

<b>1. DESCRIBE</b>
1.1. Name of policy/strategy/decision
GCU Research Strategy
1.2. Owner
Professor Cam Donaldson, Acting Pro Vice Chancellor and Vice Principal (Research)
1.3. Date
30/01/2017
1.4. Aims of policy/strategy/decision
This refreshed Research Strategy describes the framework for both discipline-led and interdisciplinary research within and across all academic units at GCU. It outlines GCU's ambitions to support several of the United Nations' 2015 Sustainable Development Goals, and specifies a number of KPIs that support GCU's Strategy 2020.
1.5. Who does the policy/strategy/decision affect?
Research staff, academic staff, research students, public, private and third sector organisations.
1.6. Could there be any potential implications for equality, or people with protected characteristics?
<p>There are potentially positive implications for equality and for people with different protected characteristics. The focus of our Strategy 2020 is on transforming lives, enriching cities and communities, and creating societal benefit, and the Research Strategy provides the platform for addressing these aims through our research.</p> <p>The specific research theme of Inclusive Societies includes a focus on equalities and this work may lead to information and evidence that will lead to initiatives and policies locally, nationally and internationally that will tackle inequalities and support inclusion.</p> <p>The alignment with the implementation of the University's Athena SWAN action plan means that there is likely to be a positive impact on gender equality.</p> <p>There are potentially negative impacts on equality and protected characteristics in relation to researcher recruitment if recruiting managers and panels allow their unconscious biases to influence the decision making process.</p> <p>There are potentially negative impacts around development too. Staff with particular protected characteristics may face barriers engaging with training and development to develop their skills. For example, part time staff (who are statistically more likely to be female) may face restricted access to learning opportunities because of their working patterns. Staff with a disability or condition requiring reasonable adjustments may also face barriers to participation and engagement.</p>

## EQUALITY IMPACT ASSESSMENT FORM

<b>2. ASSESS</b>
What are the implications, positive or negative (and evidence for this) of the policy/strategy/decision in relation to GCU's duty to have due regard to the need to:
2.1. Eliminate unlawful discrimination, harassment and victimisation?
<p>The principles of the Inclusive Societies research theme have potentially a direct positive impact on GCU's duty in relation to tackling discrimination.</p> <p>There is currently no evidence to suggest that there will be a negative impact of the Research Strategy on GCU's duty in relation to tackling discrimination.</p>
2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it?
<p>The principles of the Inclusive Societies research theme have potentially a direct positive impact on GCU's duty in relation to advancing equality of opportunity.</p> <p>There is currently no evidence to suggest that there will be a negative impact of the Research Strategy on GCU's duty in relation to advancing equality of opportunity.</p>
2.3. Foster good relations between people who share a protected characteristic and those who do not share it?
<p>The principles of the Inclusive Societies research theme have potentially a direct positive impact on GCU's duty in relation to fostering good relations.</p> <p>The activities will potentially support increased understanding between people with different protected characteristics and from different backgrounds.</p>

<b>3. ACTION</b>
3.1. If a negative impact has been identified, how will this be addressed?
<p>No negative impact has been identified. The potential negative impacts outlined in 1.6 will be mitigated against through GCU's mainstream activities e.g. manager and staff development in relation to equality and diversity and unconscious bias awareness, embedding equality and diversity principles into core processes around recruitment and development, and equality impact assessment of proposals and decisions presented to GCU committees.</p>
3.2. If changes have been made to the policy/strategy/decision as a result of this assessment, outline the changes
<p>No changes have been made as a result of this assessment.</p>

## EQUALITY IMPACT ASSESSMENT FORM

### 4. MONITOR AND REVIEW

4.1. How will the implementation of the policy/strategy/decision and its impact on equality be monitored and reviewed?

Equality impact of the Research Strategy will be included in progress reports in relation to the Strategy itself as well as embedded in the implementation of specific activities – given the nature of the work in the Inclusive Societies research theme, it is likely that impact on equality will be embedded in the core work.

### 5. PUBLISH

Please email this completed form, along with the policy/strategy and any other relevant information<sup>1</sup> to [equality@gcu.ac.uk](mailto:equality@gcu.ac.uk) for publishing on the Equality and Diversity website and annual reporting in line with Equality Act 2010 requirements.

### 6. SIGN OFF

6.1. EIA Owner	Signature	Date
Cam Donaldson		30/01/2017
6.2. Equality and Diversity Advisor	Signature	Date
Adrian Lui		30/01/2017

<sup>1</sup> Information or evidence may be removed if it is commercially sensitive or personal information