



Higher Education Museums and Galleries Fund Equality Impact Assessment: Background and Survey Guidance

Background

1. Research England currently provides £10.7m of funding to 33 university museums, galleries and collections through its Higher Education Museums, Galleries and Collections (HEMG) Fund. Research England HEMG funding is intended to help museums, galleries and collections to serve the wider research community where this costs them significantly more than meeting the needs of their own researchers and students.
2. Driving improvement in Equality, Diversity and Inclusivity (EDI) is an important part of Research England's mission to create and sustain conditions for a healthy and dynamic research and knowledge exchange system in English universities. In accordance with our EDI principles, we undertake Equality Impact Assessments (EIAs) of our functions and policies, and where appropriate will act on the findings of these assessments.
3. We are undertaking an EIA of the HEMG Fund to improve our understanding of the possible impacts of our funding award. This information may inform our approach to the HEMG fund and may inform the next review of the fund, due to take place in 2022.

Scope

4. In this EIA, Research England is seeking to explore whether the way in which HEMG funding is calculated or distributed may affect people differently based on their protected characteristics. Protected characteristics under the Equality Act 2010 are: age; disability; gender reassignment, marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. (There are intersections between some of these.) We are also interested in other inequalities such as socioeconomic status.
5. The EIA will look at evidence of the effects of the calculation and distribution of HEMG as it affects:
 - a. Staff and PGRs employed directly by M&Gs
 - b. Staff and PGRs internal to the host university accessing the resources for research purposes
 - c. Staff and PGRs external to the host university accessing the resources for research purposes
 - d. The wider research community: ie those not liaising directly with the HEMG but who may access the collection in person or online.



EIA Survey

6. To gather input from the HEMG sector, Research England has created an online survey at <https://www.surveymonkey.co.uk/r/5KJY5GT>. This will remain open for responses until **Thursday 28 July 2021**. In order to gain the broadest possible understanding of the potential EDI impacts of our funding, we are not limiting this survey to museums and galleries currently in receipt of HEMG funding, but welcome responses from across the sector.
7. Further evidence such as documents or data which cannot be incorporated into survey responses is welcome and should be submitted to researchpolicy@re.ukri.org, marked in the email subject line as 'HEMG EIA evidence'.
8. Research England recognises that in the HEMG sector definitions of terms such as 'researcher' and 'research community' may be more fluid than in some other parts of the higher education sector, and that contributions to and sharing of research outcomes may be made and undertaken in many different ways. While the questions in the survey refer to staff, students and researchers, responses are open-ended, and respondents are invited to reflect on EDI impacts for their own communities as they themselves define them.

Next steps

9. Responses to this survey will be analysed by Research England and will form part of the evidence used for the HEMG EIA which we expect to publish in autumn 2021.
10. The HEMG EIA may be used to inform Research England's approach to this fund, including the HEMG Fund review due to take place in 2022.

Freedom of Information

1. All responses may be disclosed on request, under the terms of the relevant Freedom of Information Acts across the UK. The Acts give a public right of access to any information held by a public authority, in this case UK Research & Innovation. This includes information provided in response to sector engagement. We can refuse to disclose information only in exceptional circumstances. This means that responses are unlikely to be treated as confidential except in very particular circumstances. For further information about the Acts see the Information Commissioner's Office website, www.ico.gov.uk.