



Equality Impact Assessment

| Question | Response |
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| 1. Name of policy/funding activity/event being assessed | Mobilising Community Assets to Tackle Health Inequalities (phase 3) |
| 2. Summary of aims and objectives of the policy/funding activity/event | This programme is focussed on using community assets (e.g. green spaces, libraries, heritage sites) to help alleviate health inequalities. Phase 1 of this programme (12 pilot projects) is underway, having launched in 2021 with projects beginning in January 2022. Phase 2 funded consortia-building projects with a view to developing and testing partnerships in the health ecosystem. Phase 2 projects started in November 2022 and will run until August 2023. Phase 3 builds on the work that has gone before, and is being planned for launch in April 2023. The research projects will be highly collaborative, with teams of academics from different disciplines and non-academic partners (such as community groups and health system partners) working in partnership. |
| 3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders) | <p>We consulted the National Centre for Creative Health (NCCH, a partner on the programme), The Lived Experience Network (LENs), and Kiz Manley (lived experience coordinator, UCL) on how best to incorporate lived experience into the review process for the phase 3 funding call. This was done through a series of meetings. We also consulted lived experience reviewers who did reviews for the phase 2 funding call via email. We will be embedding all the lessons learnt from using lived experience reviewers in phase 2 to improve the process in this funding opportunity.</p> <p>Colleagues from across UKRI councils were consulted on how best to incorporate different academic disciplines, through the programme management board. Specific conversations were had with academics from environmental science.</p> <p>Members of the Advisory Board, which has a diverse membership of people from within and outside of academia (community organisations, charities, health systems, etc) were consulted on content of the funding opportunity at a board meeting.</p> |
| 4. Who is affected by the policy/funding activity/event? | Lived experience networks and reviewers UKRI Research Councils |



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| | <p>Research Organisations Researchers at all career stages Community asset ecosystem Non-academic partners (health systems, local government, etc) Health Inequalities Programme Director</p> |
| <p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p> | <p>A monitoring, evaluation, and learning plan set by AHRC and the programme director, Helen Chatterjee, will collect and collate data from the funded projects to monitor and review the impact of the funding. PIs are also obliged to record impact activities on ResearchFish.</p> <p>AHRC holds a risk register for the programme to monitor the programme and take necessary mitigating actions to ensure programme stays on track in terms of meeting objectives.</p> <p>Projects are bound by UKRI policies (EDI, research integrity, research ethics) and grant T&Cs.</p> <p>Inboxes (enquiries and programme team) are available for enquiries. All correspondence about the call with the research community will be monitored for any signs of bias and raised through team head to address appropriately.</p> <p>Those involved in the assessment of proposals will be as diverse as possible and panel guidance will be written to ensure no bias is introduced at the assessment stage. UKRI best practice guidelines will be followed at all times and panels will be encouraged to identify and challenge any potential bias, to enable it to be addressed appropriately.</p> <p>There is a complaints and appeals process for unsuccessful applicants.</p> |

| 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 | Potential negative | Accessibility of information about the funding opportunity, including format of call documents, and events planned. | <p>Call document produced under guidelines for accessibility.</p> <p>Working with Operations team to set a timeline for the call that allows for as much flexibility in timelines as possible.</p> |



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| | | <p>Accessibility issues caused by the length of time call is open for applications.</p> <p>Accessibility of materials for lived experience reviewers, who in particular may need different formats or who may find our standard IT processes hard to follow.</p> <p>Cross-programme activities for funded projects have the potential to limit participation from certain groups.</p> | <p>There will be events for potential applicants to attend and gain information on the programme. A separate EIA has been completed for events to ensure accessibility. Separate webinars and training for lived experience reviewers will be provided. These will be held virtually, and learning materials provided in multiple formats, as requested, to ensure accessibility.</p> <p>TFS system will be used for the call. TFS is designed to be user-friendly and more accessible than our old system (JeS/Teams).</p> <p>Where required, reviewers can request documents in paper format or printed on coloured background, to account for different accessibility issues.</p> <p>Lessons learnt from using lived experience reviewers in phase 2 (e.g. the presentation and labelling of documents; providing a “jargon buster” for unfamiliar terms) will be applied in phase 3 to make the process as simple as possible for the reviewers.</p> <p>Programme Director for Health Inequalities will consider EDI throughout the programme to ensure that all award holders can participate fully in programme-level activities. An appointed lived experience programme coordinator will support with this.</p> |
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| Gender reassignment | Expected to be neutral | This information is unlikely to become apparent during the application. Application forms use the standard research grant format and do not request any information about gender. | |
| Marriage or civil partnership | Expected to be neutral | This information is unlikely to become apparent during the application. Application forms use the standard research grant format and do not request any information about marital status. | |
| Pregnancy and maternity | Potential negative | <p>Applicants with caring responsibilities or planned parental leave may be impacted by call timing and the fixed start dates of the successful awards.</p> <p>Individuals may be on parental leave (maternity or paternity) while the call is open, potentially affecting their awareness of the funding opportunity and their ability to participate.</p> <p>Individuals with childcare or other caring responsibilities may have less time to prepare proposals or attend meetings. Moderation panel participation could be a challenge for part time applicants or those with caring responsibilities, as well as by call timing and the fixed dates of the successful awards.</p> | <p>The funding opportunity encourages flexibility in the leadership structure so that leadership can be shared if useful for applicants. Mentorship for PIs can also be costed in, for example to support leadership from applicants back from career breaks.</p> <p>The timing for projects to start- is dictated by funding and cannot be amended. A pre-announcement for the call was published as early as possible to provide more time to prepare for applicants.</p> <p>Events and webinars for the call are help virtually and in person on different dates, to improve accessibility. A separate EIA was completed for the events. A recording of the webinar will be made available on the web page.</p> <p>It is expected that there will be a 2-day panel meeting. Where necessary, panellists can attend for one day only. Start/end times for panel meetings will avoid times when people are likely to be unavailable wherever possible (i.e.</p> |



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| | | Cross programme activities have the potential to limit participation from certain groups | early morning, late afternoon). Avoid holding meetings/events during school holidays wherever possible. At the project stage, allowances for maternity leave will be made. Programme Director for Health Inequalities will consider EDI throughout the programme to ensure that all award holders can participate fully in programme-level activities. An appointed lived experience programme coordinator will support with this. |
| Race | Expected to be neutral | This information may become apparent during the application process due to information the applicant provides. | AHRC staff will ensure the issue of unconscious bias will be raised amongst panel members prior to assessment to ensure impartiality. The panel membership sought will be balanced (e.g. gender, ethnicity, geographical spread). |
| Religion or belief | Expected to be neutral | This information may become apparent during the application process due to information the applicant provides. | AHRC staff will ensure the issue of unconscious bias will be raised amongst panel members prior to assessment to ensure impartiality. |
| Sexual orientation | Expected to be neutral | This information is unlikely to become apparent during the application. Application forms use the standard research grant format and do not request any information about sexuality. | AHRC staff will ensure the issue of unconscious bias will be raised amongst panel members prior to assessment to ensure impartiality. |
| Sex (gender) | Expected to be neutral | This information may become apparent during the application process due to information the applicant provides. Applicant data will reveal if there has been a detrimental impact once funding has been confirmed | AHRC staff will ensure gender balance in call panel and the issue of unconscious bias will be raised amongst panel members prior to assessment to ensure impartiality. The funding opportunity supports applications from Early Career Researchers (ECRs) and encourages flexibility in the leadership structures to enable leadership opportunities for |



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| | | | members of the project team. We know support for ECRs can result in more applications from women. |
| Age | Expected to be positive | This information is unlikely to become apparent during the application, but may be implied by seniority of role. Application forms use the standard research grant format and do not request any information about age or date of birth. | AHRC staff will ensure the issue of unconscious bias will be raised amongst panel members prior to assessment to ensure impartiality. The funding amount could allow for applications from different career stages (a potential proxy for age). The funding opportunity supports applications from Early Career Researchers (ECRs) and encourages flexibility in the leadership structures to enable leadership opportunities for members of the project team. Because ECRs tend to be younger, we hope this opportunity will support young researchers. Equally, older applicants early their career will be able to receive support. |

Evaluation:

| Question | Explanation / justification |
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| Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people? | To a limited extent, though measures particularly around diversity of the assessment panel and awareness of unconscious bias should be significant enough measures to ensure no discrimination. |



| Final Decision: | Tick the relevant box | Include any explanation / justification required |
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| 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 | | |
| 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. | X | |

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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: | |
| Date completed: | 19th August 2022 |



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and Innovation**

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| Review date (if applicable): | 17 May 2023 |

Change log

| Name | Date | Version | Change |
|-------------|----------------|----------------|---------------|
| | When published | 1 | |



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