

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Driving Urban Transitions (DUT) Partnership Call
2. Summary of aims and objectives of the policy/funding activity/event	The purpose of this Call is to support transnational research and/or innovation projects addressing urban challenges to help cities in their transition towards a more sustainable economy and functioning. The challenges are grouped into three themes called Transition Pathways: Positive Energy Districts (PED), the 15-Minute City (15mC) and Circular Urban Economies (CUE).
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Call topics themselves were checked with focus groups that included stakeholders such as funders, subject experts, and local authorities. The call aims, objectives and topics have been signed off by the European Commission. Documents have been proof-read by senior members of UKRI staff.
4. Who is affected by the policy/funding activity/event?	UK applicants to the call; UKRI staff working on the call; Panel Members; External stakeholders.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The likely impact of each proposal's planned activities will be scrutinised during the Assessment Panels. In addition to ESRC's standard reporting requirements, the consortia are expected to deliver progress reports to the Call Secretariat, in English, on an annual basis, including a description of their transnational cooperation and a publishable summary of the project status. A reporting template will be provided on the programme website. A detailed survey must be completed by the main applicant together with the annual joint reports. This survey includes key performance indicators for project progress and their contribution to the overall aim of the call. The Call Secretariat will publish detailed guidelines and templates to assist projects with their transnational reporting duties. UKRI and other funding bodies will have a high degree of ongoing interaction with the investment.

GENERAL EQUALITY AND DIVERSITY CONSIDERATIONS

ESRC's research commissioning processes are designed with fairness in mind.

Eligibility and criteria

1. Only transnational projects will be funded; consortia must include at least three independent legal entities applying for funding from three different countries that have Funding Agencies participating in the call. In addition, at least two eligible Applicants within a consortia must be from different EU Member States or Associated Countries eligible for EC co-funding in this Call.
2. The project coordinator (Main Applicant) must be eligible to be funded by its national/regional participating Funding Agency and request funding.
3. One person must only participate in a maximum of two proposals as a Principal Investigator (PI), and only once as the PI of a Main Applicant.
4. Each consortium must include at least one urban government authority partner, either as a Main Applicant, Co-applicant or Cooperation Partner, depending on the national/regional eligibility criteria.
5. The duration of a project must not exceed 36 months.
6. Pre-proposals/full-proposals must be written in English and respect the template form (in terms of overall size, limit of pages and characters). The template form must be completely filled in.
7. Pre-proposals/full-proposals have to be submitted on the UEFISCDI electronic submission system before the corresponding deadlines indicated in this document.
8. Only pre-proposals invited to submit a full-proposal are eligible in the second stage.
9. No fundamental changes between the pre-proposal and the full-proposal, initiated by the applicants alone, will be accepted.

In addition to the transnational rules and procedures laid out above, projects are subject to UKRI and IUK standard eligibility requirements.

Standard Grant Terms and Conditions:

- UKRI standard Grant Terms and Conditions comply with UK equality legislation and include provisions designed to mitigate against potential negative impacts (e.g. sick pay, parental and adoption leave, the possibility of part-time and flexible working, and grant extensions).
- Research Organisations are subject to equality legislation and have a duty to comply with it. RGC 8 states that 'The Research Organisation must assume full responsibility for staff funded from the grant and, in consequence, accept all duties owed to and responsibilities for these staff, including, without limitation, their terms and conditions of employment and their training and supervision, arising from the employer/employee relationship.' Universities are therefore required to make reasonable adjustments as required to support their staff.

Process

- We will aim to ensure that all activities relating to the 'Driving Urban Transitions (DUT) Partnership Call' funding activity are inclusive and take account of diversity.
- We anticipate, at this time, that the majority of meetings in relation to this funding activity will be held virtually. We will therefore take account of access needs and review this

continuously. Should any meetings be planned in-person, consideration of the impact on attendees will take place and wherever possible virtual options will be provided.

Panel recruitment and membership:

- We will aim to ensure that the composition of the commissioning panel is diverse, with at least a 60 to 40 ratio for gender balance.
- We will ensure (if possible) that the chair and vice chair of the commissioning panel are not the same gender.
- Whilst panel members are appointed, first and foremost, based on expertise, we will encourage the call secretariat to appoint a diverse panel covering both membership and disciplines. Final decisions take into account trying to balance the panels by gender and geography and seek to ensure a diversity of career stage and institutions. We will only make recruitment decisions which compromise diversity when it is objectively justified by the necessity to ensure the required breadth of subject expertise with high quality candidates.
- All panel members will receive guidance from the DUT call secretariat on their processes and expectations, including on fairness, objectivity and paying close attention to the scoring criteria and definitions in panel discussions and scoring. The Panel Chairs and Secretaries will play an important role in constructively challenging potential bias where they identify it.

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	Potential Negative	<p>Also see above, under General Equality and Diversity Considerations.</p> <p>Je-S does not currently comply with disability accessibility schemes. This will be picked up by The Funding Service.</p> <p>Applicants should seek support from their own institution's research support office.</p> <p>Although we are no longer in lockdowns, we recognise the ongoing impact that the pandemic may present in terms of additional challenges for those intending to apply and/or attend meetings. We recognise that due to the shift to increased homeworking during the pandemic, people with disabilities may find the current circumstances particularly challenging for a variety of reasons.</p> <p>There may be barriers for disabled people to benefit from any online events associated</p>	<p>Running webinars to improve accessibility to information for those with visual disabilities.</p> <p>Solicit information from online meeting participants (in confidence) about any additional requirements they may have in order to fully participate.</p> <p>Online meeting platforms offer an accessible and inclusive environment for participants. Depending on the needs identified, considerations might include:</p> <ul style="list-style-type: none"> • Enabling the chat function and closed captioning, and adjusting the volume, to support those with hearing requirements. • Adequate lighting, alternative document formatting and potential use of screen readers (ensure any images are well described so that text-to-speech applications can recognise them) for the visually impaired. • Provision of documents in sans-serif dyslexia-friendly fonts; and dyslexia-friendly formats. • Avoiding colours, lighting etc. that may trigger migraines, epilepsy. • Consider the length of any online meetings, shorten if necessary, and ensure that plenty of breaks are built into the agenda. • Ensure that staff have had sufficient EDI training so they can respond effectively to the requirements of all participants.

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		<p>with the funding activity.</p> <p>Participants with visual and hearing disabilities may have difficulties if virtual activities cannot cater for their needs.</p> <p>Panel meeting attendees with neuro-disabilities may experience difficulties with concentration and focus during panel assessments.</p>	<ul style="list-style-type: none"> • When we promote the event on a website, we will need to check it is accessible and compatible with the range of specialist hardware and software that people with disabilities use to access electronic information. • Recording of the online webinar so that it can be made available for access at any time.
Gender reassignment	Potential negative	<p>Also see above, under General Equality and Diversity Considerations.</p> <p>There could be potential discrimination against a panel member, an applicant or an event/research participant due to their perceived or actual experience of Gender reassignment.</p> <p>Trans people may be absent from work as a consequence of transition and UKRI records may show the wrong gender.</p>	<p>Also see above, under General Equality and Diversity Considerations.</p> <p>We will work to ensure the use of gender-neutral language where possible in our documents.</p> <p>UKRI terms and conditions are flexible in nature and can include absence as a result of medical treatment. We would expect that absence related to transition would be covered by the Research Organisation's sick policy and strongly encourage ROs to treat absence relating to transition like any other medical absence.</p> <p>Consideration needs to be given at UKRI level as to how records (including Gateway to Research and other communications materials) might be adjusted.</p>
Marriage or civil partnership	Probably not		

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Pregnancy and maternity	Potential negative	<p>Also see above, under General Equality and Diversity Considerations.</p> <p>Childcare responsibilities may be a barrier to attending events, meetings, and interviews.</p> <p>Completion of the grant may be affected by maternity and parental leave and leave related to surrogacy and adoption.</p>	<p>Also see above, under General Equality and Diversity Considerations.</p> <p>Provision for parental leave (including maternity leave, paternity leave and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions. We should ensure the use of gender-neutral language – parental leave, irrespective of sexual orientation and/or gender identity.</p> <p>Dates will be agreed and publicised in advance to allow potential attendees to make arrangements to attend.</p> <p>The costs of additional childcare for grant-holders, beyond that required to meet the normal contracted requirements of the job, and that are directly related to the project, may be requested as a directly incurred cost if the institutional policy is to reimburse them. However, childcare costs associated with normal working patterns may not be sought.</p> <p>Reimbursement of additional childcare costs if the meeting participant is otherwise unable to attend.</p> <p>Ensure there are sufficient breaks in any online meeting to provide breaks for breastfeeding/expressing mothers if necessary.</p>
Race	Potential negative	See above, under General Equality and Diversity Considerations.	See above, under General Equality and Diversity Considerations (particularly

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)
		There could be potential discrimination because it is known that somebody (either a panel member, a research applicant or research participants) is of a particular race.	in relation to panel composition).
Religion or belief	Potential negative	<p>See above, under General Equality and Diversity Considerations.</p> <p>There could be potential discrimination because it is known that somebody (either a panel member, a research applicant or research participants) has a particular faith or belief.</p>	<p>Also see above, under General Equality and Diversity Considerations (particularly in relation to panel composition)</p> <p>Ensure that religious observances are taken into account when planning panel meetings. Considerations might include:</p> <ul style="list-style-type: none"> • Scheduling meetings to avoid major religious festivals; (if impossible to avoid then consider mitigations – i.e. during Ramadan ensuring that meetings finish early so that participants are able to get home to break their fast, awareness of the sensitivities around offering Muslims meals during periods of fasting); • Not scheduling meetings such that they would require travel late on Friday evenings (Jewish Sabbath) or on Fridays (Friday prayer, Islam) • Allowing prayer breaks if requested
Sexual orientation	Potential negative	Also see above, under General Equality and Diversity Considerations.	Also see above, under General Equality and Diversity Considerations.

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		There could be potential discrimination because it is known that somebody (either a panel member, a research applicant or research participants) has a particular sexual orientation.	
Sex (gender)	Potential negative	<p>Also see above, under General Equality and Diversity Considerations.</p> <p>Use of gendered language can present a barrier to participation.</p> <p>Potential for some attendees to have caring responsibilities affecting their ability to attend meetings and interviews.</p>	<p>Ensure gender neutral pronouns used in documentation (they/them).</p> <p>Ensure that the panel has balanced gender representation (aim for a 60 to 40 gender ratio as a minimum).</p> <p>Dates for events will be agreed and publicised in advance to allow potential attendees to make arrangements to attend.</p> <p>Applicants are highly encouraged to integrate diversity considerations in submitted proposals, as well as underrepresented populations in the planned research.</p> <p>This includes not only the diversity distribution and gender balance in the consortium composition, but also the inclusion of diversity perspectives and analysis in the R&I activities if it is relevant.</p>
Age	Potential negative	See above, under General Equality and Diversity Considerations.	See above, under General Equality and Diversity Considerations.

Note: Excessive use of repeated line breaks can make a document inaccessible for users of assistive technologies. To ensure inclusion, please ensure a new table row is inserted for each point if there is

more than one consideration or impact for each group (please ensure you populate the “protected characteristic group” column e.g. “disability continued”); rather than using the same row for multiple points with repeated line breaks to separate points.

Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	See the potential negative impacts outlined above.	
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	x	See mitigations outlined above.
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* *EIAs should be published alongside relevant funding activities e.g. calls and events.	Yes
Date completed:	16/09/2022
Review date (if applicable):	If any significant changes are made to the scheme.

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