



UK Research and Innovation Equality Impact Assessment Form

About your activity

Title of your activity

Trust and confidence in policing: Research & Innovation Consortium

Council or business area

Safer Streets Mission, RDMAP (AHRC)

Aims and objectives

This open funding opportunity intends to fund one consortium with the following aims:

- develop novel, engaging and dynamic methods which support police and their partners to gain real time feedback on trust and confidence
- test new and innovative ways of improving trust and confidence in the police

Who is affected?

List all affected groups, for example, staff, applicants

- Applicants to the funding opportunity
- Assessment panel members
- Safer Streets and AHRC staff managing the opportunity

What data and consultation have you used?

Consultation with Home Office and policing partners, as well as applicants on the impact of this funding opportunity and with AHRC colleagues on the right way for completion this EIA.



Impact on specific groups

Are there general impacts on multiple groups?

Applicants are advised to contact us as early as possible with any [reasonable adjustments](#) that are required.

If in-person meetings present a barrier for participation, we will consider hybrid or virtual meetings where required. If in-person we will facilitate travel and logistics, ensuring that the location of the meeting and the venue meets accessibility requirements for participants. If hybrid or virtual, we will facilitate logistics including travel (if applicable) and the use of personal equipment to join virtual meetings. We will solicit information from participants about their requirements ahead of any meetings and/or communication and adjust accordingly.

The funding opportunity will follow UKRI guidance and style guidance to ensure that it is inclusive and accessible.

There has been a preannouncement ahead of the full funding opportunity opening, to allow additional time for applicants to apply.

Support for UKRI applicants

- All Applicants will be required to describe how Equality, diversity and Inclusion will be embedded within their proposed work. Responses will be assessed by the panel as part of the application review process.
- Applicants will have the opportunity to share, in confidence, any arrangements required to support their participation in the opportunity by contacting the office at productivityandgrowth@esrc.ukri.org.
- This funding opportunity will affect only those who have applied to the opportunity.

Panel recruitment

- Panel members are appointed based on relevant expertise and experience and will be drawn from a variety of sectors (academic, government, public bodies, third sector). As such, we will create a diverse panel, with final decisions taking into account diversity of career status, stage, and institutional representation.

Panel process

- All panel members will receive guidance covering key principles, including fairness, objectivity and the mitigation of unconscious bias.



- Panel members are responsible for assessing the quality of applications, ensuring their comments justify their score, and for agreeing on a final score for each application.
- The Panel Chairs and Panel Secretaries play a particularly important role in ensuring consistency and fairness. An implementation intention statement will be read out at the start of the commissioning panel meeting, setting expectations for discussions and reinforcing the need to adhere closely to the published scoring criteria and definitions.

Panel meeting

- The meeting will be held virtually to provide an accessible and inclusive environment for participants, including those with parental/caring responsibilities or disabilities.

More information on specific arrangements provided in the relevant sections of this form.

Impact on protected characteristics

Complete the table for all characteristics. You only need to add details if there is a positive or negative impact.

Protected characteristic	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Age	Negative	See General Equality and Diversity Considerations A large opportunity, which includes the management of a flexible funding pot, may unintentionally favour e	Track record is not assessed as a standalone criterion. Applicants are not required to disclose their age at any stage of the application process. Panel members will be asked to apply career stage equivalence criterion when assessing applications, ensuring fair evaluation of experience and contributions.

		xperienced and established researchers. Early career researchers may face disadvantages given differential access to networks or have a different track record as an experienced researcher. This impact is with the assumption that early career researchers are younger than more experienced peers.	
Disability	Negative	See General Equality and Diversity Considerations Barriers may arise in application systems or panel formats. Neurodiverse and/or disabled applicants may face difficulties with the application process and accessibility, with a specific focus on concentration and focus during application writing. This consideration includes participation from panel members.	Disability Access and Accessibility Considerations The Funding Service has been designed to comply with recognised disability access and accessibility standards, ensuring that applicants and panel members can engage fully and equitably with the application and assessment process. Applicants will be signposted to Disability and accessibility support for UKRI applicants and grant holders – UKRI, which provides guidance and practical support throughout the funding lifecycle. Both applicants and panel members will be given the opportunity to confidentially disclose any reasonable adjustments required to support their full participation in the process. Requests will be handled sensitively and in confidence, with adjustments implemented wherever feasible to remove barriers to engagement. Digital Accessibility and Inclusive Participation We will take steps to ensure that all digital guidance. Application forms and assessment material are accessible and inclusive. This includes adherence to recognised digital accessibility standards and best practice. The use of online meeting platforms will be designed to create an accessible and

			inclusive environment for all participants. Considerations include, but are not limited to: • Enabling chat functionality, closed captioning, and volume control to support participants with hearing or communication requirements. • Ensuring all digital materials meet recognised accessibility standards, enabling equal access for all users. • Designing online meetings with inclusivity in mind by considering overall length, building in regular breaks, and shortening sessions where appropriate • Ensuring staff have sufficient EDI training to be able to respond effectively to requirements of all applicants and panel participants.
Gender reassignment	Negative	See General Equality and Diversity Considerations The application and assessment process might increase concerns related with disclosure, misnaming and misuse of a person's pronouns or suitable options for titles may not be available on funding platforms and documents.	Ensure the use of gender-neutral inclusive language where possible in the documents utilised in this application. Ensure preferred names and pronouns are accurately captured and used consistently across systems and at all stages of the process, including briefing panel members on respectful and inclusive practices.
Marriage or civil partnership	N/A	No specific impacts anticipated beyond safeguarding against discrimination. Applicants are not asked at any point in the application	N/A

		to disclose their civil status.	
Pregnancy and maternity	N/A	See General Equality and Diversity Considerations The opportunity timeline (being open over summer and beginning of school term time) may be more restrictive and less flexible, creating barriers for applicants on leave, with childcare responsibilities or with health needs. Completion of the application may be affected by different types of parental leave. Childcare responsibilities could be a barrier to application submission or attendance to panel meeting.	Provision for parental leave are covered in UKRI terms and conditions. Dates for application submission and panel meeting will be agreed and communicated well in advance, enabling applicants and panel members (attendees) to plan appropriately and make any necessary arrangements to support participation. To support this, we published a pre-announcement to give applicants further time and awareness. Panel meetings will be designed with flexibility and wellbeing in mind, including the scheduling of regular breaks and consideration of reasonable adjustments to accommodate caring responsibilities (including childcare), health needs, or other personal circumstances where required.
Race	Negative	See General Equality and Diversity Considerations A consortium-based funding opportunity risks the perpetuation of existing network biases. UKRI diversity data for applicants and awardees shows the inequalities existing in awarding rates between applicants that identify as White (higher	Adopt a transparent, evidence-based approach to the selection of invitees and panel members, using defined and published criteria. This will include consideration alongside diversity of perspectives, backgrounds, and lived experience.

		success rates) compared to applicants who identify as being from a minority (lower success rate). Minority researchers are also underrepresented in panel membership.	
Religion or belief	Negative	See General Equality and Diversity Considerations Scheduling of application deadline and panel meeting may disadvantage some religious groups, as religious holidays or practices may present a barrier to attending panel meeting.	Ensure religious observances are appropriately considered when scheduling panel meetings, to support inclusive participation for all members. This may include: Avoiding scheduling meetings during major religious festivals and holy days, where possible. Being mindful of specific days or times associated with religious observance that may conflict with attendance (e.g. prayer times).
Sex	Negative	See General Equality and Diversity Considerations Potential discrimination given it is known somebody has a particular gender. Use of language can be a barrier to participation.	Gender-neutral and inclusive language will be used consistently across all documentation, including call specifications, applicant guidance, assessment criteria, and panel material. Where possible, ensure that the panel has balanced gender representation, taking a proactive approach to achieving diversity across gender identities.
Sexual orientation	Negative	See General Equality and Diversity Considerations	Ensure materials are LGBTQ+ inclusive, reflecting respect for diverse sexual orientations, gender identities, and expressions.

Impact on additional characteristics

Complete the table for all characteristics. You only need to add details if there is a positive or negative impact.

Additional characteristics	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Geographical location and place	Positive	The meetings considered for this opportunity will be held virtually, allowing panel members from a diverse range of geographical locations to participate.	All applicants and panel members will be asked to declare any personal circumstances requiring additional support and considerations or specific considerations.
Socio-economic status	Negative	Participants in all the activities proposed for this opportunity will not incur in any expenses.	The panel meeting will be scheduled at appropriate times and communicated with sufficient notice to allow participants to rearrange work commitments where necessary. Applicants are expected to apply through the Research Organisation, which helps to remove many potential accessibility barriers providing institutional support. Applicants and panel members will be contacted directly by Safer Streets/AHRC staff, ensuring they can highlight

			any additional needs or request further support or reasonable adjustments.
Education background	Negative	Potential difficulties in understanding jargon/language used by panel members from a different background, outside of academia or in a different discipline	Ensure that unnecessary jargon and/or academic language are not used to prevent potential barriers to understanding.
Parent or guardian responsibilities	Negative	Funding opportunities may conflict with childcare commitments, presenting potential difficulties attending panel meetings or submitting applications.	The timeline for the opportunity will be shared well in advance of the deadline, enabling applicants to make appropriate arrangements around parental leave or childcare responsibilities. Panel member participation will be scheduled in due consideration of a caring responsibility. All panel participants will be asked to highlight any personal circumstances that may require additional support or reasonable adjustments.
Carer responsibilities	Negative	Caring responsibilities may reduce ability to participate fully. Potential difficulties attending panel meetings.	The timeline for the opportunity will be shared well in advance of the deadline, enabling applicants to make appropriate arrangements around caring responsibilities. Panel member participation will be scheduled in due consideration of caring responsibilities. All panel participants will be invited to highlight any personal circumstances that may require additional support or reasonable adjustments.

Political opinion (Northern Ireland only)		N/A	N/A
Other characteristics	Negative	Avoid the assumption that everyone has equal access to technological devices and internet.	All panel participants will be asked to highlight any personal circumstances that may require additional support or reasonable adjustments. Where necessary, alternative formats for information will be provided, appropriate arrangements will be made to ensure access to information. Applicants and panel members are expected to seek assistance from their Research Organizations if they experience difficulties related to technological access.

Final decision

Make a decision on whether to proceed with the activity

State which one of the following outcomes applies and give a reason for your decision.

1. No negative or positive impact identified therefore, activity will proceed
- 2. Adapt or change the activity in a way which will eliminate negative impact or promote equality**

The mitigations outlined will enable the opportunity to be adaptable to overcome barriers on accessibility and eliminate potential bias.



3. Stop the activity because the evidence shows bias or negative impact towards one or more groups.
4. Barriers and impact identified, there appear to be no other proportionate ways to achieve the activity. Proceed with caution with this activity knowing the impact

Review and sign off

How will you monitor and review the impact of your activity?

Plan regular reviews of the EIA and action plan, monitored through regular reporting and meetings.

What is the EIA review date?

11/01/2027

Contact

Dana Olesen, Dana.Olesen@ukri.org

Will the EIA be published?

UKRI Funding Finder opportunity page

And in SharePoint onboarding folder

Who has this been signed off by?

Include the name, date and job title

Sally Tilt

Associate Director

14/08/26

Submitting the form

You need to [submit the form to the central repository](#)



EIAs for the International Science Partnership Funds should be emailed to: ISPF@ukri.org

Change log

Include changes as you've reviewed the EIA. For example, based on input received from x at the announcement of opportunity stage, x was added

Name	Date	Version	Change
		1	
		2	
		3	

Action plan

Add the actions you intend to take (or have taken) to address the negative impact you have identified. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound).

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