

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	GCRF Call 4: Tackling global development challenges through mathematical sciences research.
2. Summary of aims and objectives of the policy/funding activity/event	Call for proposals. Expression of Interest (via Smart Survey) stage to check ODA compliance and fit to call scope followed by a full proposal stage with postal peer review and a prioritisation panel.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	- UK Research and Innovation International Development team - Peer Review Team
4. Who is affected by the policy/funding activity/event?	Potential applicants to the call at all stages and the in-country communities they will engage with.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Monitoring will be done by the call manager as the call progresses through the various stages. Successful applicants will be required to provide a statement on the management and reporting of safeguarding individuals prior to award of the grant.

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	Possibly negative	Dependant on focus of individual activities within proposals e.g. long distance travel and access to in-country locations. Some medications that are legal in the UK may be illegal in partner countries.	Applicants should consider mitigation within their proposals. It is the responsibility of the employer to provide sufficient support. Applicants must check local laws prior to traveling.
Gender reassignment	No known impacts		Applicants should check advice at https://www.gov.uk/guidance/lesbian-gay-bisexual-and-transgender-foreign-travel-advice
Marriage or civil partnership	No known impacts		
Pregnancy and maternity	Possibly negative	Dependant on focus of individual activities within applications e.g. long distance travel, access to healthcare in country locations,	Applicants should consider mitigation within their proposals and should check FCO travel guidance at https://www.gov.uk/foreign-travel-advice

		exposure to Zika virus.	
Race	Possibly negative	Dependant on focus of individual activities within proposals.	Applicants to consider culture and restrictions of partner countries within their proposals
Religion or belief	Possibly negative	Dependant on focus of individual activities within proposals.	Applicants to consider culture of partner countries within their proposals.
Sexual orientation	Possibly negative	Dependant on focus of individual activities within applications.	Applicants should consider culture of partner countries within their proposals and check guidance at https://www.gov.uk/foreign-travel-advice and https://www.gov.uk/guidance/lesbian-gay-bisexual-and-transgender-foreign-travel-advice .
Sex (gender)	Positive Possibly negative Positive	Ensure peer review assessment and interview panels are diverse Dependant on focus of individual activities within applications. The International Development Act requirements to reduce gender inequality as stated in the call document.	Applicants to consider culture of partner countries within their proposals.
Age	No known impacts		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	<p>This is predominantly dependent upon the focus of individual activities within proposals. The call document states that applicants should consider potential positive and negative impacts as required by ODA funding provided by UKRI.</p> <p>The peer review process of the call will be managed to minimise discrimination and unfairly disadvantaging people.</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.	Tick	The Global Challenges Research Fund requires engagement with developing countries which presents additional barriers but these are not within the control of EPSRC.

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:	7 September 2018
Review date (if applicable):	

Change log

Name	Date	Version	Change
Matthew Lodge/Vivienne Blackstone	7 September 2018	1.0	