

Interact 2019 Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	<i>Interact</i> 2019: a public engagement symposium focused around the physical sciences. The event is supported by STFC, the Institute of Physics, SEPnet, the Royal Astronomical Society, the Ogden Trust, the Royal Society of Chemistry, and UCLAN.
2. Summary of aims and objectives of the policy/funding activity/event	<p><i>Interact</i> 2019 has the following symposium objectives:</p> <ul style="list-style-type: none"> ○ To cultivate a community ○ Higher quality STEM engagement ○ Encourage a culture of strategic and reflective practice
3. What involvement and consultation has been done in relation to this policy?	<p><i>Interact</i> 2019 is the second national engagement symposium in a series that was launched with <i>Interact</i> 2017, held at the University of Birmingham. The process for organising, delivering, and evaluating the 2019 symposium has been strongly influenced by the evaluation of the 2017 event, which is available on the STFC website.⁽¹⁾ This evaluation includes information on the characteristics of the 2017 symposium delegates.</p> <p>STFC, the Institute of Physics, and SEPnet have sought out new partners with which to deliver <i>Interact</i> 2019: the Royal Society of Chemistry, the Ogden Trust, and the Royal Astronomical Society. Each symposium partner is committed to ensuring that <i>Interact</i> 2019 is a diverse, welcoming and inclusive event by:</p> <ul style="list-style-type: none"> ○ Determining a clear list of symposium aims, objectives, and thematic topics ○ Ensuring that a suitable host institution is selected as a partner that can meet the requirements of the sponsors with regards to diversity and inclusion ○ Considering all reasonable requests for the provision of funding and/or in-kind support to ensure that the symposium meets its aims and objectives in a manner consistent with its policy on diversity and inclusion ○ Agreeing a symposium Code of Conduct that makes clear the expectations of the partners with regards to behaviours and attitudes of all symposium attendees

	<ul style="list-style-type: none"> ○ Designing a process that allows symposium attendees to exert influence over the workshops and seminars contained within the symposium agenda ○ Ensuring that the symposium is structured in such a way to ensure that participants have flexibility and choice in which sessions to attend, and the opportunity and space for both networking and personal reflection as appropriate to the individual ○ Providing appropriate support in form of publicity and media coverage in advance of, during, and after the symposium ○ Committing to fully participate in the evaluation and review of <i>Interact</i> 2019, and publishing the results of that evaluation for wider consumption <p>The symposium partners are working with UCLAN as their host institution partner for <i>Interact</i> 2019. UCLAN representatives are an integral part of the organising team and commit to the following expectations for the <i>Interact</i> 2019 venue:</p> <ul style="list-style-type: none"> ○ The venue will be selected based on ease of accessibility ○ The location of the venue will not conflict with different cultures, religions or beliefs ○ The venue will offer a full range of sensory accessibility relating to visual and hearing impairments ○ Venue catering can be arranged with clear labelling and be appropriate to those who have specific cultural, religious, health or disability needs <p>(1) See: https://stfc.ukri.org/files/corporate-publications/interact-2017-evaluation-report/</p>
<p>4. Who is affected by the policy/funding activity/event?</p>	<p>Anyone who is involved in organising or attending the <i>Interact</i> 2019 symposium.</p>
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>Following the model adopted by <i>Interact</i> 2017, the symposium will be evaluated via the gathering of quantitative and qualitative participant feedback, both immediately after the symposium, and with a subsequent follow-on survey twelve months after the event. These evaluations will include participants’ and organisers’ feedback on matters of equality, diversity and inclusion.</p>

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	The results of the <i>Interact</i> 2019 evaluation surveys will be made available on the websites of STFC and other partner organisations at suitable points in time after the data has been collected and analysed by the organising partners and host institution.
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Group	Potential for positive or negative impact?	Examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	Yes – potential negative impact	<p>Symposium attendees with visual disabilities or impairments may find it difficult to access venues.</p> <p>Symposium attendees with mobility disabilities may face difficulties in attending the events.</p> <p>Symposium attendees with hearing difficulties may find it hard to engage in events.</p> <p>Symposium attendees with neuro-disabilities may experience difficulties with concentration during events.</p>	<p>The organising partners and host institution will take all reasonable steps to ensure that the venues selected have full sensory accessibility relating to visual and hearing impairments.</p> <p>The organising partners and host institution will take all reasonable steps to ensure that the venues selected have full accessibility relating to mobility disabilities. The organisers will respond to individual support needs on a case by case basis.</p> <p>The organising partners and host institution will ensure the event venue is compatible with the use of hearing aid loops and will work with individuals to understand what other help can be provided.</p> <p>The organising partners and host institution will select venues that are light and airy, ensure that appropriate breaks are built in to the event agenda and ensure that colours chosen don't trigger migraines. The organisers will endeavour to understand any specific requirements for participation and will accommodate where required.</p>
Gender reassignment	Yes – potential negative impact	The societal or cultural attitudes of some attendees regarding gender reassignment may affect other individuals.	<p>The symposium's Code of Conduct, which all attendees must acknowledge at the point of registering for the symposium, makes clear that all attendees are to be treated with equal dignity and respect. Staff from the organising partners and host institution will be on hand to monitor compliance with the Code of Conduct.</p> <p>The Code of Conduct also makes clear the organisers' expectations of symposium presenters and workshop leaders. The organising partners and host institution commit to doing all in their power to minimise the chance of the symposium design being discriminatory against any societal group.</p>
Marriage or civil partnership	No impact predicted	It is not considered that any aspect of the symposium would impact upon the marital or civil partnership status of an organiser or attendee.	

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<p>Pregnancy and maternity</p>	<p>Yes – potential negative impact</p>	<p>Symposium attendees who are pregnant or on parental leave may find some difficulty in attending or participating in aspects of the symposium.</p> <p>Nursing mothers may need additional support in terms of suitable accommodation.</p> <p>Organising partners may face additional childcare costs if having to work outside of their normal hours.</p>	<p>The organising partners and host institution will take all reasonable steps to understand and cater to requirements for participation.</p> <p>The symposium venue will be are easily accessible and close to local public transport links.</p> <p>The symposium agenda will be constructed to allow for adequate breaks.</p> <p>The organising partners and host institution will take all reasonable steps to ensure suitable accommodation can be provided for nursing mothers.</p> <p>The organising partners will reimburse all reasonable additional childcare costs, above any beyond that required during normal working hours.</p>
<p>Race</p>	<p>Yes – potential negative impact</p>	<p>The societal or cultural attitudes of some attendees regarding race may affect other individuals.</p>	<p>The symposium’s Code of Conduct, which all attendees must acknowledge at the point of registering for the symposium, makes clear that all attendees are to be treated with equal dignity and respect. Staff from the organising partners and host institution will be on hand to monitor compliance with the Code of Conduct.</p> <p>The Code of Conduct also makes clear the organisers’ expectations of symposium presenters and workshop leaders. The organising partners and host institution commit to doing all in their power to minimise the chance of the symposium design being discriminatory against any societal group.</p>
<p>Religion or belief</p>	<p>Yes – potential negative impact</p>	<p>The societal or cultural attitudes of some attendees regarding religion may affect other individuals.</p> <p>Symposium arrangements could potentially negatively impact organisers or attendees with specific religious or cultural beliefs</p>	<p>The symposium’s Code of Conduct, which all attendees must acknowledge at the point of registering for the symposium, makes clear that all attendees are to be treated with equal dignity and respect. Staff from the organising partners and host institution will be on hand to monitor compliance with the Code of Conduct.</p> <p>The Code of Conduct also makes clear the organisers’ expectations of symposium presenters and workshop leaders. The organising partners and host institution commit to doing all in their power to minimise the chance of the symposium design being discriminatory against any societal group.</p> <p>The organising partners and host institution will take all reasonable steps to ensure differences in religious or cultural beliefs do not prevent individuals from working together or attending the symposium.</p>

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		<p>Delivery partners and audience members may be unable to participate in events due to religious observances</p> <p>Delivery partners or attendees may have specific dietary requirements due to religious belief.</p>	<p>Consideration will be given to the timing of the symposium so that delivery partners and audiences from different religious communities can attend.</p> <p>The host organisation commits to ensuring that the venue caters for all reasonable dietary requirements.</p>
Sexual orientation	Yes – potential negative impact	The societal or cultural attitudes of some attendees regarding sexual orientation may affect other individuals.	<p>The symposium’s Code of Conduct, which all attendees must acknowledge at the point of registering for the symposium, makes clear that all attendees are to be treated with equal dignity and respect. Staff from the organising partners and host institution will be on hand to monitor compliance with the Code of Conduct.</p> <p>The Code of Conduct also makes clear the organisers’ expectations of symposium presenters and workshop leaders. The organising partners and host institution commit to doing all in their power to minimise the chance of the symposium design being discriminatory against any societal group.</p>
Sex (gender)	Yes – potential negative impact	The societal or cultural attitudes of some attendees regarding gender may affect other individuals.	<p>The symposium’s Code of Conduct, which all attendees must acknowledge at the point of registering for the symposium, makes clear that all attendees are to be treated with equal dignity and respect. Staff from the organising partners and host institution will be on hand to monitor compliance with the Code of Conduct.</p> <p>The Code of Conduct also makes clear the organisers’ expectations of symposium presenters and workshop leaders. The organising partners and host institution commit to doing all in their power to minimise the chance of the symposium design being discriminatory against any societal group.</p>
Age	Yes – potential negative impact	The societal or cultural attitudes of some attendees regarding age may affect other individuals.	<p>The symposium’s Code of Conduct, which all attendees must acknowledge at the point of registering for the symposium, makes clear that all attendees are to be treated with equal dignity and respect. Staff from the organising partners and host institution will be on hand to monitor compliance with the Code of Conduct.</p> <p>The Code of Conduct also makes clear the organisers’ expectations of symposium presenters and workshop leaders. The organising partners and host institution commit to doing all in their power to minimise the chance of the symposium design being discriminatory against any societal group.</p>