

Equality Impact Assessment (EIA)

| Question | Response |
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| 1. Name of policy/funding activity/event being assessed | AHRC Collaborative Doctoral Partnership scheme: Round 4 call |
| 2. Summary of aims and objectives of the policy/funding activity/event | <p>Overall purpose: The CDP scheme provides opportunities for doctoral training in collaboration with non-HEI organisations/institutions. This call will select the non-HEI consortia, who will then be responsible for developing doctoral projects in collaboration with UK HEI research organisations.</p> <p>Objectives of the call: To support collaborative research training through:</p> <ol style="list-style-type: none"> 1. Giving non-HEI organisations greater autonomy in the selection of doctoral projects they would like to support and supervise. 2. Providing non-HEI organisations or consortia with a firm funding horizon of collaborative doctoral awards to support their research training strategy, and to enable the development of enhanced programmes of doctoral study that provide students with career development opportunities outside the standard academic route. 3. Fostering collaboration between CDP-holding organisations and consortia in the development of wider training and development opportunities for the doctoral students they support. |
| 3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders) | <p>The following consultations have taken place in relation to designing this call:</p> <p>Internal: Consultation took place with AHRC colleagues across the organisation to understand how we could encourage a diverse range of AHRC stakeholders to consider applying for this scheme, and address any barriers which might exist which prevent organisations applying for this scheme.</p> <p>External: Online information session on 22nd June 2021 for interested organisations to attend. Over eighty people attended. Event was promoted via a range of channels, e.g. AHRC website, blog, AHRC stakeholder mailing lists.</p> |

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| | <p>Consultation with current CDP award holders in the form of a questionnaire to understand weaknesses and strengths of the current scheme and how we can improve it.</p> <p>Town Hall delivered on 23rd November 2021 for interested organisations to find out about this call – open event, details shared via a range of comms channels: external e.g. website / blog / social media; internal e.g. email and AHRC newsletter; external stakeholder networks managed by colleagues across AHRC e.g. mailing lists. Over seventy people attended.</p> |
| <p>4. Who is affected by the policy/funding activity/event?</p> | <p>Within the AHRC: The call is designed by AHRC’s Skills team and will be jointly delivered by the Skills and Operations teams. A range of AHRC teams and internal and external stakeholders will be interested in this doctoral funding opportunity.</p> <p>Within the UKRI: UKRI TALENT team, teams who support doctoral funding in other research councils.</p> <p>External: Applications are welcome from non-Higher Education Institutions (non-HEIs) located within the UK. These can be any type of organisation that has the research capacity to ‘host’ doctoral students. Examples of the type of organisations include a wide range of creative and cultural organisations contributing to Arts and Humanities research e.g. Galleries, Libraries, Museums and Archives, the creative industries, public and third sector organisations.</p> <p>Please see ‘Scheme EIA’ for impact on students.</p> |
| <p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p> | <p>AHRC will ensure that assessment and decision making of CDP applications are fair, open and transparent and we will ensure there are assessors and panel members who come from a diverse range of backgrounds and, most notably, who are from both HEI and non-HEI backgrounds.</p> <p>To encourage a diverse range of organisations to apply we are enabling non-HEIs who have less experience of supporting postgraduate research or who are smaller institutions to partner with a HEI in the application stage so that the HEI partner can act as a mentor and support. The non-HEI will act as the lead partner but will be supported by a HEI.</p> |

AHRC needs to ensure that award holders put in place measures to enable access to doctoral funding for students from a diverse range of backgrounds.

It is therefore important that we encourage a diverse range of organisations to apply to this funding opportunity and ensure successful applicants demonstrate their commitment to Equality, Diversity and Inclusion (EDI) principles in all that they do.

AHRC will require CDP applicants to submit an EDI action plan which will lay out a strategy for ensuring EDI principles are upheld in all aspects of being a CDP award holder in terms of recruitment of students, ongoing support of students, training, decision making, governance and management of awards.

CDP award holders need to ensure their EDI plan are compliant with the 2010 Equality Act and UKRI's Equality, Diversity and Inclusion vision.

The plan will need to outline how the CDP will work with the HEI partner and any other collaborators to ensure all recruited students have equitable access to opportunities and receive the support they need to successfully complete their studies and develop their careers.

The EDI action plans will be considered as part of the assessment criteria and process. We are also exploring options for allocating some studentships in a targeted way to address protected characteristics identified as under – represented within the current portfolio and will monitor those awards in terms of their impact in addressing the areas of under- presentation. Please also refer to 'Scheme EIA'.

Monitoring and review of CDP activity will be carried out via completion of annual reports by award holders and via monthly discussions with award holders in the CDP business meetings which AHRC attend.

The annual reports will enable AHRC to gather evidence on the progress and benefits of the CDP scheme and further understand how non-HEI award holders, HEI partners and doctoral students benefit

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| | from the scheme. Award holders will be expected to reflect on monitoring, governance, recruitment, training and development processes, as well as Equality, Diversity and Inclusivity (EDI) issues and the health and well-being of their students. |
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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) |
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| Disability | Possible negative impact | <p>Applicants, peer review and panel members with visual disabilities or impairments may find it difficult to access and review electronic documentation. Documents and materials therefore need to be accessible.</p> <p>Panel members with hearing disabilities may face difficulties in engaging in discussions, particularly in virtual meetings.</p> <p>Applicants, peer review and panel members may face barriers attending meetings in person.</p> <p>An organisation that applies to the scheme might be in a position where their key stakeholders / remit is supporting people with disabilities.</p> <p>An organisation might be concerned this will act as a potential barrier to becoming a successful applicant because this would be</p> | <p>AHRC/UKRI take all necessary steps to ensure that electronic information is accessible and AHRC will respond to individual support needs on a case-by-case basis.</p> <p>AHRC will take all reasonable steps to make adjustments to enable participation (e.g. meetings with interested applicants, panel meeting) via virtual meetings. 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). This can include, for example,</p> |

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| | | <p>a change to the types of organisation which have held awards previously.</p> | <p>transcriptions of dialogue on zoom.</p> <p>AHRC encourages all eligible applicants to apply to the CDP4 call and if there is demand we will deliver one or two ‘surgeries’ to support organisations with their applications. Surgeries will be open to all interested organisations and will be programmed according to demand. AHRC cannot help write an application but surgeries can be used to ask further questions organisations might have. AHRC is committed to delivering all UKRI EDI principles and <i>‘Everything we fund must embrace a diversity of thought, people and ideas’</i>. Our work in equality, diversity and inclusion – UKRI</p> <p>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.</p> |
| <p>Gender reassignment</p> | <p>Possible negative impact</p> | <p>Ensure all communication with</p> | <p>AHRC will use gender-neutral language, e.g.</p> |

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| | | <p>applicants, peer reviewers and panel members are gender neutral.</p> <p>Applicants, peer reviewers or panel members who have had/are in the process of gender reassignment may feel disinclined to participate if language isn't sensitive. Therefore, gender neutral language is important.</p> | <p>pronouns such as 'they' or 'you' instead of 'he/she', in correspondence and guidance to peer reviewers and panel members.</p> <p>AHRC Peer Review College training materials cover EDI principles and good practice, including unconscious bias. Any off-college reviewers are strongly encouraged to read AHRC EDI PRC training materials on our website.</p> |
| Marriage or civil partnership | No impact | <p>The call is open to all eligible applicants and there are no known barriers to those who are married or in a civil partnership.</p> <p>Data on participant's marital or partnership status will not be sourced.</p> | |
| Pregnancy and maternity | Possible negative impact | <p>Those who are pregnant or on maternity leave, or planning to start a family, might be put off applying to be a CDP applicant (if they are the lead individual in their respective organisation) as they might feel they will not be supported in doing so or they don't have time.</p> <p>Panel members who are pregnant or on</p> | <p>The call is open for five months (April to September), which should give all interested applicants enough time to submit an application, or, if an applicant lead in an organisation is on maternity leave or imminently taking maternity leave, enough time to find support / a replacement lead within their organisation to</p> |

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| | | <p>maternity leave may find it difficult to participate in physical meetings or require changes to be made to enable their participation.</p> | <p>complete an application by September. I.</p> <p>We encourage all potential leads in an organisation who have this protected characteristic to have dialogue with their respective organisations so they feel supported during this period.</p> <p>For panels, we will ensure where possible there are hybrid meeting arrangements so panel members can attend physically or virtually depending on what suits their needs. Members will be given as much time as possible to do their assessments.</p> <p>AHRC Peer Review College training materials cover EDI principles and good practice, including unconscious bias. Any off-college reviewers are strongly encouraged to read AHRC EDI PRC training materials on our website.</p> |
| <p>Race</p> | <p>Possible negative impact</p> | <p>An organisation that applies to the scheme might be in a position where their key stakeholders / remit is supporting people from ethnic minority communities.</p> <p>An organisation might be concerned this will</p> | <p>AHRC encourages all eligible applicants to apply to the CDP4 call and if there is demand we will deliver one or two ‘surgeries’ to support organisations with their applications. Surgeries will be open</p> |

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| | | <p>act as a potential barrier to becoming a successful applicant because this would be a change to the types of organisation which have held awards previously.</p> | <p>to all interested organisations and will be programmed according to demand. AHRC cannot help write an application but surgeries can be used to ask further questions organisations might have. AHRC is committed to delivering all UKRI EDI principles and <i>'Everything we fund must embrace a diversity of thought, people and ideas'</i>. Our work in equality, diversity and inclusion – UKRI</p> <p>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.</p> |
| <p>Religion or belief</p> | <p>Possible negative impact</p> | <p>The call is open to all eligible applicants and we do not anticipate that the religion or belief of a lead applicant (within an organisation) would impact their application.</p> <p>Data on an organisation's religion or belief will not be sourced.</p> | <p>The call is open for five months which should give all interested applicants enough time to develop, complete and submit an application.</p> <p>If the lead applicant in an organisation needed to take time off for a religious purpose (to mark or celebrate a religious festival for example)</p> |

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| | | <p>The religion or belief of a peer reviewer / panel member should not affect participation in assessment of this call.</p> <p>An organisation that applies to the scheme might be in a position where their key stakeholders / remit is supporting communities from specific faith / religious backgrounds. An organisation might be concerned this will act as a potential barrier to becoming a successful applicant because this would be a change to the types of organisation which have held awards previously.</p> | <p>this should not affect their ability to complete an application in the allocated time frame of five months. If there are any concerns, then we would encourage them to have a conversation with AHRC as soon as possible.</p> <p>If peer reviewers / panel members would struggle to complete their assigned assessments within the period stipulated for religious / belief reasons we would ask them to discuss this with AHRC and we would find a way of working around this and supporting them.</p> <p>AHRC encourages all eligible applicants to apply to the CDP4 call and if there is demand we will deliver one or two 'surgeries' to support organisations with their applications. Surgeries will be open to all interested organisations and will be programmed according to demand. AHRC cannot help write an application but surgeries can be used to ask further questions organisations might have. AHRC is committed to</p> |
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| | | | <p>delivering all UKRI EDI principles and <i>'Everything we fund must embrace a diversity of thought, people and ideas'</i>. Our work in equality, diversity and inclusion – UKRI</p> <p>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.</p> |
| <p>Sexual orientation</p> | <p>Potential negative impact</p> | <p>An organisation that applies to the scheme might be in a position where their key stakeholders / remit is supporting LGBTQ+ communities for example.</p> <p>An organisation might be concerned this will act as a potential barrier to becoming a successful applicant because this would be a change to the types of organisation which have held awards previously.</p> | <p>AHRC encourages all eligible applicants to apply to the CDP4 call and if there is demand we will deliver one or two 'surgeries' to support organisations with their applications. Surgeries will be open to all interested organisations and will be programmed according to demand. AHRC cannot help write an application but surgeries can be used to ask further questions organisations might have. AHRC is committed to delivering all UKRI EDI principles and <i>'Everything we fund must embrace a</i></p> |

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| | | | <p><i>diversity of thought, people and ideas'</i>. Our work in equality, diversity and inclusion – UKRI</p> <p>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.</p> |
| <p>Sex (gender)</p> | <p>Potential negative impact</p> | <p>Gender might impact the working hours of a lead applicant in an organisation i.e. someone might work reduced hours, undertake flexible working.</p> <p>Another gender-specific barrier might occur if a candidate is going through the menopause at the point of applying,</p> <p>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).</p> | <p>The call is open for five months which should give all interested applicants enough time to develop, complete and submit an application especially if they are working reduced hours or have any health implications due to their gender.</p> <p>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 applicants and panel members to use gender neutral language throughout their interactions.</p> <p>AHRC Peer Review College training materials cover EDI, including unconscious bias. Any off-college reviewers are strongly</p> |

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| | | | <p>encouraged to read AHRC EDI PRC training materials on our website.</p> |
| <p>Age</p> | <p>No impact</p> | <p>An organisation that applies to the scheme might be in a position where their key stakeholders / remit is supporting people of a specific age. An organisation might be concerned this will act as a potential barrier to becoming a successful applicant because this would be a change to the types of organisation which have held awards previously.</p> | <p>AHRC encourages all eligible applicants to apply to the CDP4 call and if there is demand we will deliver one or two ‘surgeries’ to support organisations with their applications. Surgeries will be open to all interested organisations and will be programmed according to demand. AHRC cannot help write an application but surgeries can be used to ask further questions organisations might have. AHRC is committed to delivering all UKRI EDI principles and <i>‘Everything we fund must embrace a diversity of thought, people and ideas’</i>. Our work in equality, diversity and inclusion – UKRI</p> <p>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.</p> |

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Evaluation:

| Question | Explanation / justification | |
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| <p>Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?</p> | <p>As the CDP call is open to a wide range of organisations (lead applicants) and multiple individuals will be involved in the peer review process, risk still exists.</p> <p>The risk is mitigated as follows:</p> <ul style="list-style-type: none"> • Keeping the call open for five months and ensuring we have dialogue with any interested applicants. • Offering clear funding opportunity guidelines so applicants have a clear understanding of what is expected of them in their application. • Signposting interested applicants to distinct UKRI policies and principles i.e. EDI vision, UKRI Training Grant Funding Guidelines. • Offering interested applicants ‘surgeries’ to support them with their applications. Surgeries will be open to all interested organisations and will be programmed according to demand. AHRC will not be able to help write an application but surgeries can be used to ask further questions organisations. • Supporting reviewers and moderating panel members appropriately – i.e. ensure they engage with 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 • When a moderating panel meeting is organised, AHRC will make the panellists aware of unconscious bias and empower everyone in attendance to challenge cases of bias. | |
| Final Decision: | Tick the relevant box | Include any explanation / justification required |
| <p>1. No barriers identified, therefore activity will proceed.</p> | | |
| <p>2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups</p> | | |
| <p>3. You can adapt or change the policy in a way which you think will eliminate the bias</p> | <input checked="" type="checkbox"/> | <p>The call will continue to adhere to current UKRI EDI policies and guidelines, and will implement any future directives as they are issued.</p> |

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| | | <p>The call has also been designed to be flexible to accommodate diverse needs. AHRC expects applicants to assist in delivering the scheme in ways which eliminate barriers or bias and promote equality, diversity and inclusion.</p> <p>Lessons learned from previous CDP calls will help us to make the CDP 4 call and future calls more inclusive.</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 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: | [INSERT DATE HERE] |
| Review date (if applicable): | [INSERT DATE HERE] |

Change log

| Name | Date | Version | Change |
|--|----------------|---------|-------------------|
| James Phillips on behalf of AHRC Skills Team | When published | 1 | First publication |

Annex 1: Examples of recently completed EIA templates

| Council | Activity |
|---------|--|
| EPSRC | Inclusion Matters Call |
| EPSRC | New Investigator Awards |
| EPSRC | Policy change: Limit to the number of applications at a standard panel |
| BBSRC | BBSRC Future Leader Fellowships (FLF) Scheme |

BBSRC

[BBSRC/STFC/Innovate UK Biofilms programme](#)