



**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	Engaging with Government Call (EwG) and Engaging with Government Course, 2025-26 – Arts and Humanities Research Council (AHRC) in partnership with Institute for Government (IfG). Engaging with Government 2025-2026 Programme
Council/department/project team	AHRC, Skills Team
Aims and objectives of the activity	<p>Overall purpose:</p> <p>The Engaging with Government call is being launched in collaboration with the Institute for Government (IfG) as part of a contract to supply policy engagement training for researchers in the Arts and Humanities.</p> <p>The Institute for Government is an independent think tank working to increase government effectiveness. They aim to promote and support good government in the UK by providing programmes of research, education, training, and study for the public benefit and on a non-party political basis. This includes the offer of seminars, workshops and bespoke programmes including the Engaging with Government (EwG) scheme which draws on IfG expertise.</p> <p>The EwG scheme delivered by the IfG supports academics in exploring the wider impact of their research by facilitating the creation of partnerships between policy makers and researchers in the arts and humanities.</p> <p>Objectives of the course:</p> <ul style="list-style-type: none">• Provide a thorough introduction to policymaking processes and highlight how research contributes to them• Encourage participants to think about ways in which their own research could make a valuable contribution to public policy• Challenge participants to think in more depth about the policy process, and the role of research within it

	<ul style="list-style-type: none"> Enhance the influencing and communication skills that participants need to achieve this. <p>There is an application process to select participants. Successful applicants will attend a three-day, face-to-face course at the IfG premises in London from 3 – 5 March 2026. In addition to the main training event, participants can attend a networking event which will be held on the evening of the 4th of March 2026.</p> <p>The following aspects of the EwG programme are covered by this equality impact assessment:</p> <ul style="list-style-type: none"> Advertising and promotion Application process Eligibility criteria Assessment and panel Course delivery and participation Accessibility and inclusion
Who is affected by your policy/funding activity/event?	<p>Internal:</p> <ul style="list-style-type: none"> AHRC's Skills and Operations teams involved in developing and delivering the 2025-2026 call. UKRI Web team supporting the publishing and promotion of the call. <p>External:</p> <ul style="list-style-type: none"> IfG staff involved in course development and delivery, including the networking event. Arts and humanities researchers applying for a place on the course. Course facilitators, presenters, and participants engaging with the EwG programme.
What data and consultation have you used?	<ul style="list-style-type: none"> Consultation between AHRC and IfG took place during the procurement and contract award stage, drawing on IfG's expertise in engaging with policy makers to inform the design of the Engaging with Government course. IfG and AHRC have collaborated on critical concepts that inform the design and delivery of the EwG course Consultation between AHRC colleagues including AHRC Associate Director of Programmes, and IfG Head of Learning and Development, took place in previous rounds with a focus on

	<p>accessibility and inclusion. While no formal consultation has occurred for this round, the principles and practices established previously continue to inform the current approach.</p> <ul style="list-style-type: none"> • Internal consultation within AHRC, including the Skills and Operations teams, to ensure call documentation supports diverse participation and aligns with UKRI's EDI principles. • Course specification and associated materials (including survey questions) were reviewed and approved by senior staff at AHRC and IfG to ensure clarity, accessibility, and alignment with programme goals.
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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 type="checkbox"/>	Age is not part of the eligibility or selection criteria and does not influence the assessment process.	<ul style="list-style-type: none">• The course is open to all eligible applicants, with no age restrictions.• See also generic impact and actions
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Applicants and panel members may face barriers at multiple stages of the process: Application Stage: Individuals with specific disabilities may experience challenges with	Inclusive messaging: <ul style="list-style-type: none">• The call guidance explicitly encourages applications from underrepresented groups such as ethnic minority and/or disabled candidates.

			<p>accessing or completing application forms, particularly within a fixed timeframe.</p> <p>Assessment Stage: Panel members with hearing impairments or other disabilities may encounter difficulties participating in discussions, especially in visual formats.</p> <p>Course Delivery: The EwG course is delivered in-person at the IfG premises in London over three days. This may present accessibility challenges for participants with physical, sensory, or cognitive impairments.</p> <p>Course Materials: Participants with visual or hearing impairments may struggle with reading slides, engaging in discussions, or accessing written materials.</p> <p>Travel and venue: While the IfG building is wheelchair accessible, travel and navigation may still pose challenges. Additional support may be required for off-site networking events.</p>	<ul style="list-style-type: none"> The IfG will advertise the call through the UPEN network, and request that knowledge brokers pass the call to relevant affinity groups. They will also liaise with the Racial Equity in Policy Network and ask that they publicise the programme. <p>Application and Assessment Stage:</p> <ul style="list-style-type: none"> AHRC and the IfG will take all necessary steps to ensure that electronic information is accessible and AHRC and the IfG will respond to individual support needs on a case-by-case basis. AHRC and IfG will take all reasonable steps to make adjustments to ensure panel members can participate with meetings virtually or in-person. <p>Course Delivery and Materials:</p> <ul style="list-style-type: none"> AHRC and IfG will ensure all electronic materials are accessible (e.g., appropriate fonts, contrast, spacing) and respond to individual support needs. Course schedules and materials will be shared in advance to support planning and accessibility. Provision of British Sign Language interpreters, electronic notetakers and other reasonable adjustments will be considered based on participant needs. <p>Travel and Venue:</p> <ul style="list-style-type: none"> The IfG premises are wheelchair accessible. If notified in advance, other adjustments can be made to assist with disability.
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				<ul style="list-style-type: none"> • Additional travel and subsistence costs incurred due to disability can be requested and reimbursed. • The IfG believe that bringing people together for a live workshop maximises learning and enables them to host a network dinner during the programme which will include EwG alumni and others from the policy-making and academic community. • See also generic impact and actions
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Applicants undergoing or recovering from gender reassignment may require time off, which could affect their ability to apply within the specified timeframe. Additionally, the misuse of pronouns or insensitive language may discourage participation from applicants or panel members who are transgender or non-binary.	<ul style="list-style-type: none"> • All call documentation and course materials use gender-neutral language (e.g., “they” or “you” instead of “he/she”). • The IfG venue include gender-neutral and inclusive toilet facilities. • See also generic impact and actions
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	Marriage or civil partnership status is not part of the eligibility or selection criteria and does not influence the assessment process.	<ul style="list-style-type: none"> • The call is open to all eligible applicants and there are no known barriers to those who are married or in a civil partnership.
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Pregnancy can be an unpredictable time, with symptoms and health needs varying widely. Unexpected periods of leave or health-related limitations may affect an individual’s ability to meet the application deadline, attend in-person events or workshops, or participate as a panel member.</p> <p>Similarly, those on maternity leave may be unable to apply or attend the course if the timing overlaps with their leave period. These factors may unintentionally exclude or</p>	<ul style="list-style-type: none"> • The IfG have previously made provisions for participants to bring infants and breastfeed during the programme. • AHRC and IfG will take all reasonable steps to ensure panel members can participate fully, including offering virtual options where appropriate. • See also generic impact and actions

			disadvantage individuals during key stages of the programme.	
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low rates of applications from Black, Asian, and minority ethnic individuals may limit the diversity of voices represented in the EwG course. This underrepresentation can affect inclusivity and relevance of the programme, particularly in areas related to public policy and engagement.	<ul style="list-style-type: none"> The call guidance explicitly encourages applications from underrepresented groups such as ethnic minority and/or disabled candidates. The IfG will advertise the call through the UPEN network, and request that knowledge brokers pass the call to relevant affinity groups. They will also liaise with the Racial Equity in Policy Network and ask that they publicise the programme. See also generic impact and actions
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Applicants who are observing religious festivals, celebrations, or practices may face challenges engaging with the application process or participating in the programme if key dates coincide. For in-person meetings, participants may require dedicated time and space for religious or belief-based practices.	<ul style="list-style-type: none"> The 2026 EwG course schedule has been reviewed and we are aware of some overlap with religious observances. We will remain responsive to any queries or concerns raised. The call is open for two months to allow sufficient time for applicants to apply. See also generic impact and actions
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	Sexual orientation does not form part of the eligibility or selection criteria and does not influence the assessment process.	<ul style="list-style-type: none"> The call is open to all eligible applicants, regardless of sexual orientation. Data on applicant's sexual orientation will not be sourced. See also generic impact and actions
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>We do not anticipate that a person's sex would impact on their ability to apply for or participate in the EwG programme. This opportunity is open to all applicants, regardless of sex.</p> <p>However, gender-related health factors may affect and individual's ability to engage with the</p>	<ul style="list-style-type: none"> The call is open to all eligible applicants, regardless of sex or gender. The EDI form is removed from all applications prior to assessment to ensure an unbiased review process. See also generic impact and actions

			application process or participate fully in the course	
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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 checked="" type="checkbox"/>	Geographical location may impact an applicant’s ability to travel to the IfG premises in London and stay overnight for the full duration of the course. This could disincentivise applicants based outside London or remote areas from applying, particularly if travel and accommodation present logistical or financial challenges. This may limit regional diversity and representation within the EwG cohort.	<ul style="list-style-type: none">• The call is open to all eligible applicants, regardless of location.• AHRC and IfG will engage in dialogue with applicants to understand and respond to any location-related barriers.• AHRC will secure accommodation for participants ahead of the event and attendees can submit a travel and subsistence claim after the event for reimbursement.• AHRC are willing to discuss terms relating to travel and accommodation on a case-by-case basis.
Socio-economic status	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Applicants from lower socio-economic backgrounds may feel deterred from applying due to perceptions about the policy environment or concerns about fitting into professional networks. Additionally, the costs and logistics of	<ul style="list-style-type: none">• The call guidance explicitly encourages applications from underrepresented groups.• AHRC will secure accommodation for participants ahead of the event and

			travelling to London and staying overnight for the full course may present barriers, even with reimbursement, and could disincentivise applications from individuals with limited financial resources.	<p>attendees can submit a travel and subsistence claim after the event for reimbursement.</p> <ul style="list-style-type: none"> AHRC are willing to discuss terms relating to travel and accommodation on a case-by-case basis to ensure no one is excluded due to financial constraints. See also generic impact and actions
Education background	<input type="checkbox"/>	<input type="checkbox"/>	<p>The call is open to all eligible applicants, and educational background is not used as a factor in the assessment process. However, the requirement for applicants to hold a PhD (or equivalent) means that individuals without a doctoral qualification are not eligible to apply.</p> <p>This acts as a barrier to participation and may limit access for those with relevant experience but without formal academic credentials. It may also reinforce perceptions of exclusivity within the policy engagement space.</p>	<ul style="list-style-type: none"> The EwG course is an established programme aimed specifically at postdoctoral researchers in the arts and humanities. Due to the limited number of places (up to 20), the eligibility criteria remain focused on this group. AHRC will ask panellists to be aware of unconscious bias and empower all attendees to challenge bias where it arises
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Parent or guardian responsibilities may make it difficult for applicants to travel to the IfG premises and stay overnight for the full duration of the course. This could disincentivise individuals with caring responsibilities from applying, particularly if childcare arrangements are difficult to coordinate or if the course dates conflict with school holidays or family commitments.	<ul style="list-style-type: none"> Course dates are advertised in advance within the call specification, and outcome letters will be circulated in December 2025, providing a minimum of six weeks' notice to successful applicants. The IfG has ensured that the course avoids half-term week to support those with parental responsibilities. <p>See also generic impact and actions</p>
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Carer or parent carer responsibilities may make it difficult for applicants to travel to the IfG premises and stay overnight for the full duration of the course. This could disincentivise	<ul style="list-style-type: none"> Course dates are advertised in advance within the call specification, and outcome letters will be circulated in December 2025, providing a minimum

			individuals with caring responsibilities from applying, particularly if they are supporting dependents with complex needs or have limited flexibility in their schedules.	<p>of six weeks' notice to successful applicants.</p> <ul style="list-style-type: none"> See also generic impact and actions
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>	The call is open to all eligible applicants, and we do not anticipate that the political beliefs of applicants will impact their application.	<ul style="list-style-type: none"> Data on applicant's political beliefs will not be sourced. Any language that is used will be politically neutral. Trained facilitators create an inclusive environment and will discuss issues related to EDI as part of the EwG programme.

<p>Are there general or overarching impacts on multiple groups? What actions will you take to increase positive impact, or reduce/mitigate negative impact?</p>	<p>General Impact and Actions</p> <p>Several potential barriers identified across protected characteristics relate to the in-person nature of the EwG course, including travel and overnight stays. These may disproportionately affect:</p> <ul style="list-style-type: none"> Disabled applicants Individuals with pregnancy, maternity, or health-related needs Applicants with caring or parental responsibilities <p>To mitigate these impacts, AHRC and IfG have implemented the following cross cutting actions which extend across all the protected characteristics:</p> <ul style="list-style-type: none"> The call is open for two months to allow applicants sufficient time to consider and complete their applications. The EDI monitoring information is removed prior to eligibility checking and assessment to ensure unbiased review AHRC and IfG will engage with applicants and participants to understand specific needs and make reasonable adjustments wherever possible. Training facilitators foster an inclusive environment and will discuss EDI as part of the EwG programme.
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| | <ul style="list-style-type: none">• AHRC remains committed to UKRI's EDI principles, ensuring that all funding embraces a diversity of thought, people, and ideas: Our work in equality, diversity and inclusion – UKRI |
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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"/>	<p>Possible risks and bias associated with this activity have been identified and activities have been/will be adapted accordingly.</p> <p>The EwG call is open to all eligible applicants. Even so, risk still exists that a lack of representation and inclusivity may occur.</p> <p>The call will continue to adhere to current UKRI EDI policies and guidelines and will implement any future directives as they are issued.</p> <p>The call has been designed to be flexible to accommodate diverse needs and encourage engagement from groups previously underrepresented.</p> <p>Lessons learned from previous EwG courses will, therefore, help us to make the 2025-2026 call more inclusive.</p> <p>IfG ensure that the course is accessible to all, reasonable adjustments are made, and that an inclusive environment is created where issues related to EDI are discussed openly and transparently as part of the EwG programme.</p>

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>The EIA will be reviewed at, or shortly after, the panel meeting to determine if any action is needed based on the outcomes. AHRC will also discuss any action needed in the lead up to the course.</p> <p>AHRC will review EDI data following the course.</p>
Next review date:	

Will this EIA be published? * Yes/Not required	Yes
Point of contact	Andrea Bond, Senior Investment Manager, Skills
Signed off by (name and date):	Jaideep Gupte, Associate Director

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

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

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