



**UK Research  
and Innovation**

**UK Research and Innovation  
Equality Impact Assessment**



**Overview of activity**

	<b>Response</b>
Name of activity being assessed	Board and Panel Associate Scheme
Council/department/project team	MRC, Equality, Diversity and Inclusion and Research Funding Policy and Delivery teams
Aims and objectives of the activity	<p>The new Medical Research Council (MRC) Board and Panel Associates Scheme provides researchers from underrepresented groups who are actively transitioning to independence and leadership an opportunity to gain experience of reviewing funding applications, serve on an MRC funding board or panel, and benefit from mentorship as part of a two-year programme.</p> <p>The scheme aims to nurture diverse talent and support the development and retention of researchers needed for the future Research and Development workforce as part of objectives within the <a href="#">MRC Strategic Delivery Plan</a>, and is being particularly targeted at scientists from underrepresented backgrounds. It is widely recognised that individuals from certain groups are being lost across the STEM academic pipeline and that interventions are needed, and this is further outlined in the University of Oxford's <a href="#">Equity and Inclusivity in Research Funding</a> report.</p> <p>The scheme will offer valuable experience that is an integral part of building a successful research career. Expected benefits include:</p> <ul style="list-style-type: none"> <li>• increasing insight into best practice in biomedical research</li> <li>• enhanced understanding of how funding decisions are made and how MRC ensures we fund the best quality science</li> <li>• developing insight into strategic considerations of funding and requirements for publicly funded research</li> <li>• gaining insight into the qualities of successful applications to help improve future applications for funding and competitiveness in the application process</li> <li>• developing skills as expert reviewers</li> <li>• using expertise to contribute towards research funding decisions</li> <li>• receiving mentorship and training in expert review</li> </ul>

	<ul style="list-style-type: none"> <li>• networking with peers</li> <li>• becoming more competitive and able to apply to be an MRC (or elsewhere) board or panel member</li> </ul>
<p>Who is affected by your policy/funding activity/event?</p>	<p>Those affected include:</p> <ul style="list-style-type: none"> <li>• Board and Panel members</li> <li>• applicants to the scheme</li> <li>• MRC staff attending board/panel meetings and supporting associates</li> </ul> <p>This is a positive action scheme developed to provide a unique opportunity to people from under-represented groups. We define underrepresented groups as including those who have been identified within the government <a href="#">Diversity and Inclusion in STEM Inquiry</a> and our diversity data. Associates are eligible to apply if they are:</p> <ul style="list-style-type: none"> <li>• disabled or have a long-term condition as defined by the definition of disability under the Equality Act 2010</li> <li>• from certain minority ethnic backgrounds such as:             <ul style="list-style-type: none"> <li>○ Bangladeshi, Indian, Pakistani, Chinese or any other Asian background</li> <li>○ African, Caribbean or any other Black background</li> <li>○ White and Asian, White and Black African, White and Black Caribbean or any other mixed ethnic background</li> <li>○ Gypsy, Irish Traveller, Traveller or Roma</li> <li>○ Other ethnic backgrounds such as Arab or Arab British</li> </ul> </li> <li>• lesbian, gay, bisexual, transgender, intersex, queer/questioning or identify with another gender identity (LGBTQ+)</li> <li>• from a disadvantaged socio-economic background</li> <li>• women</li> </ul> <p>As such however, it is recognised that in restricting eligibility to these criteria, people with certain characteristics will be disadvantaged in their inability to apply. These areas are discussed in the relevant sections, with evidence and data provided to demonstrate how those from underrepresented groups may lawfully be prioritised to mitigate disadvantage linked to certain characteristics in the wider research and</p>

	<p>innovation sector and/or address disproportionate levels of participation and disparities in award rates identified in <a href="#">our data</a>.</p> <p>A limited number of two places per board/panel are available per board/panel listed below:</p> <ul style="list-style-type: none"> <li>• Applied global health research board</li> <li>• Better methods, better research panel</li> <li>• Developmental pathway funding scheme panel</li> <li>• Experimental medicine panel</li> <li>• Infections and immunity board</li> <li>• Molecular and cellular medicine board</li> <li>• Neurosciences and mental health board</li> <li>• Population and systems medicine board</li> </ul> <p>When shortlisting, we will also consider geographical location and organisation along with the areas of expertise that would be complementary to our existing <a href="#">board and panel memberships</a>.</p> <p>Those who have questions about the scheme can contact the RFPD mailbox, this will be cited on the opportunity guidance.</p>
<p>What data and consultation have you used to assess the equality impact of your activity?</p>	<p>Scoping ahead of the opportunity included:</p> <ul style="list-style-type: none"> <li>• Holding consultation conversations across MRC committees, teams and staff to help further shape the initiative</li> <li>• Consultation with the Black in Biomedical Research Advisory Group</li> <li>• Consultation with the Board and Panel Chairs and Deputy Chairs</li> <li>• Discussion with the MRC ED&amp;I Forum</li> <li>• MRC data for under-represented groups – including the data for board and panel recruitment and membership</li> <li>• <a href="#">UKRI Competitive Funding Decisions 2022-23   Tableau Public</a> – published data</li> <li>• <a href="#">Diversity and Inclusion in STEM Inquiry</a></li> <li>• University of Oxford’s <a href="#">Equity and Inclusivity in Research Funding</a> report</li> </ul>

	<ul style="list-style-type: none"> <li>• Previous consultations, outcomes or lessons learned from similar projects such as the CRUK Reviewer Development Scheme, Trainee Development Scheme and Observer Scheme</li> <li>• Previous EIAs both within and outside UKRI</li> <li>• Legal team and Data Protection team</li> </ul>
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### Analysing your impact

In addition to data gathering and consultation, the guidance on protected characteristics should be used to assist in identifying impacts on different groups. Where impact has not been identified in the checklists, general EDI considerations, or where there is impact pertinent to your opportunity or activity, it should be recorded here.

<p>Are there <b>general or overarching impact on multiple groups</b>? What actions will you take to increase positive impact, or reduce/mitigate negative impact?</p>	<p>The very nature of the scheme provides significant opportunity for positive impact on researchers from groups identified within the data who are specifically under-represented and face barriers within the system.</p> <p>Within the process itself, MRC will ensure that groups are not negatively impacted through mitigations identified in each characteristic, detailed in the table below. There are also elements of the process explained here which could be beneficial in supporting across a wide range of differing and intersectional characteristics.</p> <p><b>General Equality, Diversity and Inclusion Considerations</b></p> <p>MRC’s research commissioning processes are designed with fairness in mind. MRC is committed to achieving equality of opportunity for all funding, board/panel and scheme applicants and aims to create an inclusive environment that encourages excellence in research through good equalities practice.</p> <p>Diversity is one of the core MRC values, and we are working to ensure that the ways in which we fund embrace a diversity of thought, people, geographical locations and ideas. Read about our <a href="#">current initiatives</a>.</p> <p><b>Boards and panels</b></p>
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- Whilst board and panel members are appointed first and foremost based on experience, we aim to select diverse boards and panels. Final decisions take into account trying to balance the membership by gender, ethnicity and geography and seek to ensure a diversity of career stage and organisations.
- The membership of boards and panels aims to reflect the community they represent, and gender / ethnicity targets are currently in place.
- All applicants and members are given opportunities to inform staff if they have any additional needs to enable attendance or participation (e.g. reasonable adjustments, flexibility etc.). This could also be issues that come up at any point.
- All board and panel members receive guidance and training as part of the induction which covers good practice in safeguarding decision-making (e.g. fairness, objectivity and bias awareness) and equality, diversity and inclusion. Associates will also undertake this training.
- Board and panel members are reminded that meetings should be conducted inclusively and equitably, allowing everyone to be recognised and ensuring that everyone feels empowered to speak and participate meaningfully.

#### **Funding application assessment process**

- MRC endeavours to ensure a diverse pool of reviewers are engaged within the process through its expert reviewer selectors.
- Expert reviewers are required to evidence their views and scores.
- MRC staff conduct usability checks on all review comments and where there is evidence of bias, or a reviewer has failed to provide evidence for their scores, the review will be considered 'unusable'.
- Boards and panels are instructed to assess the application in front of them and not to 'read between the lines' or give the benefit of the doubt based on the reputation of the individual or team, as this would be a form of confirmation bias.
- It is the role of board and panel members to moderate and assess the quality of expert review to agree final scores for each application.
- For each application, three academic board or panel introducers are appointed who formally moderate and score the applications with all board or panel members then asked to participate in

discussions to ensure that an open and transparent assessment process is undertaken, and a diverse range of views is represented (including that of associates).

### **Safeguarding decision-making and bias mitigation**

- Staff and board/panel members play a pivotal role in managing bias in meetings and in creating optimal conditions for fair and objective decision making.
- Guidance on good decision making is provided for all new board and members upon their induction into their board or panel and the principles are reinforced at the start of each meeting.
- All board and panel members receive a [“Guide for Board/Panel Members to Managing Bias in Peer Review”](#) which should be read in conjunction with the guidance on good decision-making.
- Unconscious bias briefings are held at the start of each meeting round.
- All MRC staff receive Active Bystander Training.
- MRC staff work closely with the board and panel chair(s) to agree approaches that are designed to minimise opportunities for bias and improve transparency of the decision-making process. This includes managing environmental conditions, such as providing appropriate breaks.
- Board and panel members, MRC staff and associates are empowered to constructively challenge potential bias where they identify it.
- Board and panel members and associates are bound by the UKRI [Equality, Diversity and Inclusion Policy](#). All members should ensure that they avoid any bias in the assessment of applications because of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation or because of any other relevant factor. Comments in writing and during meeting discussion must not contravene this policy.

### **Participation**

- Travel and subsistence and additional child-care costs for attendance at meetings can be reclaimed in accordance with the [UKRI Travel and Subsistence Policy](#)
- Approximately 30-50% will be conducted virtually, and most with hybrid options, enabling broader participation for example from those with certain disabilities or parental and caring responsibilities.



	<ul style="list-style-type: none"><li>• There will be regular check-ins through buddying/ feedback sessions both in groups and individually to ensure associates feel supported.</li><li>• Associates will be supported to participate flexibly where they need to in a way that meets their personal circumstances.</li><li>• Where any activities involve in-person events, the <a href="#">EDI event planning checklist</a> will be used to ensure impacts are considered across diverse characteristics (e.g. in relation to accessibility for disability etc.).</li><li>• Associates will benefit from being assigned to a Programme Manager mentor for the first year, and board/panel member mentor the second year to ensure additional support.</li></ul>
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Continued below...





Protected characteristic	Positive impact or opportunity to benefit	Negative impact	Please explain the impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible). Detail how you plan to measure the relevant outcomes and outputs of your activity.
	Leave blank if there is no impact or unknown			
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p><b>Positive</b> The average age of current board and panel members for 2024 is 52.</p> <p>Age will not be considered as part of the eligibility criteria, so applicants of any age are welcome to apply.</p> <p>The scheme allows for researchers with less experience in the area, and some at a slightly earlier career stage than would usually be successful in applying for a board/panel member role, to gain understanding of the assessment process and potentially be more competitive when applying for a board/panel member position.</p> <p><b>Negative</b> Associates may not feel safe to speak up where they may feel more junior than standing board/panel members. There could be potential bias against an associate due to their perceived</p>	See General Equality and Diversity Considerations above.

			or actual age and assumptions around experience and status.	
Disability	☒	☒	<p><b>Positive</b> MRC has very limited data for disability awarding rate: <a href="#">UKRI Competitive Funding Decisions 2022-23   Tableau Public</a> and it is often not disclosed.</p> <p>Research in the reports reviewed shows that disabled people are under-represented within research funding and across scientific research and innovation careers more broadly and face additional barriers to achieving success within academic pathways.</p> <p>Part of the ambition within our equality, diversity and inclusion work is to ensure that our funding assessment process is accessible and inclusive of disabled people.</p> <p>The scheme will provide us with better understanding of some of the issues faced by disabled researchers through feedback, and we will make adjustments where needed. It also has the potential to lead to greater representation of disabled individuals on our boards and panels.</p> <p>MRC does not currently have figures for disabled individuals on our boards and panels. The scheme could potentially lead to more</p>	<p>See General Equality and Diversity Considerations above.</p> <p>All participants will have the opportunity to discuss any reasonable adjustments they may need to be able to fully participate as an associate and in a board/panel (both in person and virtually).</p> <p>Website promotion will be accessible and compatible with the range of specialist hardware and software as per UKRI standard (Web Content Accessibility Guidelines). Generally, PDF documents are not considered to be accessible and will not be the only available format on the website.</p> <p>Zoom meeting length considered for training and mentoring sessions and shortened if needed. Associates will be encouraged to take breaks where needed.</p> <p>Closed captions will be utilised in Zoom meetings for those with hearing impairments.</p> <p>Panel documents will be provided in accessible formats.</p>

			<p>high-quality applications from disabled individuals and contribute towards higher award rates.</p> <p><b>Negative</b> There could be potential discrimination against an associate due to their perceived or actual disability.</p> <p>Associates who are neuro-diverse may experience difficulties with concentration, and focus during panel assessments, which can take place over an extended period of multiple days.</p> <p>Meetings rooms may not be accessible enough for disabled individuals attending board or panel meetings in person.</p>	<p>Consider (on a case-by-case basis) paying costs towards carers or support workers to attend alongside the participant, where this is required and not covered by the Individual's own employment contract.</p>
<p>Gender reassignment (Trans identity)</p>	<p><input checked="" type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p>Data is not held within UKRI in relation to gender reassignment. However, research in the reports reviewed shows that LGBTQ+ people are under-represented within research funding and across scientific research and innovation careers more broadly, and face additional barriers to achieving success within academic pathways.</p> <p><b>Positive</b> Trans people are encouraged to apply as part of eligibility to participate in the scheme. This</p>	<p>See General Equality and Diversity Considerations above.</p> <p>Gender-neutral language will be utilised across all documentation.</p> <p>Effort will be made to secure venues with gender-neutral toilet options.</p> <p>Applicants will be invited to include pronouns and 'Mx' or other titles in their applications, should they wish.</p>

			<p>could contribute towards more representation of trans individuals on MRC boards and panels.</p> <p>Impact on reviewing. We are potentially able to reach these groups through the scheme and encourage them to review.</p> <p><b>Negative</b> There could be potential discrimination against an associate due to their perceived or actual gender reassignment.</p> <p>Associates could be misgendered throughout their participation.</p> <p>Venues for in-person meetings may not have gender-neutral toilets.</p> <p>Individuals undergoing gender reassignment could face interruptions to their participation where they may need to undergo medical treatments etc.</p>	
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	N/A	
Pregnancy and maternity/ paternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p><b>Positive</b> Advert for the scheme clearly states that those on maternity leave or career break can apply. <a href="#">MRC flexible working practices – UKRI</a></p> <p><b>Negative</b></p>	<p>See General Equality and Diversity Considerations above.</p> <p>Board/panel meeting dates are publicised in advance to allow potential attendees to make arrangements to attend.</p>

			<p>Childcare responsibilities may be a barrier to attending events, meetings and interviews.</p> <p>Participation and/or completion of associates programme may be affected by maternity, paternity or parental leave and leave related to surrogacy and adoption.</p> <p>Individuals may not be able to travel to in-person meetings due to stage of pregnancy and symptoms.</p>	<p>Potential for attendees to attend virtually if they cannot attend in person due to caring responsibilities/pregnancy.</p> <p>Participation will be flexible to accommodate maternity and paternity leave. Child-care costs for attendance at meetings can be reclaimed in accordance with the <a href="#">UKRI Travel and Subsistence Policy</a></p> <p>Opportunity closing date falls outside UK school summer holidays and term breaks.</p> <p>Effort will be made to ensure in-person venues have facilities to accommodate breastfeeding and baby changing, or rooms are booked to accommodate.</p>
Race	☒	☒	<p><a href="#">UKRI diversity data</a> for applicants and awardees shows that inequalities exist in awarding rates between applicants who identify as White (higher success rates) compared to applicants who identify as being from a minority ethnic group (lower success rates). This is particularly the case for Black applicants.</p> <p>Minority ethnic researchers are also under-represented within MRC board and panel membership, and this also varies by individual boards and panels. As such, an ethnicity target</p>	<p>See General Equality and Diversity Considerations above.</p> <p>Black in Biomedical Research Advisory Group (BBRAG) have fed into the development of the scheme and inclusive language.</p>

		<p>of 24% was set to improve representation across all boards and panels. MRC has not yet reached this target.</p> <p>Research in the reports reviewed shows that people from minority ethnic groups are under-represented within research funding and across scientific research and innovation careers more broadly, and face additional barriers to achieving success within academic pathways.</p> <p><b>Positive</b> People from minority ethnic groups are encouraged to apply as part of eligibility to participate in the scheme. This could contribute towards more representation of minority ethnic individuals on MRC boards and panels.</p> <p>Potential to impact more applications and awards for ethnic minority groups.</p> <p>Potential impact on reviewers. Through the scheme more individuals from minority ethnic groups will be actively encouraged to review applications and continue to do so after completion, gaining valuable experience and knowledge in the process.</p> <p><b>Negative</b> There could be potential discrimination against an associate due to their perceived or actual race/ethnicity.</p>	
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			<p>Eligibility criteria within the scheme focused on diversity characteristics could be considered discriminatory towards people who identify as White as they are not directly eligible to apply to participate in the scheme. However, the data provided indicates that there is a clear under-representation and disadvantage faced by people from minority ethnic groups. Therefore, the scheme is being launched as a form of positive action under the Equality Act. Additionally, White people who have intersectional characteristics which form part of the eligibility criteria will be able to apply.</p>	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<p>Data is not held within UKRI or MRC in relation to religion or belief. Religion or belief will not be considered as part of the eligibility criteria, so applicants of any religion or belief are welcome to apply.</p> <p><b>Negative</b> Religious holidays or practices may present a barrier to attending events and meetings.</p> <p>There could be potential discrimination against an associate due to their perceived or actual religion or belief.</p>	<p>See General Equality and Diversity Considerations above.</p> <p>Board/panel meeting dates are publicised in advance to allow potential attendees to make arrangements/ decide if they can attend.</p> <p>Potential for attendees to attend virtually if they cannot travel before/ after the meeting due to religious holidays or practices.</p> <p>Effort will be made to secure venues with private or designated space within for people to use for short periods, for example, for religious observance, or rooms booked to support this.</p>

Sexual orientation	☒	☒	<p>Data is not held within UKRI or MRC in relation to sexual orientation. However, research in the reports reviewed shows that LGBTQ+ people are under-represented within research funding and across scientific research and innovation careers more broadly, and face additional barriers to achieving success within academic pathways.</p> <p><b>Positive</b> LGBTQ+ people are encouraged to apply as part of eligibility to participate in the scheme. This could contribute towards more representation of LGBTQ+ individuals on MRC boards and panels.</p> <p><b>Negative</b> There could be potential discrimination against an associate due to their perceived or actual sexual orientation.</p>	See General Equality and Diversity Considerations above.
Sex (gender)	☒	☒	<p><a href="#">UKRI diversity data</a> for applicants and awardees shows that overall representation of female grant holders is below benchmark for the wider population for research grant applicants but above benchmark for fellowships. Women also tend to receive lower award amounts than men.</p> <p>Female researchers are under-represented within MRC board and panel membership, and</p>	See General Equality and Diversity Considerations above.



		<p>this also varies by individual boards and panels. As such, a variable gender target has been set year on year (42% in 2024, with the ultimate aim of 50%) to improve representation across all boards and panels.</p> <p>Research in the reports reviewed shows that women are under-represented within research funding and across scientific research and innovation careers more broadly, and face additional barriers to achieving success within academic pathways.</p> <p><b>Positive</b> Women are encouraged to apply as part of eligibility to participate in the scheme. This could contribute towards more representation of women on MRC boards and panels.</p> <p>Potential impact on reviewers – the scheme could lead to more female reviewers. Through the scheme they will be actively encouraged to review applications and continue to do so after completion.</p> <p><b>Negative</b> There could be potential discrimination against an associate due to their sex.</p> <p>Eligibility criteria within the scheme focused on diversity characteristics could be considered discriminatory towards people who identify as</p>	
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			men as they are not directly eligible to apply to participate in the scheme. However, the data provided indicates that there is a clear under-representation and disadvantage faced by women. Therefore, the scheme is being launched as a form of positive action under the Equality Act. Additionally, men who have intersectional characteristics which form part of the eligibility criteria will be able to apply.	
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### Additional characteristics

Additional characteristics	Positive impact or opportunity to benefit	Negative impact	Please explain the impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible).
	Leave blank if there is no impact or unknown			
Geographical location and place (consider UK and international offices)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p><b>Positive</b> Geographical location and place will be taken into account when selecting applicants, to ensure we are offering the opportunity to researchers from a wide range of areas, particularly outside of the Greater South-East.</p> <p><b>Negative</b> Attending in-person meetings could prove difficult for individuals based far away from the chosen venue.</p>	<p>Where possible we will offer the option to virtually attend board and panel meetings.</p> <p>We will also consider organisation type to ensure we're offering equal opportunity across research organisations.</p>

Socio-economic status	☒	☒	<p>Data is not held within UKRI or MRC in relation to socio-economic status or background.</p> <p>However, research in the reports reviewed shows that people from lower socio-economic backgrounds are under-represented within research funding and across scientific research and innovation careers more broadly and face additional barriers to achieving success within academic pathways.</p> <p><b>Positive</b> People from disadvantaged socio-economic backgrounds are encouraged to apply as part of eligibility to participate in the scheme. This could contribute towards more representation of people from lower socio-economic backgrounds on MRC boards and panels.</p> <p>Funding will be provided to enable associates to travel to in-person meetings.</p> <p><b>Negative</b> There could be potential bias against an associate due to their socio-economic background.</p>	See General Equality and Diversity Considerations above.
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Education background	☒	☒	<p><b>Positive</b> Applicants must be at a certain phase in their career; however, a PhD is not necessarily required. Equivalent industry or technical experience will also be acceptable, thereby opening up the opportunity to a broader range of individuals.</p> <p><b>Negative</b> There could be potential bias against an associate due to their educational background.</p>	See General Equality and Diversity Considerations above.
Parent/guardian responsibilities	☒	☒	<p><b>Positive</b> Flexibility is built into the scheme to help support differing needs of individuals.</p> <p><b>Negative</b> Parent/guardian responsibilities may be a barrier to attending events and meetings.</p> <p>Completion of associates programme may be affected by parental leave carer/ parent guardian responsibilities.</p>	<p>See General Equality and Diversity Considerations above.</p> <p>Board/panel meeting dates are publicised in advance to allow potential attendees to make arrangements to attend.</p> <p>Potential for attendees to attend virtually if they cannot attend in person due to parent/guardian responsibilities.</p>
Carer/parent carer responsibilities	☒	☒	<p><b>Positive</b> Flexibility is built into the scheme to help support differing needs of individuals.</p> <p><b>Negative</b></p>	<p>See General Equality and Diversity Considerations above.</p> <p>Board/panel meeting dates are publicised in advance to allow potential attendees to make arrangements to attend.</p>

			<p>Carer/ parent carer responsibilities may be a barrier to attending events and meetings.</p> <p>Completion of associates programme may be affected by leave carer/parent carer responsibilities.</p>	Potential for attendees to attend virtually if they cannot attend in person due to parent/guardian responsibilities.
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>	N/A	
Institution type	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p><b>Positive</b></p> <p>Institution type will be taken into consideration when short-listing to ensure we are giving opportunities across participants from different institutions, e.g. not only selecting individuals from Russell Group universities.</p>	

### Evaluation

Final Decision:	Select the relevant box	Include any explanation / justification required
1. No negative or positive impact identified; therefore, activity will <b>proceed</b> .	<input type="checkbox"/>	

<p>2. <b>Adapt or change</b> the activity in a way which you think will eliminate negative impact or promote equality.</p>	<input type="checkbox"/>	
<p>3. <b>Stop</b> the activity because the evidence shows bias or negative impact towards one or more groups.</p>	<input type="checkbox"/>	
<p>4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the activity (e.g. in <b>extreme cases</b> or where <b>positive action</b> is taken). Therefore, you are going to <b>proceed with caution</b> with this activity knowing that it may favour some people less than others, providing justification for this decision.</p>	<input checked="" type="checkbox"/>	<p>The scheme has been justified based on the evidence provided and actions put in place to mitigate negative impacts described in the previous sections.</p>

Continued below...



**Review and sign off**

<p><b>What are the arrangements for monitoring and reviewing the impact of your activity?</b></p>	<p>Regular feedback and input will be sought from associates, board and panel members, and MRC staff. After individuals have completed the scheme, we will continue to track alumni career progression and seek feedback to see if participants have gone onto receive funding or become a board/panel member.</p> <p>The EIA will be reviewed as part of an annual evaluation of the scheme, to ensure it is adding value and can continue to be justified based on current data.</p>
<p><b>Next review date:</b></p>	<p>Prior to launch of second round in January 2025</p>
<p><b>Will this EIA be published? * Yes/Not required</b></p>	<p>Yes (with sensitive data redacted)</p>
<p><b>Point of contact:</b></p>	<p>Amy Waite/ Rosie Timbrell/ Sarah Goler-Solecki</p>
<p><b>Responsible owner:</b></p>	<p>Amy Waite</p>
<p><b>Accountable owner:</b></p>	<p>Sarah Collinge</p>
<p><b>Signed off by (name and date):</b></p>	<p><b>Sarah Collinge 30/01/2024</b></p>

Before publishing or archiving your EIA, please remove any sensitive information.

Completed EIAs should be emailed to your council EDI team and shared with the central team via [this form](#)

EIAs for ODA and non-ODA ISPF programmes should be emailed to: [ISPF@ukri.org](mailto:ISPF@ukri.org)

### Change log

Name	Date	Version	Change
		1	E.g. Based on input received from consultation groups at the <b>business case</b> stage, added actions under the gender section
		2	E.g. Based on input received from x at the <b>announcement of opportunity</b> stage, added/removed/edited x
		3	E.g. Based on input received from x at the <b>investment authorisation</b> stage, added/removed/edited x

Continued below...





**Action plan**

Use the table below to define the actions you intend to take (or have taken) to address the indications of negative impact you have identified or to promote equality. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound).

Action	Deadline	Owner	How will it be monitored?	What is/will be the impact/outcome?