



**UK Research  
and Innovation**

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Equality Impact Assessment Form**



**Overview of activity**

	<b>Response</b>
Name of activity being assessed	ADR UK Academic Leads 2026-2031  2 opportunities: <ol style="list-style-type: none"> <li>1. Better Economic Data (working with HMRC and DWP)</li> <li>2. Data First Programme (working with MoJ)</li> </ol>
Council/department/project team	ESRC – ADR UK
Aims and objectives of the activity	<p>Following confirmation of Administrative Data Research UK's (ADR UK) reinvestment from April 2026 to March 2031, existing core academic and government partners are being commissioned to deliver ambitious programmes of work across these five years. Additionally, a suite of new government and academic partners are being commissioned to support the delivery of the ADR UK programme of work, including His Majesty's Revenue &amp; Customs (HMRC), the Department for Work and Pensions (DWP), and the Ministry of Justice (MoJ).</p> <p>ADR UK Academic Leads will play a central role in maximising the public value of ADR UK flagship datasets working in active collaboration with the government departments that own these data. Their contribution will support data owners in fulfilling their responsibilities to maintain, enhance and promote their flagship datasets in line with the ADR UK Flagship Dataset Framework and wider ADR UK strategic aims.</p>
Who is affected by your policy/funding activity/event?	<ul style="list-style-type: none"> <li>• Applicants to the funding opportunities</li> <li>• Members of the Assessment Panel</li> <li>• ADR UK staff</li> <li>• Data owners (MoJ, HMRC, DWP)</li> <li>• TRE staff managing the Secure Research Service at ONS and SAIL</li> </ul>



<p>What data and consultation have you used?</p> <p>Detail the evidence used and any consultation that was done related to the equality impact of your activity.</p>	<p>ADR UK have consulted with all data owners, HMRC, DWP, MoJ and the TRE holder, ONS in developing the funding opportunities. Applicants are encouraged to contact data owners and the TRE for any questions directly (email addresses have been provided for each party in the funding opportunity documentation). We have experience of running previous funding calls of this nature, including a successful Academic Lead for MoJ (now retired). Previous EIAs within UKRI have been referenced in drafting this document. Where relevant, we have also reviewed guidance and best practices available across ESRC.</p>
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## GENERAL EQUALITY AND DIVERSITY CONSIDERATIONS

The EIA should be considered by **ALL** colleagues who are working on the delivery of the commissioning of these funding opportunities, including those who join the delivery at a later stage. It is the responsibility of ALL to ensure the considerations are implemented wherever possible.

### Standard Grant Terms and Conditions:

- [UKRI standard Grant Terms and Conditions](#) comply with UK equality legislation and include provisions designed to mitigate against potential negative impacts (e.g., sick pay, parental and adoption leave, the possibility of part-time and flexible working, and grant extensions).
- Research organisations (ROs) are subject to equality legislation and have a duty to comply with it. RGC 8 states that the RO is “wholly responsible for staff funded from the grant, and accept all duties owed to and responsibilities for these staff, including, without limitation, their terms and conditions of employment, and their training and supervision, arising from the employer and employee relationship.” Universities are therefore required to make reasonable adjustments as required to support their staff.

### Assessment Panel recruitment:

- We will aim to ensure that the composition of the Assessment Panel is diverse, with at least a 60:40 gender balance, in line with UKRI guidelines.
- We will aim to appoint a diverse Panel membership. Final decisions will take into account trying to balance the Panel by gender, geography, institutions, advisor and protected characteristics, consulting best practice guidance as referenced under the *data and consultation used* section of the Overview of Activity.
- We will only make recruitment decisions which compromise diversity when it is objectively justified by the necessity to ensure the required breadth of subject expertise with high quality candidates.



**Process:**

- Meetings will follow ESRC guidance on [virtual meetings](#).
- UKRI [accessibility guidelines](#) will be used to ensure materials are suitable for all audiences.
- It is the role of Panel members to collectively discuss and to agree final scores for each proposal. Panel members will be briefed on unconscious bias and encouraged to feel empowered to constructively challenge potential bias where they identify it. Members will receive [guidance](#) which covers issues including fairness, objectivity and [unconscious bias](#).
- The Chair will be briefed in order that all Panel members feel their voices are heard.

**Call dates:**

- The call dates and Panel meetings will as much as possible be organised around school holidays and [significant religious holidays](#)

**Design**

- EDI considerations will be embedded throughout the design of the funding opportunity.
- Diversity considerations for applicants will be provided at commissioning stage within the funding opportunity.
- R4RI (the Resume for Research and Innovation) will be used in place of traditional CVs for applicants which provides more flexibility and inclusivity, enabling a broader range of people to evidence a wider variety of skills and experience, along with the added benefit to include context around career breaks, periods of long-term sickness or absence etc.

**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"/>	<p>Early career researchers* may be disadvantaged as they don't have the same track record to draw on as an experienced researcher.</p> <p>(*It is assumed that early career researchers are generally younger than their more experienced peers, although this by no means always the case. This is why this point has been included under 'age').</p> <p>Panel meetings may be hierachical, dominated by those with the most 'seniority'.</p>	<p>See also General Equality and Diversity considerations.</p> <p>Applicants are not required to disclose their age at any point in the application process.</p> <p>Assessment Panel members are briefed to make clear that they should be assessing the application in front of them and not reading between the lines. They should assess an individual's capability to deliver their proposed research.</p> <p>Assessment panel membership should be diverse, and the Chair briefed on conducting inclusive meetings so that everyone's voices can be heard.</p>
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Since we are promoting the funding opportunity on UKRI's and ADR UK's web site, we need to check it is accessible and compatible with the range of specialist hardware and software that people with</p>	<p>See also General Equality and Diversity considerations.</p> <p>The Funding Service, the UKRI Funding Finder, and ADR UK's website have been</p>



			<p>disabilities use to access electronic information.</p> <p>Applicants should seek support from their own institution’s research support office.</p> <p>Panel meeting attendees with neuro disabilities may experience difficulties with concentration and focus during panel assessments.</p> <p>Unconscious bias may come in to play between panel members and between panel and applicant, for example based on what has been disclosed through the R4RI.</p> <p>This opportunity could also have a positive impact because all panel meetings and applicant interviews will be held virtually, eliminating any need to travel for those with mobility issues.</p>	<p>designed to comply with disability access schemes.</p> <p>Applicants are not required to disclose a disability at any point in the application process but have the opportunity to do so if they require reasonable adjustments. Where applicants choose to disclose their disability, this will be treated confidentially and not made available to the Panel.</p> <p>The opportunity specification has minimal use of colours and lighting that may trigger migraines and epilepsy.</p> <p>Assessment Panel meetings will take place virtually to facilitate ESRC staff, Assessment Panel member, and shortlisted applicant (interviews) participation.</p> <p>Solicit information from Panel meeting participants (in confidence) about any additional requirements they may require in order to fully participate.</p> <p>Ensure that Panel meetings offer an accessible and inclusive environment for participants. Depending on the needs identified, considerations might include:</p> <ul style="list-style-type: none"> <li>• Suitable measures in place for the hearing impaired and we will make sure the transcript option is available</li> </ul>
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				<ul style="list-style-type: none"> <li>• Alternative document formatting and potential use of screen readers for the visually impaired.</li> <li>• Ensuring that plenty of breaks are built into the agenda</li> <li>• Where there are particular constraints consider opportunities for participants to engage in a different way (via video-link, Teams or tele-conference)</li> <li>• Scheduling regular breaks to allow and encourage Assessment panel members to step away from their screen</li> </ul>
<p>Gender reassignment (Trans identity)</p>	<p><input type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p>Trans people may be absent from work due to transition.</p> <p>UKRI records may show the wrong gender.</p> <p>A person’s pronouns may be used incorrectly in panel meetings or suitable options for titles (e.g. Mx) may not be available on funding opportunity documents</p> <p>Applicants are not requested to disclose whether they identify as a different gender to their sex recognised at birth or have undergone gender reassignment. Opportunities to disclose in diversity monitoring sections is provided within the system but this information is completely confidential and not shared with panel members.</p>	<p>See also General Equality and Diversity considerations.</p> <p>UKRI terms and conditions are flexible in nature and absence as a result of medical treatment are positively considered.</p> <p>We would expect that absence related to transition would be covered by the Research Organisation’s (RO) sick policy and strongly encourage ROs to treat absence relating to transition like any other medical absence.</p> <p>Consideration needs to be given at UKRI level as to how records (including Gateway to Research and other communications materials) might be adjusted.</p> <p>Assessment Panellists will be invited to include pronouns in their MS Teams profile.</p>



				Ensure use of gender-neutral language in opportunity specification, guidance, and other supporting documents.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	Applicants' eligibility is not based on marriage.	N/A
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p>People may be absent from work due to parental leave or because medical appointments or health conditions related to pregnancy.</p> <p>Childcare responsibilities may be a barrier to attending panel meetings.</p> <p>There could also be a positive element due to the virtual nature of the opportunity as a panel member. This means individuals with childcare responsibilities would not have to travel, for instance.</p> <p>Applicants may be perceived to be less productive by Panel members if they have gaps in their career or publication record on their CV due to maternity leave (mitigated by R4RI approach etc.)</p>	<p>Applicants are not asked to disclose pregnancy at any stage of the application. Where applicants choose to disclose this information, the information is confidential. Required adjustments can be discussed for panel members where needed.</p> <p>Provision for parental leave (including maternity leave, paternity leave and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions.</p> <p>Potential applicants can email the commissioning team directly with questions, using the email address provided in the funding opportunity.</p> <p>Dates will be agreed in advance to allow meeting attendees to make arrangements to attend.</p> <p>Assessment Panel meetings will take place virtually to facilitate ESRC staff, Assessment Panel member, and shortlisted applicant (interviews) participation.</p>



				Breaks will be provided to provide opportunity for feeding children if necessary.
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There could be potential bias, discrimination or micro-agressions because somebody (either an Assessment Panel member or an applicant) is from a particular ethnic background.	<p>See also General Equality and Diversity considerations.</p> <p>Applicants are not required to disclose their ethnicity at any point in the application process. Where applicants choose to provide data on their ethnicity when setting up an online account, this data is stored confidentially and not made available to the Panel.</p> <p>ESRC endeavours to recruit a diverse Panel and actively encourages Panel member applications from currently under-represented groups, including researchers from a minority ethnic backgrounds.</p> <p>We will follow UKRI EDI Policy to ensure that all policy recommendations, including those covering assessment panel compositions are followed.</p> <p>Meeting participants will be asked to introduce themselves to ensure correct pronunciation of names</p>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There could be potential discrimination because it is known that somebody (either an Assessment Panel member or an applicant) as a particular faith or belief.	<p>See also General Equality and Diversity considerations.</p> <p>Foster an environment of respect.</p>



			Religious holidays or practices may present a barrier to attending panel meetings.	<p>Consider religious observances when planning panel meetings. This might include:</p> <ul style="list-style-type: none"> <li>• Scheduling meetings to avoid major religious festivals</li> <li>• Provide breaks to allow prayer if requested.</li> </ul> <p>The Chair will be briefed in order that all panel members feel included.</p>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There could be potential discrimination because it is known that somebody (either an Assessment Panel member or an applicant) has a particular sexual orientation.	<p>See also General Equality and Diversity considerations.</p> <p>We will follow UKRI EDI Policy to ensure all policy recommendations are followed.</p> <p>Ensure use of inclusive language.</p>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There could be potential discrimination/ unconscious bias because it is known that somebody (either an Assessment Panel member or an applicant) has a particular gender.	<p>See also General Equality and Diversity considerations.</p> <p>Ensure use of gender-neutral language in opportunity specification, guidance, and other supporting documents.</p> <p>Ensure scheduled breaks which will be important for people who experience symptoms of menstruation or menopause, which largely impacts women.</p> <p>Ensure that the panel has balanced gender representation, where possible. Aim for at least 60:40 split.</p>

### 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"/>	Researchers have to be UK based and work in the UK in order to access the Trusted Research Environment – conditions outlined by the authority that underpins access to data.	Required geographical location for data access is made clear to researchers during the application process, and will be further emphasized during panel meetings, prior to any grant awarding activities.
Socio-economic status	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Socio-economic status may intersect with other characteristics such as geographical locations, for example the north-south wealth divide.	ESRC guidance will be followed to ensure equality and diversity requirements.
Education background	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential for difficulties in understanding research jargon/language for assessment if panel member is from outside of academia or from another discipline.	<p>Ensure that unnecessary jargon and academic language are not used as these could provide a barrier.</p> <p>The Assessment Panel will include participation from non-academic members.</p> <p>We will brief the Chair to ensure that the meeting is organised to accommodate the needs of all Assessment Panel members.</p> <p>Explore recruiting of panel members from a wider range of institutions.</p>



				ESRC must consider diversity when compiling commissioning panels, that includes institution, that education background will fall under.
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Those with parent/guardian responsibilities may experience more obstacles in arranging alternative caring support.	<p>We will ensure that access arrangements are provided for the Panel meeting and enable adequate time prior to the events for arrangements to be made by those involved.</p> <p>Assessment Panel meetings will take place virtually to facilitate ESRC staff, Assessment Panel member, and shortlisted applicant (interviews) participation.</p> <p>During the panel meeting, adequate breaks would be provided so that those with parent or guardian responsibilities or other responsibilities would have time out.</p> <p>Potential applicants can also email the commissioning team.</p> <p>Organise any meetings, calls or events to avoid school holidays where possible to enable full participation of people with parent/guardian responsibilities.</p>
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>It may be perceived that those with caring responsibilities are disadvantaged.</p> <p>Those with carer/parent caring responsibilities may experience more</p>	Assessment Panel meetings will take place virtually to facilitate ESRC staff, Assessment Panel member, and shortlisted applicant (interviews) participation.



			obstacles in arranging alternative caring support.	
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>	N/A	
Other characteristics	<input type="checkbox"/>	<input type="checkbox"/>	N/A	

<p>Are there <b>general or overarching impacts on multiple groups</b>? What actions will you take to increase positive impact, or reduce/mitigate negative impact?</p>	<p>We are committed to achieving equality of opportunity for all funding applicants and will use best practice throughout the activities See also under General Equality and Diversity Considerations.</p> <p>UKRI can offer <a href="#">disability and accessibility support</a> for UKRI applicants and grant holders during the application and assessment process if required.</p> <p>We recognise that the COVID-19 pandemic has caused major interruptions and disruptions across our communities. We are committed to ensuring that individual applicants and their wider team, including partners and networks, are not penalised for any disruption to their career, such as:</p> <ul style="list-style-type: none"> <li>• breaks and delays</li> <li>• disruptive working patterns and conditions</li> <li>• the loss of ongoing work</li> <li>• role changes that may have been caused by the pandemic</li> </ul> <p>Assessment Panel members will be advised to consider the unequal impacts that COVID-19 related disruption might have had on the capability to deliver and career development of those individuals included in the application. They will be asked to consider the capability of the applicant and their wider team to deliver the project they are proposing.</p> <p>Where disruptions have occurred, applicants can highlight this within their application if they wish, but there is no requirement to detail the specific circumstances that caused the disruption.</p>
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	<p>Applicants are required to set out what approaches and activities they have planned that will embed ethics and responsible research and innovation into their proposed work and will be assessed on the quality of their plans.</p> <p>All Assessment Panel meetings will take place virtually to mitigate the impact of in-person meetings on participants with disabilities and those with parental or caring responsibilities. We will facilitate the use of personal equipment where possible (e.g., caption use, if requested).</p>
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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 <b>proceed</b> .	<input type="checkbox"/>	
2. <b>Adapt or change</b> 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. <b>Stop</b> 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 <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.	<input type="checkbox"/>	



### Review and sign off

<b>What are the arrangements for monitoring and reviewing the impact of your activity?</b>	The EIA will be reviewed as part of the closure of the project and lessons learned activity.  If on reading this document, you have feedback or suggestion for any amendments, you can contact the ESRC team for this opportunity via <a href="mailto:hub@adruk.org">hub@adruk.org</a> .
<b>Next review date:</b>	TBC
<b>Will this EIA be published? * Yes/Not required</b>	Yes, it will be published as part of the funding opportunities documentation.
<b>Point of contact</b>	<a href="mailto:hub@adruk.org">hub@adruk.org</a>
<b>Signed off by (name and date):</b>	Karen Powell, 3 <sup>rd</sup> March 2026