



THE UNIVERSITY of EDINBURGH

Equality Impact Assessment Template

Before carrying out EqlA, you should familiarise yourself with the University's EqlA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqlA. These, along with further information and resources, are available at www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment

EqlA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

A. Policy/Practice: CMVM Standardised Grant Proposal Submission Process
B. Reason for Equality Impact Assessment (Mark yes against the applicable reason): <ul style="list-style-type: none">• Proposed new policy/practice YES
C. Person responsible for the policy area or practice: Name: Dr Angus Moodycliffe Job title: UK Research Funding Manager School/service/unit: Edinburgh Research Office
D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it: <ul style="list-style-type: none">• affects primary or high level functions of the University• is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)?• It is one which interested parties could reasonably expect the University to have carried out an EqlA?
E. Equality Groups To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s) <ul style="list-style-type: none">• Age N/A• Disability - potential positive results of implementation of the policy• race (including ethnicity and nationality) N/A• religion or belief N/A• sex – potential positive results of implementation of the policy• sexual orientation N/A• gender reassignment N/A• pregnancy and maternity - potential positive results of implementation of the policy

- marriage or civil partnership¹

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:

It has been documented during the recent COVID-19 pandemics that UoE researchers and Professional Services staff with caring responsibilities have been adversely affected due to added pressures including but not limited to home schooling and lack of childcare provision. The proposed policy should result in a more efficient and equitable provision of research support services due to the introduction of deadlines.

- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:

N/A

- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:

N/A

- If the policy/practice contributes to advancing equality of opportunity²

Please see the paragraph above. It is envisaged that this policy will advance equality of opportunity for both academic client and service provider.

- If there is an opportunity in applying this policy/practice to foster good relations:

Yes

- If the policy/practice create any barriers for any other groups?

No

- How the communication of the policy/practice is made accessible to all groups, if relevant?

N/A

- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?

Multiple stakeholders have been involved in the development of the policy including colleagues from ERO and the CMVM Research Office. Feedback is being sourced from the CMVM Research Managers network prior to launch of the policy both by email and in person at scheduled workshops.

- Any potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations:

N/A

¹ Note: only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

² This question does not apply to the protected characteristic of marriage or civil partnership

F. Equality Impact Assessment Outcome

Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision

Option 1: No change required – the assessment is that the policy/practice is/will be robust.

G. Action and Monitoring

1. Specify the actions required for implementing findings of this EqlA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).

No actions required

2. When will the policy/practice next be reviewed?

The proposed policy is being piloted for one year from 1st October 2021. Therefore it would be appropriate to review the policy in November 2022.

H. Publication of EqlA

Can this EqlA be published in full, now? Yes

If No – please specify when it may be published or indicate restrictions that apply:

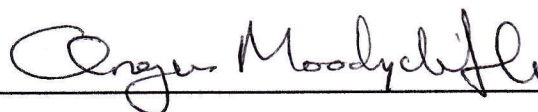
I. Sign-off

EqlA undertaken by (name(s) and job title(s)): Dr Jen Cusiter, Head of CMVM Research Office and Dr Angus Moodycliffe, UK Research Funding Manager, ERO.

Accepted by (name): Dr Angus Moodycliffe

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date: 29-07-21



Retain a copy of this form for your own records and send a copy to
equalitydiversity@ed.ac.uk