

## Equality Impact Assessment

Question	Response
<p><b>1. Name of policy/funding activity/event being assessed</b></p>	<p>AHRC Creative Research Capability (CResCa) Call (Funding activity)</p>
<p><b>2. Summary of aims and objectives of the policy/funding activity/event</b></p>	<p>This is an invitation to apply for future investment in creative research capability (CResCa) in the arts and humanities. Grants can be used to renew, repurpose and upgrade research facilities and equipment.</p> <p>All eligible institutions are welcome to apply. AHRC would like to encourage applications from smaller specialist institutions (SSIs) focusing on visual and performance arts, the creative industries and design.</p> <p>There are three strands of funding under this call:</p> <ul style="list-style-type: none"> <li>• For <b>replacement and upgrade of equipment</b> (up to £1m)</li> <li>• To <b>refurbish</b> small to medium sized facilities (up to £3m)</li> <li>• For <b>major renovations and re-purposing</b> (up to £10m)</li> </ul> <p>The call will focus on (but not be restricted to) developing the R&amp;D capability of smaller, specialised higher education institutions (SSIs) such as those listed on the <a href="#">GuildHE</a> website. These institutions often require specialist studios and facilities for teaching and research but were out of scope for AHRC's first capital call <a href="#">Capability for Collections Fund (2021)</a> which focused on facilities for collections-led research.</p>
<p><b>3. What involvement and consultation has been done in relation to this policy?</b> <i>(e.g. with relevant groups and stakeholders)</i></p>	<p>While some stakeholder engagement was carried out with the membership of the <a href="#">GuildHE</a>, this call has primarily been developed in consultation with UKRI colleagues and engagement with the Government Department for Business, Energy and Industrial Strategy (BEIS).</p>
<p><b>4. Who is affected by the policy/funding activity/event?</b></p>	<p>AHRC academic community (both ECRs and established researchers), IROs, specialised higher education institutions (SSIs).</p>
<p><b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b></p>	<p>The grants awarded over the three strands will be monitored by AHRC, during the 3-18 months (dependent on the strand) that the grants are active.</p> <p>Outputs from these projects will be scrutinized at the end of the grants and a review of final impacts will be translated into</p>

	a paper to ECDG/SMT. These outputs will inform the design and implementation of further similar funding in the future.
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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>
<b>Disability</b>	Possible negative impact	<p>The projects may include working in facilities or using equipment and resources which aren't adapted for people with disabilities.</p> <p>In case of direct (i.e. in-person) interactions, participants with specific accessibility constraints may be disinclined to participate unless reasonable adjustments are made.</p> <p>Documents and materials need to be accessible.</p>	<p>AHRC and UKRI gives the applicants and partner organisation a great flexibility to design the project to allow participation of disabled people. We encourage part-time and hybrid arrangements.</p> <p>AHRC strongly encourages all applicants to design their projects/prepare their applications with accessibility and inclusivity in mind, making sure reasonable adjustment for current and future users are included in the design of proposed facilities and equipment.</p> <p>The call will be live for three 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 project.</p> <p>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</p>

		<p>stakeholders. As this is a new funding opportunity, we will monitor outcomes. We will use lessons learned from the call to decide if positive action should be undertaken within any future AHRC calls to attract candidates with disabilities.</p> <p>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).</p> <p>Applicants should discuss any accessibility needs in confidence. Following such conversations, AHRC expects efforts to be made by the applicants 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.</p> <p>Any travel and subsistence expenses beyond the most economic level which are incurred due to a disability can be requested in, and</p>
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			covered by, the project grant.
<b>Gender reassignment</b>	Possible negative impact	<p>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.</p> <p>Applicants who have had/are in the process of gender reassignment might feel more comfortable using gender-neutral facilities.</p>	<p>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.</p> <p>By publishing this EIA, we will also encourage applicants to use gender neutral language throughout their interactions.</p> <p>We encourage applicants to meet best practice in relation to the employment of transgender staff such as that laid out in the Government Equalities Office guidance on <a href="#">'The recruitment and retention of transgender staff'</a>. Applicants should discuss any personal needs of staff involved in the project based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by the applicants 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.</p>
<b>Marriage or civil partnership</b>	No impact	The call is open to all eligible applicants and there are no barriers to those who	Applicants should agree if there is a need to relocate their staff on a temporary

		<p>are married or in a civil partnership apart from, potentially, the need to relocate for the duration of the project and temporarily live away from their home and partner. Data on participant's marital or partnership status will not be sourced.</p>	<p>basis with the staff , in a way that's sensitive to their family situation and civil partnership/marriage. Applicants and their staff should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by the applicants 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. informed by UKRI's policies and approach to equality, diversity and inclusion, as well as EDI policies at receiving organisations.</p>
<p><b>Pregnancy and maternity</b></p>	<p>Possible negative impact</p>	<p>Pregnant persons, who are on parental leave, and persons on parental leave, may miss the application deadline whilst on leave.</p> <p>Pregnant persons and persons with caring responsibilities may require additional adjustments to enable participation in the projects.</p> <p>On the other hand, the flexible nature of the scheme makes it inclusive and might appeal particularly to persons with caring responsibilities or pregnant.</p>	<p>AHRC and UKRI gives the applicants a great flexibility to design the project to allow participation of pregnant persons and persons with caring responsibilities.</p> <p>Principal Investigators and staff involved in the project will be entitled to maternity and parental leave in line with their current terms and conditions of employment. UKRI standard Terms &amp; Conditions of fEC Grants will apply to awards.</p> <p>UKRI will be flexible in considering requests to suspend or reschedule</p>

			<p>projects 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 18 month for project durations under this call with inclusivity in mind. We leave working day arrangements to the applicants. 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 projects may similarly improve participation.</p> <p>Applicants should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by applicants 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.</p> <p>The call is going to be live for three months which is a generous duration. However, some potential candidates who are on maternity leave might miss the deadline.</p>
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<p><b>Race</b></p>	<p>No impact</p>	<p>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 call (e.g. creative industries) and a risk that the awards might reflect this underrepresentation.</p>	<p>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 new call. 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.</p> <p>As this is a new funding opportunity, we will monitor outcomes. We will use lessons learned from this call to decide if positive action should be undertaken within any future AHRC calls to attract BAME candidates.</p> <p>Applicants should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by applicants 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.</p>
<p><b>Religion or belief</b></p>	<p>Possible negative impact</p>	<p>Potential candidates or receiving organisations members who may be on</p>	<p>The call will be live for 3 months to reduce the impact of</p>

		<p>leave due to a religious celebration may miss the application deadline.</p> <p>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.</p>	<p>any clashes with religious holidays or celebrations.</p> <p>Applicants and their employers should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by the applicants and their employers 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.</p>
<b>Sexual orientation</b>	No impact	<p>We do not anticipate a person's sexual orientation would impact on their application. Data on applicants' sexual orientation will not be sourced.</p>	<p>AHRC and UKRI gives the applicants and partner organisations a great flexibility to design the project to allow participation of persons of all sexual orientations.</p> <p>Applicants and their employers should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by the applicants to provide reasonable adjustments and a welcoming work culture. This should be compliant with the EDI policies and inspired by UKRI's policies and approach to equality, diversity and inclusion.</p>
<b>Sex (gender)</b>	Potential negative	<p>See 'Pregnancy and maternity'. Another gender-</p>	<p>The duration of the call being live – three months</p>



		<p>specific barrier might occur if a candidate is going through the menopause at the point of applying or during a project, 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).</p>	<p>– is generous and should allow inclusivity. AHRC and UKRI give the applicants a great flexibility to design the project 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 (Strand 1) to 18 months (Strand 3) We leave working day arrangements to the applicants .</p> <p>Applicants and their employers should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by applicants 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.</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 their organisations to use gender neutral language throughout their interactions.</p>
<b>Age</b>	No impact	AHRC and UKRI designed this flexible scheme to make it inclusive. The	The scheme is open for candidates from each career-level group above

		<p>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 early career to senior working professionals of all sectors, including academia.</p>	<p>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.</p> <p>Applicants and their employers should discuss any personal needs based on this protected characteristic in confidence. Following such conversations, AHRC expects efforts to be made by applicants 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.</p>
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<b>Additional diversity characteristics for IUK</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>Regional location</b></p>	<p>Both</p>	<p>There could be regional or demographic issues, with either competing applications from prestigious HEIs to represent a region or only one viable institution to represent a region.</p>	<p>In both positive and negative cases, we will ensure that each application is assessed on individual merit and that, if awarded, the institution does solely meet it's own needs but the broader region, making sure that each region is fairly represented and that these services can</p>

			<p>be used by all HEIs large or small.</p> <p>M&amp;E planning will also ensure fairness in reporting and governance once awards are established.</p>
<b>Education level</b>	Both	Expertise for this call is specialised and may exclude parts of our academic community.	<p>However, we will mitigate this through a fair assessment process, a panel for each strand offered – with tailored assessment panels for each to reflect the differences in requirements and scalability for the three funding strands.</p> <p>AHRC mandates that access to the proposed facilities won't be dependent on the users' HEI qualification at PhD level or above, but rather on experience and interest in the creative research capability of their institution.</p>

**Evaluation:**

Question	Explanation / justification
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	We cannot envisage such eventualities as the call will be judged and assessed on individual merit of applications, institutions and research teams. However additional T&Cs will be put in place to ensure some tangible adjustments. This call, in the nature of its design, is open to all arts and humanities researchers. There are no restrictions on discipline remit, provided that applications meet the criteria of this call and proposals are within or partially within AHRC's remit. AHRC will ensure that the infrastructure being built

	through this call across the strands is accessible and inclusive.	
<b>Final Decision:</b>	<b>Tick the relevant box</b>	<b>Include any explanation / justification required</b>
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		
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:	<b>Yes</b>
<b>Date completed:</b>	
<b>Review date</b> (if applicable):	

### Change log

Name	Date	Version	Change
	When published	1	

### Annex 1: Examples of recently completed EIA templates

Council	Activity
EPSRC	<a href="#">Inclusion Matters Call</a>
EPSRC	<a href="#">New Investigator Awards</a>
EPSRC	<a href="#">Policy change: Limit to the number of applications at a standard panel</a>
BBSRC	<a href="#">BBSRC Future Leader Fellowships (FLF) Scheme</a>

BBSRC

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