff need to travel. The international nature of this call may dissuade those who are pregnant and/or caring for children to apply.	Costs for additional childcare will be eligible for funding from the call but not costs associated with normal working patterns. Gender neutral terms such as 'parental leave' will be used in the documentation.
Race	Possible negative impact	This is unlikely as information relating to the applicants' race will not be disclosed to the panel.	Ensure that panels have had appropriate ED&I and unconcious bias training. Take appropriate steps to seek a diverse representation on expert panel(s).
Religion or belief	Possible negative impact	This is unlikely as there will not be an opportunity for applicants to disclose their religion.	Ensure that panels have had appropriate ED&I and unconcious bias training. Take appropriate steps to seek a diverse representation on expert panel(s). The panel will be held at a time so it will not coincide with any major religious festivals.
Sexual orientation	Possible negative impact	This is unlikely as there will not be an opportunity for applicants to disclose their sexual orientation..	Ensure that panels have had appropriate ED&I and unconcious bias training. Take appropriate steps to seek a diverse representation on expert panel(s).
Sex (gender)	Possible negative impact	Decisions of the panel may be affected by unconscious biases.	Take appropriate steps to seek a gender balance on expert panel(s). Ensure that panels have had appropriate

			ED&I and unconcious bias training.
Age	Possible negative impact	Those with more established careers may be in a better to position to connect existing projects.	Ensure that panels have had appropriate ED&I and unconcious bias training. Take appropriate steps to seek age diversity on expert panel(s).
Possible negative impact	The call is only published in English on the UKRI website. This may limit the engagement of those who either do not speak English or for whom it is not a first language.	Corresponding call documents will be published by partner funders JST and DOST in the local languages.	Possible negative impact

Evaluation:

Question	Explanation / justification
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	**Yes, there are a variety of risks of publishing a call specification which can unfairly disadvantage certain groups in the pre-award phase and have ramifications on the dynamics of project teams, including barriers to inclusive participation during the post-award phase. In particular, due to the international focus of GCRF calls, we need to be mindful of the requirements and cultural sensitivities of international partners and the barriers to equitable partnership-working. Consideration will also need to be given to the socio-political risks of operating internationally for the protected characteristics of the 2010 Equality Act, to ensure that stakeholders are not put in danger.**

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	**Yes**	**Risks of discrimination have been identified and the steps which can be taken to adapt the policy and mitigate these risks have been outlined.**
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.		

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	**Yes**
Date completed:	**05.11.2020**
Review date (if applicable):	

Change log

Name	Date	Version	Change
Ruth McQuitty	05.11.2020	1	