

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	2021 PRC Recruitment and Induction Training
2. Summary of aims and objectives of the policy/funding activity/event	<p>Purpose: Increase the diversity and effectiveness of the College, recruiting College members in under-represented areas.</p> <p>Objectives: Scope, plan and run a recruitment exercise to appoint and induct new PRC members that support AHRC's aims in relation to EDI and overarching strategy.</p>
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<p>Internal – AHRC</p> <ul style="list-style-type: none"> • All Domain teams to define the scope of this recruitment, including identifying any priority areas of need and/or growth • Associate Directors, confirming and refining scope • SMT • Operations team Senior Managers <p>Internal – UKRI</p> <ul style="list-style-type: none"> • UKRI EDI team • UKRI International Development PRC team • AHRC EDI team, who have been able to draw on their own knowledge and different external sources: <p>External</p> <ul style="list-style-type: none"> • AHRC's Advisory Board EDI sub-group • Dr Nicola Rollock, British academic, writer, consultant, and expert in racial justice in education and the workplace • Dr Juanita Cox, Academic & Lead Researcher, SAS, University of London
4. Who is affected by the policy/funding activity/event?	<ul style="list-style-type: none"> • All academics in AHRC's remit, particularly: researchers and other relevant experts who would like to apply to join the PRC • Research Offices – increasing PRC membership can form part of their overall research strategy; potential for them to advise applicants • AHRC applicants – newly appointed PRC members will act as reviewers and panellists • AHRC staff – increased range of experience should facilitate easier reviewer matching; delivering recruitment exercise and training events; meeting PRC strategic aims and EDI strategic aims
5. What are the arrangements for monitoring and reviewing the actual impact of the	<p>We have developed a set of success criteria which will be measured against data from before and after recruitment.</p> <p>If successful the PRC will:</p>

policy/funding activity/event?	<ol style="list-style-type: none"> 1. Comprise sufficient members to provide reviews and panellists, ensuring: <ol style="list-style-type: none"> a. Minimum 1300 members b. Ratios of responsive mode applications received to College membership (as of October 2020) are maintained or bettered 2. Map to arts and humanities HESA data: <ol style="list-style-type: none"> a. Disciplinary/thematic b. Equality, diversity and inclusion 3. Map to applications received by AHRC to all calls and schemes over the last two years (excluding ODA – GCRF and Newton): <ol style="list-style-type: none"> a. Disciplinary/thematic b. Equality, diversity and inclusion 4. 14% BAME academics on the PRC 5. Reflect AHRC’s strategic priorities for subject disciplines and themes 6. Include leaders in the field, for each discipline and theme 7. Overrecruit in areas that are difficult to obtain reviews 8. Assessment will be carried out by experts in both reviewing, grant processing and equality, diversity and inclusion with ratification from AHRC ECD to ensure everything has been covered. A member of SMT will be part of the panel to ensure this works successfully 9. Following the recruitment the team will map compliance to the AHRC’s EDI Statement and Action Plan to ensure the recruitment continues to achieve desired goals, with particular assessment at certain milestones: <ol style="list-style-type: none"> a. Post call launch, to allow us to review any feedback we have already received b. Post deadline, to allow us to assess the data c. During the decision making process, to ensure we are working to the principles laid out in this document and the Call Delivery Plan
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Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	Potential negative impact AND Potential positive impact	RECRUITMENT Application materials may not be accessible to all. It is a key aim for this recruitment to increase the diversity of the PRC,	RECRUITMENT We will work with UKRI Web to ensure that materials meet accepted standards, and seek to accommodate anyone who raises specific needs.

		<p>including appointing more persons who identify as having a disability.</p> <p>INDUCTION If we only hold induction events in person, people with certain disabilities may struggle to attend a half-day event.</p> <p>Allergies should also be considered when planning the event catering.</p>	<p>EDI data will be collected but not used at the assessment stage, it will only be used at moderation in accordance with the Equality Act (2010) to permit positive action amongst equally qualified applicants.</p> <p>INDUCTION We will request information from attendees to assess special requirements (dietary, accessibility, other disabilities).</p> <p>We will then work with the venue, making sure each individual venue is able to accommodate any reasonable adjustments to deliver the best possible solution to meet these requirements (e.g. alternative menu options and lifts to help those with accessibility requirements).</p> <p>We will also look to provide guidance to those travelling from nearby stations.</p> <p>If there is an identified need and a feasible cohort size, we will deliver online induction training in addition to in person training.</p>
Gender reassignment	Neutral		<p>RECRUITMENT This data will not be used in application assessment. Open/neutral language will be used in all materials.</p>

			<p>INDUCTION All new members will be welcome at training events and we will endeavour to ensure that no attendee faces discrimination as a result of their protected characteristic.</p>
Marriage or civil partnership	Neutral		<p>RECRUITMENT We do not collect this data in applications.</p> <p>INDUCTION All new members will be welcome at training events and we will endeavour to ensure that no attendee faces discrimination as a result of their protected characteristic.</p>
Pregnancy and maternity	Possible negative	There is a risk that people who would otherwise wish to apply for PRC membership and complete induction training are on maternity/paternity/parental leave and may not be able to apply or attend training.	<p>Deadlines and induction event dates will avoid Fridays which is an early closing day for some schools and also avoid half-term or other holiday periods.</p> <p>Further recruitment activities will be run in the future, when it is hoped anyone who missed out this time could apply.</p> <p>If there is an identified need and a feasible cohort size, we will deliver online induction training in addition to in person training.</p>
Race	<p>Possible positive impact</p> <p>AND</p> <p>Possible negative impact</p>	<p>It is a key aim for this recruitment to increase the diversity of the PRC, including appointing more persons who identify as an ethnic minority.</p> <p>There is a risk that AHRC is seen as being tokenistic by taking this approach.</p>	<p>INDUCTION All new members will be welcome at training events and we will endeavour to ensure that no attendee faces discrimination as a result of their protected characteristic.</p> <p>EDI data will be collected but not used at the</p>

			<p>assessment stage, it will only be used at moderation in accordance with the Equality Act (2010) to permit positive action amongst equally qualified applicants.</p> <p>RECRUITMENT Open language will be used that clearly links this activity to AHRC's EDI action plan and sets out clear success criteria to use in evaluation.</p> <p>We will contact a range of diverse PRC members to provide testimonials of the benefits of membership, to use in the call document and promotional materials.</p>
Religion or belief	Neutral		<p>RECRUITMENT We do not collect this data in applications.</p> <p>INDUCTION All new members will be welcome at training events and we will endeavour to ensure that no attendee faces discrimination as a result of their protected characteristic.</p>
Sexual orientation	Neutral		<p>RECRUITMENT This data will not be used during assessment.</p> <p>INDUCTION All new members will be welcome at training events and we will endeavour to ensure that no attendee faces discrimination as a result of their protected characteristic.</p>
Sex (gender)	Neutral	The PRC currently maps broadly to HESA data for gender.	We will look to maintain this mapping when appointments are made.

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<p>Age</p>	<p>Possible negative impact</p> <p>AND</p> <p>Possible positive impact</p>	<p>Younger applicants may have insufficient experience to meet the assessment criteria for PRC membership.</p> <p>It is a key aim for this recruitment to increase the diversity of the PRC, including appointing to underrepresented groups, including younger people (aged 25-34).</p>	<p>RECRUITMENT We will assess all applicants against the same assessment criteria, which include a mix of experience-based and competency-based criteria that welcome experience gained inside and outside academia.</p> <p>We will make it clear in all materials that ECRs are encouraged to apply.</p> <p>We will make it clear that anyone of any age is welcome to apply.</p> <p>EDI data will be collected but not used at the assessment stage, it will only be used at moderation in accordance with the Equality Act (2010) to permit positive action amongst equally qualified applicants.</p> <p>INDUCTION All new members will be welcome at training events and we will endeavour to ensure that no attendee faces discrimination as a result of their protected characteristic.</p>

Evaluation:

Question	Explanation / justification
<p>Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?</p>	<p>Possibly if the correct measures are not taken.</p> <p>To combat this, we are looking to ensure that several measures are put in place to ensure that EDI has been considered throughout the planning and delivery of this activity.</p> <p>This includes:</p> <ul style="list-style-type: none">• Carrying out consultation with relevant internal and external stakeholders.• Taking an evidence-based approach to identify priority areas for recruitment, including increasing representation of currently under-represented groups.• Introducing provision to take positive action in the assessment of equally qualified applicants.• Removing barriers in the application process. Applicants apply directly to AHRC, reducing the risk that they are prevented to apply on the basis of protected characteristics.• If there is an identified need and a feasible cohort size, we will deliver online induction training in addition to in person training. <p>As made clear in the call for nominations, this recruitment is aimed at both diversifying the membership of the college, but also bringing on board a greater depth of understanding of a range of EDI issues and challenges. A consequence of this is that our application and peer-review processes should be better prepared in terms of expertise to handle proposals from emerging and underrepresented research areas and topics. It may also lessen the likelihood of a small group of PRC members regularly being approached to review EDI-relevant grant proposals and being constantly approached to act as 'representatives' of their protected characteristics on panels and groups</p> <p>On this basis, we hope any negative impacts will be minimal due to the EDI considerations we have taken into account during the planning process.</p>

Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .		
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.	x	

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events)	Yes
Date completed:	23/08/2021
Review date (if applicable):	01/11/2021; 01/12/2021; 10/01/2022

Change log

Name	Date	Version	Change
Ruth Robinson	05/10/2021	1	