ESRC - Equality Impact Assessment for Outline, Webinar and Full Panel Stage of Call

	Question	Response
1.	**Name of policy/funding activity/event being assessed**	Resilient UK Coastal Communities and Seas Research Projects
2.	**Summary of aims and objectives of the policy/funding activity/event**	ESRC large research grant funding opportunity to enhance the resilience and well-being of UK coastal communities and seas
		Applying place-based and natural capital approaches to transform our whole system understanding of climatic, environmental, health, economic, social and cultural factors affecting UK coastal communities and seas.
		Deliver the sound evidence base, tools and practical solutions needed to inform policy and decision making in support of resilient management of UK coastal seas, its coastal communities, and the natural capital that it supports.
		Build capacity and capability in transdisciplinary research and the knowledge mobilisation of research within coastal communities and seas.
		Desired outcomes:
		Enhanced place-based whole system understanding of the challenges facing UK coastal communities and seas.
		Provision of evidence, scalable tools, and practical solutions for local and national policymakers, communities and practitioners to inform their decision-making in support of delivering more resilient and sustainable UK coastal communities and seas.
		Enhanced transdisciplinary research capacity and capability informing new approaches to policy and practice within coastal management.
3.	**What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)*	• Half day workshop activity with academic representatives across multiple disciplines, to identify key challenges in coastal community and natural environment research.

		• Discussions on scoping with representatives from relevant policy and nature departments across the UK. • Scoping activities in consultation with UKRI councils and advisory groups.
4. Who is affected by the policy/funding activity/event?		• Consultees in the scoping stage. • Applicants for the programme. • Panel members for the call. • ESRC staff delivering the scheme and attending the panel meetings for the call. • User communities/stakeholders. • Existing UKRI investments.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?		• Proposals will be assessed by peer review in a panel assessment format. • Progress will be monitored through regular reporting to the Programme Executive Board • Annual reporting to Researchfish for capturing information on achievements • Evaluation and key performance indicators agreed as part of the commissioning process

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	Potentially Negative	Je-S does not currently comply with disability accessibility schemes, which the outline stage will use. This will be picked up by the Funding Service (TFS) project, which the full call stage will use. Applicants should seek support from their RO's research support office. Panel meeting will be virtual. Prolonged screen time can cause problems for persons with particular conditions or working preferences. Webinar will be delivered virtually. Prolonged screen time can cause	Solicit information from panel participants (in confidence) about any additional requirements they may have in order to fully participate. Under current guidelines, all meetings will take place virtually via Zoom and will have the option to include closed captions for those who are hearing impaired. The considerations listed below will be taken into account only if working conditions change which means that meetings take place in person. Depending on the needs identified, considerations might include: • Closed captions for the hearing impaired;

| | | problems for persons with particular conditions or working preferences.
Panel meeting attendees with neuro-disabilities may experience difficulties with concentration and focus during panel assessments | • Adequate lighting, alternative document formatting and potential use of screen readers 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;
• Ensuring that plenty of breaks are built into the agenda;
• Consider (on a case-by-case basis) paying T&S for carers or support workers to attend alongside the participant, where this is required and not covered by the Individual's own employment contract.
 The webinar will be limited to 1 hour delivered virtually with participants having the option to include closed captions. The webinar will also be recorded for watching over a time which suits interested parties. There will be an opportunity to submit written questions in advance. |
| **Gender reassignment** | Potentially negative | UKRI records may show the wrong gender. Trans people may be absent from work as a consequence of transition. | Consideration needs to be given at UKRI level as to how records (including Gateway to Research and other communications materials) might be adjusted. UKRI terms and conditions are flexible in nature and absence as a result of medical |

			treatment. We would expect that absence related to transition would be covered by the RO's sick policy and strongly encourage ROs to treat absence relating to transition like any other medical absence We can request participants at panel meeting include their preferred pronouns within their zoom signature for ease of inclusion in meeting.
Marriage or civil partnership	None		
Pregnancy and maternity	Potentially negative	Parental leave may prevent people from attending the panel, or feeling that they cannot participate due to caring for children/attending appointments. People may not be available to attend the associated call webinar due to childcare commitments.	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 shall ensure the use of gender-neutral language – e.g use the term parental leave instead of maternity/paternity. 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. (See UKRI fEC FAQs) If the Panel meeting is taking place via Zoom, breaks will be provided

			to provide breaks for breastfeeding/expressing persons if necessary. Regular breaks will also be factored into virtual meeting as per normal practice to reduce fatigue. Reimbursement of additional childcare costs (on a case-by-case basis) if the meeting participant is otherwise unable to attend (this could include additional hours of childcare in the child's usual setting or paying for a relative to travel to care for school age children) The call webinar will be made available as a recording after the event so it is viewable to those who cannot make the specified time. There will be an opportunity to submit written questions in advance of the webinar.
Race	Potentially negative	There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular race.	Whilst panel members are appointed, first and foremost, based on expertise, we will aim to appoint a diverse panel membership. 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.

			Restate considerations of unconscious bias by briefing the panel at the start of the meeting, and as part of the chairs brief.
Religion or belief	Potentially negative	There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular belief or faith	Ensure that religious observances are taken into account when planning panel meetings and major activities associated with the call. Ensure that religious observances are taken into account when planning panel meetings. Considerations might include: • Scheduling meetings to avoid major religious festivals; (if impossible to avoid then consider mitigations – ie. during Ramadan ensuring that meetings finish early so that participants are able to get home to break their fast, awareness of the sensitivities around approaches to meals during periods of fasting); • Not scheduling meetings such that they would require commitment on Friday evenings (Jewish Sabbath) or on Fridays (Friday prayer, Islam) • Allowing prayer breaks if requested
Sexual orientation	Potentially negative	There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular sexual orientation.	Whilst panel members are appointed, first and foremost, based on expertise, we will aim to appoint a diverse panel membership. 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. The panel chair will restate considerations of unconscious bias by briefing the panel at the start of the meeting.
Sex (gender)	Potentially negative	There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular gender

Use of language can present a barrier to participation and it may be perceived that those with caring responsibilities are disadvantaged.

Panel members may be disadvantaged and unable to attend meetings if they have caring responsibilities | Whilst panel members are appointed, first and foremost, based on expertise, we will aim to appoint a diverse panel membership. 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. The panel chair will restate considerations of unconscious bias by briefing the panel at the start of the meeting. Ensure use of gender neutral language in call specification, guidance, etc. Ensure that the panel has balanced gender representation |

			(aim for at worst 60:40 split)
Age	Potential positive or negative depending on the scheme eligibility requirements	Early career researchers* may be disadvantaged as they don't have the same track record to draw on as an experienced researcher. (*It is assumed that early career researchers are generally younger than their more experienced peers, although this by no means always the case. This is why this point has been included under 'age').	Panel members are briefed to make clear that they should be assessing the application in front of them and not reading between the lines. They should assess the teams capability to deliver their proposed research. The applicants will complete a Résumé for Research and Innovation (R4RI) to provide this detail Use of a variety of different communication strategies including social media to ensure that our messages reach the widest possible target audience. Panel members will be selected based on expertise required to assess the call requirements and breadth of research proposals received.

Evaluation:

Question	Explanation / justification
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Yes, but steps described above have been taken to mitigate the likelihood of this in the areas covered.

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	Yes, but steps described above have been taken to mitigate the likelihood of this in the areas covered
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:	**20/02/2023**
Review date (if applicable):	

Change log

Name	Date	Version	Change
Andrew Telford	When published	1	