



UK Research
and Innovation

UK Research and Innovation Equality Impact Assessment Form



*See guidance document for detailed support.

* Delete the guidance text in the response column when completing your EIA.

Overview of activity

	Response
Name of activity being assessed	ESRC: Apply to be recognised as a centre of excellence for academic research on policing
Council/department/project team	Justice & Security Team, ESRC
Aims and objectives of the activity	<p>UKRI and the National Police Chief’s Council (NPCC) are looking to fund up to 10 Policing Academic Centres of Excellence to help improve connections between academic researchers and research users in policing and increase the use of research evidence, science and technology in the design of policing approaches, interventions and policies.</p> <p>P-ACEs will bring together academic researchers with relevant expertise and connect them directly with policing stakeholders. ACE status will be a prestigious recognition of the specialisms and expertise of an academic group, and the P-ACEs will be promoted across the policing sector as an accessible source of academic expertise in specialist areas.</p> <p>By funding a network of P-ACEs, UKRI and the NPCC are aiming to:</p> <ul style="list-style-type: none"> • enhance the quality and scale of policing and prevention research and postgraduate training undertaken in the UK • make it easier for potential users of research to identify the best policing and prevention evidence and postgraduate training that the UK has to offer • establish and enhance fast track knowledge mobilisation pipelines between recognised leading academic researchers and frontline policing • ensure that there is retained, agile research capability in key fields, and that there are routes for PhD and postdoctoral researchers to contribute to the policing knowledge base • help to develop a shared vision among the UK’s policing and prevention research community, inside and outside academia. <p>This EIA covers the funding opportunity for the Policing Academic Centres of Excellence (P-ACE) call. Equality and inclusion will be considered as part of the application process, selection of panel members, hosting of the panel meeting, associated comms post-decision and support during post-award stage.</p>

Who is affected by your policy/funding activity/event?	<ul style="list-style-type: none"> • Applicants to the funding opportunity • Colleagues from NPCC • Panel members (both non/academic) • ESRC staff running the call and attending the panel meeting • The wider research community, user communities, stakeholders and public as beneficiaries of the outputs and outcomes
What data and consultation have you used?	<ul style="list-style-type: none"> • Previous consultations, outcomes or lessons learned from similar projects • Previous EIAs both within and outside UKRI • External consultation with NPCC (funding partner)

Analysing your impact

In addition to data gathering and consultation, the guidance materials should be used to assist in identifying impacts on different groups.

Protected characteristics

Protected characteristic	Positive impact or opportunity to benefit	Negative impact	Please explain the impact or why there is no 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 type="checkbox"/>	<input checked="" type="checkbox"/>	This could be a potential impact as early career researchers (ECRs) may perceive they are at a disadvantage due to not having the same breadth of experience and track record 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.	Whilst the funding opportunity guidance asks applicants to demonstrate an extensive record of and an ongoing commitment to supporting and investing in policing and prevention research capacity and capability, which could be perceived as a disadvantage to ECRs, it also specifies that applications should have a particular focus on ECR

			<p>This is why this point has been included under 'age')</p>	<p>opportunities and development. The funding opportunity encourages this further by explaining how the creation of P-ACEs will bring together a new community of early career researchers.</p> <p>Guidance provided to panel members will make it clear that all applications should be assessed on the merit of the individual application. The individual's delivery capability should be assessed and not their previous experience/track record.</p> <p>The funding opportunity is open to all researchers at any career stage.</p> <p>ESRC will make use of a range of different communication strategies to ensure that our messages reach a broad audience.</p>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>TFS and Virtual Panel Meeting Potential difficulties for panel members with hearing or visual impairment or neuro-disabilities with regards to accessing TFS e.g. reading proposals/guidance documents in a way that is accessible to them, participating fully in panel discussions and potential difficulties with concentration.</p>	<p>All applicants and panel members will be asked to highlight any personal circumstances that will need additional support.</p> <p>Closed captioning (cc) can be arranged for hearing impaired panel members. Additional support can be provided to visually impaired panel members – including appropriate use of colour/text size in all guidance documents/ presentations.</p> <p>ESRC will ensure that plenty of breaks are built into the agenda and additional/more frequent breaks if required.</p>



				<p>Supporting communications will be recorded and/or shared online, with capacity to share modified versions for specific needs at request (cc/changed colour/text size)</p> <ul style="list-style-type: none"> • Inclusive Communication Toolkit - BDF (businessdisabilityforum.org.uk) • Understanding WCAG 2.2 - Service Manual - GOV.UK (www.gov.uk) <p>Other considerations could include, but are not limited to:</p> <p>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.</p> <p>Avoiding colours, lighting etc. that may trigger migraines, epilepsy etc.</p> <p>Ensure that ESRC staff have had sufficient EDI training so they can respond effectively to the requirements of all participants.</p>
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Panel members may experience difficulties if the proper considerations are not taken into account.	We will ask meeting attendees to share pronouns if they feel comfortable and ensure that we have the correct names for participants. All documentation will use gender neutral language.

				If required, we will provide updates to reflect changes to identity and ensure that we maintain confidentiality throughout the process.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	No impact as participants will not be asked to disclose their marriage or civil partnership status as part of this process.	
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Panel members may experience potential difficulties in managing early/childcare responsibilities during the meeting	<p>ESRC can ensure that panel member participation is scheduled according to childcare responsibilities if required.</p> <p>Timelines will be agreed and publicised in advance to allow panel members to make arrangements to attend. This will also ensure applicants have advanced notice of deadlines and key dates related to the funding opportunity.</p> <p>All applicants and panel members will be asked to highlight any personal circumstances that will need additional support.</p>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Diversity Considerations.	<p>Considerations (particularly in relation to panel composition and mitigations against unconscious bias):</p> <p>ESRC will ensure that, where possible, a diverse panel is recruited.</p> <p>During panel meetings, ask people to introduce themselves to check correct pronunciation of name.</p> <p>Selection criteria used will be objective, transparent and robust. We will provide guidance and remind all assessors about not</p>

				bringing in personal biases and provide a panel briefing in objective decision making.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Panel members may experience potential difficulties attending meeting during cultural and/or religious holidays	<p>Ensure that religious observances are taken into account when planning panel meetings.</p> <p>Considerations might include:</p> <p>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).</p> <p>Not scheduling meetings when they would conflict with religious attendance or observance.</p> <p>Care will be taken to ensure that key call dates do not fall on cultural and religious holidays where possible.</p>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	No impact as participants will not be asked to disclose their sexual orientation as part of this process.	Inclusive language will be used for all communications and any information shared by participants will maintain confidentiality.
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Use of language can present a barrier to participation	<p>Ensure use of gender-neutral language in call specification, guidance, etc.</p> <p>Ensure that the panel has balanced gender representation. ESRC will, at a minimum, ensure that the panel maintains a 60:40 split in regard to gender.</p>

				Caring responsibilities may have direct and indirect impact on sex as a protected characteristic. People with caring responsibilities (which falls disproportionately on women) may have less time to attend a panel meeting, therefore we will give panel members the opportunity to attend virtually if required.
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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 type="checkbox"/>	<input type="checkbox"/>	No impact as the panel meeting will be virtual, in turn avoiding potential difficulties associated with travel expenses or distance.	
Socio-economic status	<input type="checkbox"/>	<input type="checkbox"/>	No impact as panel members do not need to travel for the panel meeting.	
Education background	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential difficulties understanding research jargon/language if attendee is from outside of academia.	Ensure that unnecessary jargon and academic language are not used as these could provide a barrier. Request acronyms not to be used but if they are ensure that they are explained fully.
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential difficulties attending panel meeting due to caring responsibilities.	ESRC can ensure that panel member participation is scheduled according to caring responsibilities.

				All applicants and panel members will be asked to highlight any personal circumstances that will need additional support.
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential difficulties attending panel meeting due to caring responsibilities.	ESRC can ensure that panel member participation is scheduled according to caring responsibilities. All applicants and panel members will be asked to highlight any personal circumstances that will need additional support.
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>	No impact	
Other characteristics	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Digital inclusion. We should avoid the assumption that everyone has equal access to technological devices or the internet.	All applicants and panel members will be asked to highlight any needs that will require additional support. If relevant, we will provide alternative formats for information and/or make provisions for people to access information. We will ask participants about how they would prefer to access information and what tools they have access to. Panel members should ask for assistance from their research organisations when experiencing digital difficulties.



Are there **general or overarching impacts on multiple groups**? What actions will you take to increase positive impact, or reduce/mitigate negative impact?

We will solicit information from participants about their requirements ahead of any assessments undertaken on TFS, meetings and/or communication and adjust accordingly. The funding opportunity will follow UKRI guidance and style guidance to ensure that it is inclusive. The date and timing of the virtual panel meeting will take into consideration parent/carer responsibilities, the meeting will include regular breaks, and the use of Zoom allows for live captioning and helps to mitigate issues regarding travel and suitable venues.



Continued below...

Evaluation

Final Decision:	Select the relevant box	Include any explanation / justification required
1. No negative or positive impact identified; therefore, activity will proceed .	<input type="checkbox"/>	
2. Adapt or change the activity in a way which you think will eliminate negative impact or promote equality.	<input checked="" type="checkbox"/>	Impacts have been identified but the mitigations outlined above enable the opportunity to be adapted to reduce and eliminate negative impacts. Team awareness of the impacts and the actions mentioned above will further help to promote equality and inclusion.
3. Stop the activity because the evidence shows bias or negative impact towards one or more groups.	<input type="checkbox"/>	
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 extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this activity knowing that it may favour some people less than others, providing justification for this decision.	<input type="checkbox"/>	

Continued below...



Review and sign off

What are the arrangements for monitoring and reviewing the impact of your activity?	<p>EDI will be considered throughout the life cycle of this commissioning activity through weekly team meetings (consisting of ESRC colleagues) and in consultation with colleagues from NPCC (funders). Progress will also be monitored during these regular meetings.</p> <p>EDI will also be considered as part of the review following the commissioning process, with lessons learned considered for future funding opportunities.</p>
Next review date:	<i>Ongoing</i>

Will this EIA be published? * Yes/Not required	Yes. Will be published on the funding opportunity page.
Point of contact	PACE@esrc.ukri.org
Signed off by (name and date):	Andrew Stafford 14.8.2024

Before publishing or archiving your EIA, please remove any sensitive or confidential information such as personal identifiable data.

Once your EIA is completed or updated:

1. Upload it to the UKRI central repository via [the EIA submission form](#)

EIAs for ODA and non-ODA ISPF programmes should be emailed to: ISPF@ukri.org



Name	Date	Version	Change
		1	E.g. Based on input received from consultation groups at the business case stage, added actions under the gender section
		2	E.g. Based on input received from x at the announcement of opportunity stage, added/removed/edited x
		3	E.g. Based on input received from x at the investment authorisation 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?
e.g. Update application form to include questions on additional support and reasonable adjustments	December 2023	Applications manager	Updated form published and submissions reflect individual needs	Individual needs can be addressed. Inform inclusive design of the activity