



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	New Generation Thinkers 2025
Council/department/project team	AHRC, Public Engagement & Skills teams
Aims and objectives of the activity	<p>The purpose of New Generation Thinkers is to:</p> <ul style="list-style-type: none"> • equip exceptional early career researchers in the arts and humanities with the skills and opportunities to engage the public with their research, and provide a platform to reach the widest possible audience; and • ‘invest in discovering new ways of understanding human culture’ that helps create an environment where arts and humanities people and ideas are diverse, mobile and thrive, leading to an open civil discourse that is encouraged by informed and engaged debate. <p>The scheme has the following objectives:</p> <ul style="list-style-type: none"> • To increase public engagement with new ideas and fresh perspectives from arts and humanities research, leading to improved research, media, and policy outcomes. • To create innovative opportunities for engagement, communication and thinking about research impacts, that will ultimately improve research and career outcomes for early career researchers. • To create a cohort of researchers that become high-profile advocates for the importance of public engagement in the research community and champion the importance and relevance of arts and humanities research to new and diverse audiences.
Who is affected by your policy/funding activity/event?	<p>As this is a researcher development scheme, the main people affected will be the 25 early career researchers (ECRs) invited to take part in workshops, and then the 5 ECRs selected as New Generation Thinkers.</p> <p>Our partners at the BBC will be affected by who we select in the programmes that they will choose to make etc.</p>

	<p>BBC audiences, and the general public at large, will be affected in a more distant way by having more exposure to arts and humanities research.</p> <p>AHRC will be affected by public perception of the ECRs who are selected.</p>
<p>What data and consultation have you undertaken?</p>	<p>Annual consultation has taken place with our project partners at the BBC.</p> <p>We completed a wide-ranging review and evaluation of the New Generation Thinkers scheme in 2022, which involved interviews with many past NGTs and a mix of qualitative and quantitative feedback. This review concluded in April 2022. This review had one recommendation relating to diversity:</p> <ul style="list-style-type: none"> • Consider ways to increase the diversity of NGTs; for example, by adopting a final short-listing approach that focuses on both radio excellence potential together with a more balanced portfolio of demographics, research topics and NGT-home-institutions. <p>We made changes to the scheme criteria and panel selection process for the 2023 scheme in response to this review. For the 2025 call we are running an additional webinar focused on researchers at post-92 universities.</p>

Analysing your impact

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



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

Specific impacts and actions are listed below.

The workshop for the 25 shortlisted applicants poses some potential EDI concerns, due to it being in person and in London. While we cannot mitigate these issues completely, we will advertise the date when the opportunity opens, giving applicants 6 months' notice. Key dates and timeline will also be shared on the opportunity page. Applicants who are shortlisted for the workshop will be asked whether they have any access needs which will be met accordingly.

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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"/>	Assessors may experience conscious and unconscious bias against those who do not fit the expected age range of an ECR.	Ensure EDI statements are shared prior to any assessment processes; provide as little personal information as possible to avoid bias; assessors will be reminded of our standards/code of conduct and that there is no age limit on the scheme, even though geared towards early careers.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The selection workshop is in London which may pose access difficulties for anyone with a disability.	Ensure the venue is fully accessible, provide detailed guidance in advance, ask attendees if they have any access requirements. There is no remote alternative to the workshop due to BBC requirements and for group work.
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Assessors may experience conscious and unconscious bias against those who are or who appear to be transgender.	Ensure EDI statements are shared prior to any assessment processes; provide as little personal information as possible to avoid bias.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	No impact	N/A
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Maternity may impact candidates' ability to take part in the scheme.	Scheme is flexible so participation can take place at any time during scheme year. Applicants can apply for a subsequent scheme year with no penalty as time off for



				maternity does not count toward calculation of ECR status
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Assessors may experience conscious and unconscious bias based on applicants' race.	Ensure EDI statements are shared prior to any assessment processes; provide as little personal information as possible to avoid unconscious bias.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Assessors may experience conscious and unconscious bias based on applicants' religion or belief.	Ensure EDI statements are shared prior to any assessment processes; provide as little personal information as possible to avoid unconscious bias.
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Assessors may experience conscious and unconscious bias based on applicants' sexual orientation.	Ensure EDI statements are shared prior to any assessment processes; provide as little personal information as possible to avoid unconscious bias.
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Assessors may experience conscious and unconscious bias based on applicants' sex.	Ensure EDI statements are shared prior to any assessment processes; provide as little personal information as possible to avoid unconscious bias.

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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>Two placements prefer applicants based in Scotland and Northern Ireland, and the South West and Wales. This negatively impacts those from outside these areas but positively impacts those within these areas.</p> <p>Scheme doesn't provide travel reimbursement at workshop stage so those who are located further from London will be negatively affected by the cost of travel if invited to the workshop.</p> <p>Scheme requires some in person working, so may negatively affect those who live further away from BBC offices.</p>	<p>Robust template answers will be prepared to justify this requirement.</p> <p>Reimbursement is offered for the final 5 NGTs.</p> <p>The opportunity text is clear that no funding is available for the workshop stage.</p> <p>BBC will reimburse travel expenses for in person working for those who are successful in becoming an NGT. AHRC will reimburse travel expenses and help provide accommodation for specific AHRC NGT training for successful applicants.</p>
Socio-economic status	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Scheme doesn't provide travel reimbursement at workshop stage.	The opportunity text is clear that no funding is available for the workshop stage.
Education background	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Universities who have had successful applicants in the past can provide more support and information than those who have not.	Offer webinars explaining scheme that are open to all, provide more direct support for applicants. Planning to run a workshop explicitly for applicants from post '92 universities.
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Participation in scheme could be limited by these responsibilities	Scheme is flexible so participation can take place at any time during scheme year;

				<p>application window is longer than most other AHRC schemes (3 months+) and a recording of the webinars will be made available for researchers that couldn't attend.</p> <p>Workshop date will be provided when the scheme goes live so that those with caring responsibilities are able to plan ahead.</p>
Carer/parent carer responsibilities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Participation in scheme could be limited by these responsibilities, but equally, the flexibility of the scheme could provide opportunities that may not be feasible in a full time scheme.	<p>Scheme is flexible so participation can take place at any time during scheme year; application windows is longer than most other AHRC schemes (3 months+) and a recording of the webinars will be made available for researchers that couldn't attend.</p> <p>Workshop date will be provided when call goes live so that those with caring responsibilities can plan ahead.</p>
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A
Other characteristics	<input type="checkbox"/>	<input type="checkbox"/>		

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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"/>	The activity has been adapted following the actions described in the previous section.
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"/>	

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Review and sign off

<p>What are the arrangements for monitoring and reviewing the impact of your activity?</p>	<p>We plan to:</p> <ul style="list-style-type: none"> • Monitor enquiries to evaluate whether there are EDI concerns that haven't been considered in advance. • Where possible, make modifications to respond to any concerns. • Review the EIA as part of a lessons learned activity. • Review the EIA periodically and update where necessary.
<p>Next review date:</p>	<p><i>Mid December 2024</i></p>

<p>Will this EIA be published? * Yes/Not required</p>	<p>Yes</p> <p>*EIAs should be published alongside relevant funding activities for example funding opportunities and events.</p>
<p>Point of contact</p>	<p>Becci.hutchins@ahrc.ukri.org</p>
<p>Signed off by (name and date):</p>	<p>Mike Collins, 25/9/24</p>

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. Email it to your **council** EDI team and
2. 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



Change log

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

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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
Provide all relevant dates in the funding finder text	October 2024	Scheme manager	N/A	Applicants will be able to plan ahead and ensure they are available for the required dates, reducing burden on those with caring responsibilities, etc.
Run a webinar for post '92 university applicants	December 2024	Scheme manager	Monitor enquiries from webinar attendees and seek feedback from webinar panel following webinar	Applicants from post '92 universities will have additional support from previous award holders from similar institutions, encouraging more applications.