**Equality Impact Assessment (EIA)**

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| **Question** | **Response** |
| 1. **Name of policy/funding activity/event being assessed** | UKRI Innovation Scholars Programme: A pilot AHRC call to fund R&I secondments in architecture and design |
| 1. **Summary of aims and objectives of the policy/funding activity/event** | **Overall purpose:** To support skills development and knowledge exchange between academia and industry, public and third sector in two Creative Industries disciplines – architecture and design, through funding individual secondments focused on research and innovation with a complementary series of networking events.  **Objectives of the call:**  1. Create porosity between sectors by enabling career mobility.  2. Boost the skills, knowledge, networking opportunities and therefore career development of secondees.  3. Intensify knowledge exchange between different sectors, resulting in innovative outputs.  4. Add value to the architecture and design sectors and the UK economy. |
| 1. **What involvement and consultation has been done in relation to this event/study ?** *(e.g. with relevant groups and stakeholders)* | The following consultations have taken place in relation to designing this call:   * Internal: AHRC cross-team on 7th July 2021, ECDG on 26th May and 13th September 2021, AHRC & UKRI Innovation Scholars Programme Director (multiple dates) * External on 17th and 18th August 2021 with 11 stakeholders from across sectors, representing architecture and design disciplines |
| 1. **Who is affected by the policy/funding activity/event?** | **Within the AHRC:** This project was designed by Skills and will be jointly delivered by the Skills, Operations and UKRI FLF teams. Other teams in AHRC which will have an interest are: Creative Industries Team and AI&Design Team, as well as SIE team (at the point of evaluation).  **Within UKRI:** UKRI Innovation Scholars Programme Director and FLF team. Also UKRI Events who will assist with setting up and delivering our information webinars.  **Academic and non-academic community:**   * Selected researchers at all career stages within and beyond academia in architecture and design. * The employers of these researchers. * Selected research organisations (ROs) and entities from private, public and third sector which will host the secondments. |
| 1. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?** | A set of success measures for each objective listed under item 2. has been produced and is included in the Business Case. Secondments will be evaluated against these success measures in stages:  1. An initial monitoring form should be completed by each secondee at the start of the secondment period. It will set objectives for the secondment.  2. An interim survey will be circulated to secondees, most likely April 2024, depending on the length of the secondments;  3. An end-of-award survey will be circulated to all secondees, and a complementary survey – to main contacts at the applying organisations and main contacts receiving organisations to capture insights from all involved parties once the awards have finished. They will be asked to complete it within a month from the end date of their secondment. Through this end-of-award evaluation process we will gather feedback about characteristics of the scheme, if/how it met the applicants’ needs, how it affected their career paths and what benefits have been realised, as well as gather comments on how AHRC and UKRI could improve delivery of the scheme.  Additionally, an internal evaluation of the application process, conducted by AHRC Data Team and Skills, is planned for March 2023. If this evaluation shows that the pilot call generated sufficient interest in, and applications of high quality from the community, this will be reported to ECDG to inform a decision about any further pilots or rounds.  We will collect EDI information on applicants through AHRC/ UKRI application proceses on the Je-S system and we will analyse and report on the data following the completion of the commissioning process and as a part of evaluating the pilot. |

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| **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 | The secondments may include working in facilities or using equipment and resources which aren’t adapted for people with disabilities.  In case of direct (i.e. in-person) interactions, participants with specific accessibility constraints may be disinclined to participate unless reasonable adjustments are made.  Documents and materials need to be accessible. | AHRC and UKRI gives the applicants and partner organisation a great flexibility to design the secondment to allow participation of disabled people. We encourage part-time and hybrid arrangements and we set up a wide period bracket of three months to three years for the pilot with inclusivity in mind.  The the call will be live for a longer than usual time – five months – which should allow applicants with disabilities time to obtain support in the application writing process at their organisations and to discuss suitable working arrangements for their proposed secondment.  There is a risk of low representation of people with disabilities among the applicants and successful candidates. To avoid this, we will advertise through UKRI channels which are designed with accessibility in mind. We will also share the opportunity with relevant organisations and stakeholders. As this is a pilot we will monitor outcomes. We will use lessons learned from the pilot call to decide if positive action should be undertaken within any future Innovation Scholars calls for Creative Industries to attract candidates with disabilities.  Online platforms of engagement and participation (e.g. Zoom) can remove physical constraints and enable greater accessibility for people with mobility issues. The use of these platforms will be encouraged, but with due consideration to the needs of people who find videoconferencing challenging (e.g. due to being neurodivergent or other reasons).  Applicants and their receiving organisations should discuss any accessibility needs in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be compliant with 2010 Equality Act and EDI policies at receiving organisations, and inspired by UKRI’s policies and approach to equality, diversity and inclusion.  Any travel and subsistence expenses beyond the most economic level which are incurred due to a disability can be requested in, and covered by, the secondment grant. |
| **Gender reassignment** | Possiblenegative impact | Applicants who have had/are in the process of gender reassignment may feel disinclined to apply if our language isn’t sensitive. Therefore, gender neutral language is important to support inclusivity, equality and representation.  Applicants who have had/are in the process of gender reassignment might feel more comfortable using gender-neutral facilities. | AHRC will use gender-neutral language, e.g. pronouns such as ‘they’ or ‘you’ instead of ‘he/she’, in the call documents, in the interim reporting and in the end-of-award reporting.  By publishing this EIA, we will also encourage secondees and their receiving organisations to use gender neutral language throughout their interactions.  We encourage receiving organisations to meet best practice in relation to the employment of transgender staff such as that laid out in the Government Equalities Office guidance on [’The recruitment and retention of transgender staff](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/484855/The_recruitment_and_retention_of_transgender_staff-_guidance_for_employers.pdf)’.  Applicants and their receiving organisations should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be compliant with the EDI policies at the receiving organisation and inspired by UKRI’s policies and approach to equality, diversity and inclusion. |
| **Marriage or civil partnership** | No impact | The call is open to all eligible applicants and there are no barriers to those who are married or in a civil partnership apart from, potentially, the need to relocate for the duration of the secondment and temporarily live away from their home and partner. Data on participant’s marital or partnership status will not be sourced. | Receiving organisations should agree if there is a need to relocate the secondee on a temporary basis with the secondee, in a way that’s sensitive to their family situation and civil partnership/marriage.  Applicants and their receiving organisations should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be should be compliant with the EDI policies at the receiving organisation and inspired by UKRI’s policies and approach to equality, diversity and inclusion. informed by UKRI’s policies and approach to equality, diversity and inclusion, as well as EDI policies at receiving organisations. |
| **Pregnancy and maternity** | Possible negative  impact | Pregnant persons who are on parental leave, and persons on parental leave, may miss the application deadline whilst on leave.  Pregnant persons and persons with caring responsibilities may require additional adjustments to enable participation in the secondments.  On the other hand, the flexible nature of the scheme makes it inclusive and might appeal particularly to persons with caring responsibilities or pregnant. | AHRC and UKRI gives the applicants and partner organisation a great flexibility to design the secondment to allow participation of pregnant persons and persons with caring responsibilities.  Secondees will be entitled to maternity and parental leave in line with their current terms and conditions of employment. UKRI standard Terms & Conditions of fEC Grants will apply to awards.  AHRC will meet any additional parental leave costs that cannot be met within the announced grant cash  limit including Statutory Maternity, Paternity and Adoption Pay for secondees who are directly incurred staff. Costs for parental leave for secondees funded under the directly allocated heading should be met by the employer.  UKRI will be flexible in considering requests to suspend or reschedule secondments to account for periods of parental leave including maternity, paternity and adoption leave. We encourage part-time and hybrid arrangements and we set up a wide period bracket of three months to three years for secondment durations under the pilot with inclusivity in mind. We leave working day arrangements to the secondees and their hosts. We expect that scheduling sufficient breaks during in person interactions (virtual and physical) will provide a greater comfort for pregnant participants; flexibility in the scheduling of secondments may similarly improve participation.  Applicants and their receiving organisations should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be should be compliant with the EDI policies at the receiving organisation and inspired by UKRI’s policies and approach to equality, diversity and inclusion.  The call is going to be live for five months which is a generous duration. However, some potential candidates who are on maternity leave might miss the deadline. We have therefore decided to publish a pre-announcement which went live in November 2021 to alert any potential applicants about this opportunity in advance. |
| **Race** | No impact | This call is open to candidates of all ethnic backgrounds. AHRC and UKRI designed the call to be flexible to make it inclusive and accessible. We are aware of under-representation of some BAME groups in the fields covered by this pilot call (e.g. [Black architects](https://www.bdonline.co.uk/news/just-1-of-architects-are-black-arb-survey-shows/5107075.article)) and a risk that the awards might reflect this underrepresentation. | There is a risk of low representation of Black, Asian and ethnic minority groups among the applicants and successful candidates. This might occur due to the channels used to advertise the call, and is impossible to predict as this is a pilot. To avoid underrepresentation, we will advertise through UKRI channels which are designed with accessibility in mind. We will also share the opportunity with relevant organisations and stakeholders.  As this is a pilot we will monitor outcomes. We will use lessons learned from the pilot call to decide if positive action should be undertaken within any future Innovation Scholars calls for Creative Industries to attract BAME candidates.  Applicants and their receiving organisations should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be compliant with the EDI policies at the receiving organisation and inspired by UKRI’s policies and approach to equality, diversity and inclusion. |
| **Religion or belief** | Possible negative  impact | Potential candidates or receiving organisations members who may be on leave due to a religious celebration may miss the application deadline.  Apart from the above, we do not anticipate a person’s religion or belief would impact on their application. Data on religion or belief will not be sourced. | The call will be live for 5 months to reduce the impact of any clashes with religious holidays or celebrations. We have also published a pre-announcement in November 2021 to inform any potential applicants about this opportunity in advance. We will also host information webinars in January, March and April 2022. The first webinar will be recorded and a recording published online for the benefit of candidates unable to watch the webinars live, including candidates who might be on leave due to religious events.  Applicants and their receiving organisations should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be compliant with the EDI policies at the receiving organisation and inspired by UKRI’s policies and approach to equality, diversity and inclusion. |
| **Sexual orientation** | No impact | We do not anticipate a person’s sexual orientation would impact on their application. Data on applicants’ sexual orientation will not be sourced. | AHRC and UKRI gives the applicants and partner organisations a great flexibility to design the secondment to allow participation of persons of all sexual orientations.  Applicants and their receiving organisations should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be compliant with the EDI policies at the receiving organisation and inspired by UKRI’s policies and approach to equality, diversity and inclusion. |
| **Sex (gender)** | Potential negative | See ‘Pregnancy and maternity’. Another gender-specific barrier might occur if a candidate is going through the menopause at the point of applying or during a secondment, or is experiencing any sex-specific health issue, e.g. prostate cancer or ovarian cancer. The point about inclusive language made under ‘Gender reassignment’ is also important here due to persons who identify as non-binary/ gender-queer or transgender (irrespective of whether they had gender reassignment). | The duration of the call being live – five months – is generous and should allow inclusivity. We have also published a pre-announcement in November 2021 to inform any potential applicants about this opportunity in advance. AHRC and UKRI give the applicants and partner organisation a great flexibility to design the secondment to allow participation of all sexes and genders. We encourage part-time and hybrid arrangements and we set up a generous brackets of 3 months to 3 years. We leave working day arrangements to the secondees and their hosts.  Applicants and their receiving organisations should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be compliant with the EDI policies at the receiving organisation and inspired by UKRI’s policies and approach to equality, diversity and inclusion.  AHRC will use gender-neutral pronouns such as ‘you/they’ instead of ‘he/she’ in the call documents and reporting. By publishing this EIA, we also want to encourage secondees and their receiving organisations to use gender neutral language throughout their interactions. |
| **Age** | No impact | AHRC and UKRI designed this flexible scheme to make it inclusive. The flexibility might appeal to and benefit persons across a wide range of adult age groups. The scheme is open for candidates at all career stages from from early career to senior working professionals of all sectors, including academia. | The scheme is open for candidates from each career-level group above doctoral/equivalent experience. Our reviewers/assessors are going to assess applicants at all career stages/of different ages fairly and transparently, according to the same criteria and taking into consideration experience in the context of career stage.  Applicants and their receiving organisations should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by receiving organisations to provide reasonable adjustments and a welcoming work culture. This should be should be compliant with the EDI policies at the receiving organisation and inspired by UKRI’s policies and approach to equality, diversity and inclusion. |

**Evaluation:**

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| **Question** | **Explanation / justification** | |
| Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people? | It is the first time we are offering Innovation Scholars secondments in Creatve Industries disciplines of architecture and design. Therefore, there is a risk of unanticipated/ unintended issues arising, which is a part of the rationale for treating this call as a pilot. A risk exists because the scheme is open for a wide range of candidates from academic and non-academic backgrounds and a range of sectors, and the secondment environment will be provided by receiving organisations with varying levels of experience in supporting EDI.  This risk is mitigated as follows:   * Through the pre-announcement, information webinars, keeping the call open for five months and advertising through a wide range of channels * Through the use of standard UKRI fEC Grants Terms and Conditions which provide flexibility, with an additional condition ensuring the seconments aren’t transferable which privides secondees with stability * Through the piloting of the narrative CV (‘Resume for researchers’) instead of standard CVs in order to provide applicants from diverse backgrounds and career histories with opportunities to highlight their achievements of relevance to the role (in line with the [‘Funders Joint Statement: Exploring a Shared Approach Towards a Narrative CV’](https://www.ukri.org/wp-content/uploads/2021/07/UKRI-230721-4995CommsResumeJointFundersStatement-Final.pdf) signed by UKRI in 2021) * Through the assessment panel process which will work according to UKRI’s equality, diversity and inclusion (EDI) guidelines, and ensure that all proposed secondments are in line with EDI principles * We will only go off-AHRC Peer Review College if we can’t find the necessary expertise to achieve balance, and the off-college assessors will be informed of EDI principles * Our AHRC Peer Review College training materials cover EDI, including unconscious bias. Any off-college reviewers are strongly encouraged to read AHRC EDI PRC training materials on [our website](https://ahrc.ukri.org/peerreview/peer-review-resources/) * When an assessment panel meeting is organised, AHRC will make the panellists aware of unconscious bias and empower everyone in attendance to challenge cases of bias.   AHRC and UKRI expects the receiving organisations to support potential and successful secondees with diverse needs at the point of application and throughout their secondments, addressing their needs and providing a welcoming and inclusive work environment. | |
| **Final Decision:** | **Tick the relevant box** | **Include any explanation / justification required** |
| 1. No barriers identified, therefore activity will **proceed**. |  |  |
| 1. You can decide to **stop** the policy or practice at some point because the data shows bias towards one or more groups |  |  |
| 1. You can **adapt or change** the policy in a way which you think will eliminate the bias | X | The opportunity advertised through this call has been designed to be flexible to accommodate diverse needs. AHRC expects successful applicants and receiving organisations to organise and deliver the secondments in a way which eliminates barriers and bias. AHRC gives secondees and their partner organisations the flexibility and ownership to meet diverse needs.  AHRC and UKRI will provide reasonable adjustments during the two planned networking events if needed, and a separate EIA for events will be produced if secondees have such needs.  Lessons learned from this pilot call will help us to make future Innovation Scholars calls more inclusive should an opportunity for more calls arise. |
| 1. 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. |  |  |

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| **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:** | **21/12/2021** |
| **Review date** (if applicable): | **December 2023** |

**Change log/version control**

| **Name** | **Date** | **Version** | **Change** |
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| Agnieszka Siewicz on behalf of AHRC Skills Team | 11/01/2022 | 1 | First publication |