Equality Impact Assessment Form

Please ensure you have read the EIA Policy and Guidance document before completing this form. If you need assistance, please contact the EDU. Please return the completed form to the EDU.

STEP 1 – Define policy/practice
i. Name of policy/practice/significant change
Research Publications and Copyright Policy
ii. Owner of policy/practice (College, School/Research Institute or Service)
Research Services and Information Services
iii. Date of policy/practice approved
8 June 2023
iv. Approved by? (Committee, College, School or Service)
Research Planning and Strategy Committee
STEP 2 – Description of policy/practice
i. What are the aims?

To support researchers in making their published research outputs open access. This will (i) enable the University and its researchers to disseminate research results as widely as possible; (ii) encourage good open access practices with regard to publications arising from UofG research activity; (iii) assist researchers to comply with funder open access policies; and (iv) give researchers more control over their ability to re-use their work. Over the past few years, some of the largest funders of research at UofG, including UKRI and the Wellcome Trust, have implemented open access policies which require researchers to share their findings openly. In addition to this, to be eligible for submission to future research assessment exercises, it is expected that outputs will continue to require to be made open access. In response to these requirements, it is becoming more and more common for HEIs across the UK, regardless of mission group, to adopt equivalent research publications and copyright policies.

The policy supports researchers and professional services staff to navigate and contribute to an open research environment. This will ensure that research outputs are made open access in accordance with funder and research assessment requirements. It will also enable all colleagues at UofG to enjoy the many benefits arising from open research practices (see Step 4 below).

Whether or not outputs arise from funded research, Section 8.4 of the UofG Code of Good Practice in Research[1], confirms that UofG strongly encourages the adoption of open research practices. Open research practices are a hallmark of an open, inclusive and trusted research culture and the Research Publications and Copyright Policy helps to embed these practices at an institutional level.

The policy is well aligned with the University's commitment to creating the conditions in which ideas can be widely shared and improved, and so more likely to make a difference to knowledge and make a positive difference to society.

ii. Who does it cover?

The policy applies to all individuals who wish, or are required to, publish the outputs from their academic research at the University of Glasgow. The policy applies in respect of (i) all original journal articles, research papers, review articles (including invited and commissioned), conference papers intended for publication; and (ii) all other Scholarly Materials (as defined in the University's Policy for Intellectual

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[1] University of Glasgow - Research - Strategy and policies - Our policies - Code of Good Practice in Research

Property and Rewarding Participation in Commercialisation)[2], where a funder of the relevant research requires the relevant Scholarly Material to be made open access as a condition of their funding.

Whilst the Research Publications and Copyright Policy does not apply to works which are not 'in-scope' for the purposes of the policy, the University nonetheless strongly encourages researchers to make such works as openly available as possible.

iii. How often is this policy/practice reviewed?
Annually.

STEP 3 – Could there be any implications for a protected characteristic group (as defined by the Equality Act 2010) in this (or the development of) policy/practice?
STEP 3a – Yes, there is a potential implication or barrier for a protected characteristic group.

Positive implications have been identified for the following protected characteristic groups:

Protected Characteristics	Tick ✓	Notes
Age	✓	
Disability (including BSL users)	✓	
Gender Reassignment (including Gender Neutral Language)	✓	
Marriage and Civil Partnership		
Pregnancy and Maternity	✓	
Race	✓	
Religion or Belief		
Sex	✓	
Sexual Orientation	✓	

If any of the above have been ticked - Go to Step 4

STEP 3b – No, there are no potential implication or barrier for a protected characteristic group.
Go to Step 8

STEP 4 – What evidence do you have for this conclusion (potential implication for a protected characteristic group)?
Briefly explain:

Embedding equality in open research practices
The Research Publications and Copyright Policy provides an alternative route to achieve open access for all researchers, regardless of their protected characteristics.

Securing external funding for open access: Potential differential impacts on protected groups
A growing body of data has exposed inequalities in the research funding awarded to different groups of researchers: women, racially minoritised, and/or disabled researchers[3], and, despite more limited data, researchers who are LGBT+[4]. The policy may provide new options for some researchers e.g., those whom previously were less able to make their research publications open access either due to lack of funds or because the most appropriate publication for the output does not offer an option for immediate open access.

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[2] https://www.gla.ac.uk/myglasgow/ris/ieed/policies/ip/
[3] UKRI, 2021; UKRI,2021; Wellcome Trust, 2021
[4] Boustani & Taylor, 2020

The following groups of researchers might, in particular, have been unable to secure, or have experienced challenges securing, funding from external sources to support open access. Individuals in these groups may also have been constrained in respect of time and opportunity to explore, develop and maintain knowledge of open access options in an ever-evolving landscape:
- those who are at an early stage of their career (age);
- those who have a disability;
- those who have been absent from research due to pregnancy, maternity, paternity, adoption and/or childcare;
- those with other caring responsibilities;
- those undergoing gender reassignment.

Accessibility of the policy and supporting materials
The policy and associated guidance and web materials will be made available on the UofG website in accordance with the University of Glasgow's Web Accessibility Statement[5] and Digital Accessibility Guidelines[6]. Those who require any documents or information relating to the policy and associated guidance in an alternative format will be able to request this by contacting **alternativeformats@glasgow.ac.uk**.

These arrangements will support, in particular, researchers who have a disability. The policy and guidance webpages will also make it easier for those for whom English is not their first language to translate the policy and supporting materials using online translation tools.

Communication of Policy and supporting materials
As noted in Step 5, the policy, supporting materials and details of support available will be communicated in accordance with a communications plan. This will include targeted communication to groups/networks of those who share a protected characteristic (e.g. the Research Staff Assembly; the UofG Neurodiversity Network). We also plan to communicate the policy via College Athena Swan or ED&I groups.

Support available
As needed, Library staff will provide support and advice to anyone requiring help in understanding the requirements of the policy and what they need to do to comply with it.

STEP 4a – Does the evidence show a positive impact?
Please provide an example and attach evidence:

Yes. The policy will promote equality and inclusivity across all nine protected characteristics. As a result of the policy, researchers will be less reliant on having budgets available to support open access.

Benefits to those within UofG
The Research Publications and Copyright Policy supports all UofG researchers, irrespective of their protected characteristics, to make their research freely available to colleagues, researchers and other interested parties all over the world. Open Research is one of the five key UofG Research Culture priorities[7]. The policy also supports the delivery of all three pillars of the UofG Research Strategy 2020-2025[8].

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[5] University of Glasgow - Legal statements - Accessibility
[6] University of Glasgow - MyGlasgow - Digital Accessibility
[7] https://www.gla.ac.uk/myglasgow/ris/researchculture/priorities/
[8] University of Glasgow - Research - Strategy and policies - Our Research Strategy 2020–2025

The policy enables all researchers across UofG to reap the significant benefits arising from the adoption of open research practices which include:

- (i)   Compliance with funder requirements;
- (ii)   Compliance with UofG promotion criteria relating to open research, where applicable;
- (iii)   More exposure for work, stimulating cross-sectoral collaboration and interdisciplinarity;
- (iv)   Potential for higher citation rates;
- (v)   Assuring integrity and reproducibility of research;
- (vi)   Research can influence policy;
- (vii)   Practitioners can apply findings;
- (viii)   The public and users of research can access findings;
- (ix)   Taxpayers get value for money.

Benefits to others outside UofG

Enhancing the availability, accessibility, and reusability of UofG research outputs will provide equality-related benefits outside UofG in that:

- **Individual researchers, members of the public and research users across the world will be more able to access and reuse published UofG research outputs.** This includes (i) those from different socio-economic backgrounds; and (ii) those from Low- and Middle-income countries; and

- **Some of the UofG research outputs that are being freely shared and downloaded will be directly or indirectly related to topics pertaining to Equality, Diversity and Inclusion (ED&I).** Enhancing the availability/accessibility/reusability of UofG research outputs relating to ED&I-related topics may help those with a particular interest in ED&I to have greater access to UofG research findings in their specific area(s) of interest.

As the policy has been developed, consultation has taken place with:

- Research Planning and Strategy Committee;
- Library Committee;
- All College Research and Knowledge Exchange Committees;
- Campus trade unions (via the Policy Review Group);
- Executive Director, Deputy Director and Interim Head of Policy and Employee Relations in People & Organisational Development;
- Deputy Secretary & Head of Legal, Legal & Governance;
- Head of Commercialisation and the IP & Commercialisation team in Innovation, Entrepreneurship & Engagement Directorate.

Go to Step 5

STEP 4b – Does the evidence show a negative impact?

You need to consult with relevant stakeholders – the EDU will assist with this process.

Provide brief details and attach evidence:

No

Go to Step 6

STEP 4c – Does the evidence show NO impact?

Attach evidence:

No
Go to Step 8

STEP 5 – Continue to promote good opportunity for all people
Promote and implement as exemplar policy/practice
The process of consultation (see Step 4a), highlighted the need for <u>clear and widespread communication of the policy</u>, accompanied by <u>clear and extensive guidance</u> to ensure that colleagues across the University are aware of the requirements of the policy are supported to comply with it. The policy and associated guidance and web materials will be promoted to all those across UofG in accordance with a communications plan. This will include targeted communication to any protected characteristic groups.
Go to Step 8

STEP 6 – Involve and consult stakeholders to address any negative impacts?
EDU will assist with this process. Provide brief details of involvement and consultations:
Not applicable
Go to Step 7

STEP 7 – Outline any changes made to the policy/practice as a result of the consultation
Provide details of changes:
Not applicable
Go to Step 8

STEP 8 – Publish results (as required by law)
Return this form, once completed, along with copy of amended policy or practice and any relevant information, to the EDU for annual reporting and for inclusion on the University website. Please note items sent to EDU here:
This completed EIA form will be sent to EDU.
Go to Step 9

STEP 9 – Regular review
Regular reviews ensure that policy and practice is kept up to date and meets the requirements of current equality legislation. Where a negative impact has been identified and remedial actions are being implemented, the policy owner should define a timescale for review. Please give details of review process:
The policy will be reviewed annually by the Research Services Directorate and Information Services. Should a negative impact be identified at any stage, remedial action will be agreed and implemented at the earliest opportunity. Research Services and Information Services welcome feedback and suggestions regarding the policy on an ongoing basis. We will monitor all feedback for any comments, positive or negative, related to any of the nine protected characteristics and act accordingly. Should we receive any negative feedback, remedial action will be agreed and implemented at the earliest opportunity and we will work towards updating the policy through the appropriate governance processes. This may include consulting with various stakeholders again and this Equality Impact Assessment will be updated, as appropriate.

SIGN OFF PROCESS	
Name of EIA Owner	**Valerie McCutcheon (Information Services) and Kerry Revel (Research Services)**
Signature	Valerie McCutcheon and Kerry Revel
College/School/RI/Service	Information Services and Research Services
Date of Completion	
Date received by EDU	27 October 2024
Approved in Principle?	<mark>YES</mark> NO
Any actions required? Please specify	Regular review is outlined in Step 9.
Signed on behalf of EDU	Katie Farrell
Date	29/11/2024