



Knowledge Exchange and Innovation Fund (KEIF) Strategy



University of Stirling Knowledge Exchange and Innovation Fund (KEIF) Strategy

Academic Years 2025-26 to 2029-30

The University of Stirling's KEIF strategy, building upon our Strategic Plan 2030, represents our commitment to becoming established as a leading catalyst for Scotland's economic transformation, dedicated to producing world-leading innovation with measurable impact.

Our Mission-Oriented Approach

Our strategy is built around a research framework focused on Spaces, Places, and Lives, delivering real-world impact. We aim to grow research and innovation income to £40 million by 2030, with over 10% from industry partnerships, aligning academic excellence with commercial relevance.

Strengthening Enterprise and Innovation

We will expand our Knowledge Transfer Partnerships to deepen collaboration between academia and industry, while placing entrepreneurship at the core - doubling graduate start-ups and growing our HIVE incubator, supported by Entrepreneurs-in-Residence across all faculties.

Regional Economic Development, Leadership and Infrastructure

As Forth Valley's sole higher education institution, Stirling embraces its regional anchor role and responsibilities, leading major City Region Deal projects and expanding knowledge exchange through initiatives like the Environment Centre and the Aquaculture Hub. Our collaborative venture with Forth Valley College will deliver a virtual innovation hub uniting educational institutions and local businesses.

Inclusive Innovation

Guided by our Silver Athena Swan Award, equality, diversity, and inclusion are embedded in all we do. With over half of our start-ups led by women, we remain committed to widening access to innovation and entrepreneurship.

Expected Impact

By 2030, this strategy will position Stirling as a regional leader in turning academic excellence into economic and social impact—driving innovation, business growth, and meaningful contributions to Scotland's transformation into an innovation nation.

The complete KEIF Strategy document provides detailed implementation plans, specific metrics, governance arrangements, and comprehensive information about our approach to knowledge exchange and innovation over the next five years.

Overview

1. Institutional context

The University of Stirling recently launched its Strategic Plan 2030, accompanied by a suite of enabling strategies including a Research & Innovation (R&I) dynamic strategy for continuous growth. Our strategy positions us as a dual-intensive, research-inspired and pedagogy-pioneering, institution. We are committed to producing world-leading innovation with national and global impact. We build on our founding heritage through a targeted approach to R&I, accelerating knowledge exchange (KE) and driving impact grounded in our Missions-Oriented-Research approach that delivers meaningful improvements to “spaces, places, and lives”:

Spaces: Adapting to a changing world

Places: Building resilient and sustainable communities

Lives: Enhancing health and wellbeing for all

Our ambition includes a pragmatic but needed, progressive, improvement in our fledgling knowledge exchange and innovation (KE&I) portfolio, which represents a key priority for the University and supports the sustainability of our research and innovation environment.

The University has a key role as an enabler of a vibrant and growing regional economy. As a signatory to the Stirling & Clackmannanshire City Region Deal (CRD), we are well placed to leverage our excellence in solutions-focused research and innovation to deliver impact locally and across the world.

2. Overview of strategic ambitions

Our 5y approach to KE&I will be driven by our recently agreed missions framework, delivering tangible solutions that create meaningful impact. Our KEIF-supported activities align with our Strategic Plan 2030 through three key strategic foci:

- **Innovation Ecosystem Development:** We will refresh our dynamic innovation environment by strengthening industry partnerships and expanding our innovation community. This includes developing strategic sector relationships aligned with our missions, evolving our innovation park to include an innovation hub on campus, intensify our industry advisory groups, authentically embedding our Entrepreneurs-In-Residence, and enhancing our HIVE business incubator to support responsible and sustainable innovation.

- **Translational Research Growth:** KEIF will help support our ambition to significantly increase our translational KE-research portfolio. Within our R&I strategy we have set a KPI of reaching £40m per annum in R&I awards by 2030 from our baseline of ~£23m. This would include aspects of KEIF-monitored income (e.g. outreach, research, enterprise schemes), but not all. Currently ~4% of our baseline income is categorised as ‘industry and commerce’ awards. We must grow this towards at least 10%, creating a balanced income portfolio. A significant increase in annual KTP awards from our current baseline of 2 awards per annum to a minimum of 5 per annum (c.150% increase). This will be enabled by our strategic investment in CRD projects, EU-FP10 focussed activities, and enriched, and refreshed industry and international engagement capabilities.

- **Enterprise and Skills Development:** Through our enterprise support infrastructure, including the HIVE and programmes including ‘Help to Grow’, we will foster entrepreneurship and business growth across our region. This commitment extends to

developing both student start-ups and staff spinout enterprise capabilities and supporting graduate innovation.

These foci directly support our institutional mission to deliver world-leading innovation with global impact (aiming for YoY ranking improvement and SDG-informed innovation). KEIF will be instrumental in building capacity, partnerships, and infrastructure needed to realise our innovation aspirations.

3. Alignment to Scottish Government priorities

Stirling's KEIF strategy directly aligns with and supports the delivery of key Scottish Government priorities through two interconnected approaches:

a. National Strategy for Economic Transformation (NSET) alignment: We will contribute to Scotland's Wellbeing Economy and Beyond Net Zero aspirations through our research missions and heightened innovation activities. Our KEIF-supported work specifically addresses NSET's key pillars:

- **Entrepreneurial People and Culture:** Expanding our HIVE incubator capacity and embedding our Entrepreneurs-in-Residence to boost start-up/spinout creation.
- **New Market Opportunities:** Accelerating industry partnerships aligned with our missions in adapting to climate change, building sustainable communities, and enhancing health outcomes and delivering new consultancy or research services products required by industry.
- **Productive Businesses and Regions:** Increasing outreach and industry collaboration to boost regional productivity through 'Help to Grow' which has supported 98 SMEs to date.

b. National Innovation Strategy (NIS) Delivery: Our strategy supports NIS objectives through:

- **Innovation ecosystem development:** Leading the Entrepreneurial Campus initiative and fostering cluster development through our CRD commitments.
- **Research commercialisation:** Setting ambitious targets to grow industry income to ~10% of our research portfolio and increase commercially-focused research outputs.
- **Skills and talent development:** Expand 'Help to Grow', ensuring greater engagement with Enterprise agencies, including the Elevator platform and share best practice from entrepreneurial support services of other, collaborator Scottish Universities.

Our approach emphasises interdisciplinary collaboration and innovation-led solutions, particularly through our three missions (Spaces, Places, Lives). By leveraging KEIF support, in part, will enhance our KE infrastructure and industry engagement capabilities, we will contribute directly to Scotland's ambition to become an 'Innovation Nation' while delivering measurable economic and societal benefits regionally and nationally.

KE&I Capacity

4. Platform Grant

Stirling confirms its commitment to match fund and enhance the Platform Grant through a combination of cash and in-kind contributions. This maintains our established obligations previously demonstrated through UIF and Knowledge Transfer Grant matching.

The Platform Grant will be strategically deployed to help build and enhance our KE&I capacity through:

Professional Services Support:

- Supporting dedicated KE&I staff within our Research, Innovation & Business Engagement (RIBE) Directorate.
- Maintaining specialist commercialisation and business development expertise.
- Providing project development and management support for industry partnerships, consultancy and KTPs.

Academic Faculty Development:

- Investing in faculty KE&I champions and Business Engagement/KE officers to proactively drive engagement, showcase an improved KE-commercialisation life cycle and promote an enhanced entrepreneurial cultural.
- Fully identifying, supporting and recognising academic staff for industry engagement and commercial development.
- Developing early career researcher KE&I capabilities and skill sets.

Infrastructure Enhancement:

- Operating and expanding our HIVE incubator, to increase the number of applications and supported start-ups. We currently receive ~8 applications for support annually. At our HIVE location, we can host up to 20 individual founders simultaneously through our efficient use of adaptable workspaces.
 - Maintaining our enterprise support programmes and networking events.
 - Providing resources for proof-of-concept and commercial development activities.
- Without the additional investment in KE&I available through the SFC Platform Grant much of this activity would not be possible. This funding approach strengthens our KE&I capabilities across the university while laying the groundwork for expanded industry partnerships, revenue growth, and entrepreneurship. By providing matching funds, Stirling demonstrates its dedication to delivering impactful KE&I activities that align with KEIF goals.

5. Overall capacity for KE&I

The UIF allocation for Stirling AY2023/24 was £640k, partially contributing to an innovation team that reflects our institutional commitment to embedding KE&I across both professional services and academic roles, ensuring comprehensive support for KE, commercialisation, and innovation activities throughout the University.

KEIF directly supports a proportion of those roles that have a direct link to KE&I. In RIBE we have 70.18 FTE and of that total 60.41 FTE staff have KE&I as a significant core of their responsibilities. We believe that all our staff with a teaching and research or research only contract have elements of KE&I within their role and, therefore, the SFC allocation is critical in supporting this focus for many individuals.

Staff Significantly Supported by KEIF:

- Leadership roles: Deputy Principal (Research & Innovation), Executive Director of Research, Innovation & Business Engagement, Director of Innovation & Enterprise Services (3.0 FTE).
- Professional Services: Business Engagement & Development team, Enterprise Team, Contracts Team (12.0 FTE).
- Faculty-based KE&I support staff and project managers (55.18 FTE).

Staff with KE&I as a significant role component:

- Senior academic leadership (Deputy Principal R&I, Deans, Associate Deans) – with experience of spin outs/start-ups and commercial activity resulting from their R&I activity.
- Research & Innovation leads within faculties – developing the Faculty Research & Innovation strategies and implementation plans.
- Knowledge Exchange & Commercialisation specialists – Business Development team which seek opportunities for consultancy and commercial research activity.
- Enterprise and start-up support staff – developing a programme of training and development for staff and students in entrepreneurial activity.
- Industry engagement managers.
- KTP managers and associates.

Note: The Platform Grant element of KEIF contributes to help maintaining Stirling's essential KE&I infrastructure and capacity.

Outcome Grant activities

6. KE metric activity

Stirling's KE&I ambitions are strategically aligned with Scottish Government priorities, with KEIF investment helping support a comprehensive approach across key metric areas. At the core of our strategy is an ambitious target to increase R&I income by ~75% from ~£23m to £40m by 2030, with >10% derived from industrial and commercial sources. This growth will be structured around our three missions ensuring our KE&I activities are interdisciplinary, directly addressing national challenges.

Critical to our approach is expanding our **consultancy and research services portfolio** by at least 100%, where we aim to double income from the baseline of ~£1.8m in AY 22-23 to ~£3.6m over the strategic period. We are revising our institutional consultancy policy to optimise speed and benefits for our R&I stakeholders, building on successful models such as the Nutrition Analytical Service. This will be particularly important as we develop new services aligned with our CRD projects, that are in delivery now or during the strategic period. Here KEIF support will be crucial in providing professional services for development and negotiations. Our CRD projects: Scotland's International Environment Centre (SIEC) and the National Aquaculture Technology Innovation Hub (NATIH) will provide the significant impetus for our growth across these portfolios.

Knowledge Transfer Partnerships represent a key focus, with a target of establishing c.5 new KTPs annually from our base of 2 per annum. This ambitious goal will be supported by KEIF-funded dedicated development and management support, ensuring strategic alignment between faculty expertise and industry needs. In parallel, we are strengthening our approach to IP commercialisation, targeting >5% annual growth in licensing income (base of £37k in 22/23 to £50k by AY 28/29) through streamlined policies and maximised value capture, supported by KEIF-funded IP audits and protection mechanisms.

Our **enterprise and venturing activities** will focus on supporting research commercialisation through high-growth business support, leveraging partnerships with Scottish Enterprise and similar platforms, e.g. building on our success with the RSE Enterprise Fellowship scheme. We are also eager to grow our spinout and licensing activity and utilise the support provided by our Entrepreneurs-in-Residence and explore establishing a VC-fund open to Stirling and our wider, regional KE community. KEIF support enables the delivery of our Enterprise Programme and provides essential start-up support infrastructure.

Skills development through CPD remains crucial, particularly in delivering against KE&I. A significant part of the responsibilities of our CRD projects, as we develop new products, will support job creation and economic growth across the region. We will grow our offering delivered through vehicles such as MOOCs and our partnering of FutureLearn. KEIF support will be instrumental in marketing and delivering these opportunities. Prioritisation of these activities is guided by their alignment with Scottish Government priorities, potential for economic impact, contribution to regional development, and ability to leverage additional funding and partnerships. KEIF support fundamentally enables this agenda by maintaining essential KE&I professional services infrastructure, supporting business development, enabling commercialisation, and facilitating knowledge transfer across all metric areas.

Our nascent yet comprehensive approach ensures our KE metrics will directly contribute to Scottish Government ambitions while building sustainable institutional capacity for innovation and economic impact.

7. Graduate start-ups and spin-outs/Entrepreneurial Support

Our **entrepreneurial support strategy** directly aligns with Scotland's National Innovation Strategy and Entrepreneurial Campus Blueprint, with ambitious targets for graduate start-up creation and survival rates. KEIF support enables a comprehensive approach to entrepreneurial development across the institution which is supported by the experience of our 4 Entrepreneurs-in-Residence.

Our **Stirling Enterprise Programme**, partially funded through KEIF, provides a structured pathway for entrepreneurial development from ideation through to established business growth. In AY2023/24, 7 new businesses were launched and supported through HIVE, joining a further 9 who are actively working on growing their business. We have set targets to increase both the number of supported start-ups by >50% (>15 companies) and their three-year survival rates by expanding our support infrastructure and deepening engagement across all faculties, including:

- **Enterprise Education Integration:** Following successful pilots in Arts and Humanities, our KEIF-supported Enterprise Team is expanding curriculum-embedded enterprise education across all faculties. This systematic approach aligns with enterprise expertise from our Business School aiming to improve student engagement with entrepreneurship by 50% over the strategy period, directly contributing to our graduate start-up pipeline. Our latest figures on graduate outcomes from 2021/22 show that ~12% of our graduates are either Self-Employed/Freelancing, running their own business, or developing a creative, artistic or professional portfolio and we aim to see that increase to ~15% over the strategy period.

- **Entrepreneurial Campus Development:** As host institution for the Entrepreneurial Campus Blueprint authors, we are uniquely positioned to implement best practices in enterprise support. Our Entrepreneurs-in-Residence, working across all faculties, provide expert guidance and mentoring to potential founders. Their involvement has directly contributed to start-up survival rates; however, this has been disproportionately impacted by new visa regulations, with businesses being dissolved by founders as they returned to their home countries and numbers declining from 16 in AY2019/20 to 7 in 2023/24. With KEIF support we will seek to expand the support and work with a larger proportion of founders to return to >15 start-ups created.

- **Regional Economic Impact:** Through our CRD engagement, we are extending entrepreneurial support beyond the university community. This regional focus aligns with Scottish Government priorities for economic transformation and enables knowledge exchange between academic and business communities.

KEIF-supported initiatives for the next 5 years include:

- Expanding our HIVE business incubator capacity to support >115% additional (from 7 to >15) early-stage businesses.
 - Implementing a new graduate practitioner programme to provide an incubator and specialised sector expertise.
 - Developing targeted support for high-growth potential start-ups.
 - Creating new partnerships with industry mentors and investors.
 - Establishing sector-specific accelerator programmes aligned with our research missions.
- Our targets reflect our commitment to both quantity and quality: increasing by >2X annual graduate start-up numbers while maintaining above-sector-average three-year survival rates.

This comprehensive approach contributes directly to Scotland's ambition to become an entrepreneurial nation while ensuring sustainable economic impact through successful business creation and growth.

Wider KE&I activities

8. Wider Societal Impact

Stirling delivers significant non-income generating KE activities that create substantial societal, economic, and cultural benefit aligned with Scottish Government priorities. Our approach combines research/KE impact, public policy influence, and regional economic development through several key channels, all supported and enhanced by KEIF funding.

- Public Policy Impact and Engagement

Our mission-oriented-research directly influences public policy development, evidenced by 593 policy citations in 2023 (a growth of 62% from 2021) and we are creating the opportunity for growth through our imminent designation as a WHO Collaborating Centre. This impact spans our three core research missions. KEIF support enables us to maintain the professional services infrastructure needed to translate research findings into policy-relevant outputs and engage effectively with policymakers and stakeholders.

- City Region Deal Leadership

As lead institution for major projects within the Stirling & Clackmannanshire CRD (accounting for >50% of total government funding), we will deliver significant non-financial benefits through:

- Scotland's International Environment Centre (Phases One and Two)
- National Aquaculture Technology and Innovation Hub
- Intergenerational Living Innovation Hub

The funding is predicated on delivering significant and measurable benefits which will be tracked through each projects Benefits Realisation Plans, with KEIF supporting the professional infrastructure needed to maximise impact across 15y of delivery. Our approach emphasises sustainable, long-term value creation through KE&I.

- Enterprise and Skills Development

Through our Enterprise Programme and HIVE, we provide comprehensive support for entrepreneurial development beyond direct commercial outcomes. This includes curriculum-embedded enterprise education, mentoring from our Entrepreneurs-in-Residence, and specialised support for underrepresented groups in entrepreneurship. Our entrepreneurship pilot SEE IT & BE IT sought to reach, engage, inspire, and support equity deserving young people to explore their entrepreneurial potential. Ideas and confidence to launch well-planned ventures and engaged 36 individuals to date.

- Targeted Impact Areas

KEIF-supported activities deliver specific non-financial benefits including:

- Supporting organisational innovation and transformation across public and third sectors through KTPs, consultancy and access to facilities.
- Enabling inclusive start-up and entrepreneurial development growing from 58 to 102 between AY22/23 to AY23/24.
- Providing accessible skills development and CPD opportunities, particularly for under-served communities.
- Identifying and creating employment pathways and industry engagement opportunities for students and graduates.
- Implementing progressive procurement practices that benefit local communities.
- Contributing to net carbon emission reduction targets through KE including our Net Zero Business Support Summit reaching 92 businesses in and around Stirling.
- Facilitating public engagement with research through multimedia expertise, lectures, exhibitions, and community events – our archives and special collections has seen an increase in enquiries of >15% from 2023. In-person visits to the archives reading room highlight the current research strengths of our collections with extensive use of our film and sport collections and the Aberlour Archive being made by visiting academics

- Regional Economic Development

Our role in regional development extends beyond commercial activities to include:

- Building innovation ecosystem capacity through partnership development.

- Supporting community engagement and social enterprise growth.
- Providing access to university expertise and facilities for public benefit.
- Creating opportunities for KE between academic and community partners.
- Developing skills and talent pipelines that address regional needs.

Our Stirling KEIF strategy emphasises measuring and evaluating these non-financial impacts through robust frameworks, ensuring our KE activities deliver meaningful and rigorous societal benefits aligned with Scottish Government priorities for economic transformation and innovation. The support provided through KEIF is crucial in maintaining the professional expertise and infrastructure needed to maximise these broader societal impacts, particularly in areas where traditional metrics may not capture the full value of KE activities.

9. Collaboration

Stirling is committed to fostering an increasingly cohesive KE&I ecosystem across Scotland through strategic collaboration. Building on our successful partnership with the University of the West of Scotland and Robert Gordon University in supporting female entrepreneurs, we will expand our collaborative approach to drive greater innovation impact. One of our EIRs, is CEO of Mint Ventures which supports female innovator that feeds into our ecosystem.

We envision establishing deeper strategic partnerships with complementary institutions to deliver joint programmes in priority areas including net zero technology and digital transformation. These partnerships will combine our institutions' unique strengths while efficiently sharing resources and expertise. Our successful cross-institutional networks including the Forth Valley University College NHS Partnership and delivery of their innovative public health agenda, the Hydro Nation Chair Programme and CRDs outline a series of benefits for the region primarily to deliver economic growth, efficiency and prosperity.

Integration with Scotland's innovation infrastructure remains central to our strategy. As the host of the Sustainable Aquaculture Innovation Centre (SAIC) for the last 10 years and currently through its transition period, we will strengthen ties with other Innovation Centres including BE-ST and iBioIC through our CRD activities. Our Business Engagement and Development Team enhances collaboration with the Interface initiative, aiming to increase SME engagement by streamlining academic matching processes and leveraging the expanded innovation voucher scheme.

Our longstanding partnership with Converge must evolve beyond competition participation. We will co-develop year-round entrepreneurship support aligned with Scotland's strategic priorities, building on our track record of founders reaching advanced competition stages. The introduction of environment-focused categories aligns perfectly with our institutional strengths.

Ensuring accountability, we track metrics including joint programme outcomes, collaborative funding secured, and start-up success rates. Regular cross-sector knowledge-sharing forums help align activities with government economic priorities while identifying new collaboration opportunities.

This integrated approach underpins Stirling's strengthening Scotland's innovation ecosystem while maximising the impact of public investment in KE. Through systematic collaboration and regular evaluation, we will contribute significantly to positioning Scotland at the vanguard of innovation.

10. Regional approaches

As the sole higher education institution in Forth Valley, our institution must enhance its regional leadership role through focused KEIF support.

Central to our regional strategy is deepening our established partnership with Forth Valley College and building on our successful integrated degree programmes. We will expand our KEIF-supported Enterprise Programme to reach more college students with entrepreneurial ambitions, exploring the role of apprenticeships, and professional PhD/practitioner PhDs. This collaboration will extend to developing new programmes aligned with regional skills needs and establishing shared innovation resources and business engagement services.

KEIF funding will enable us to create an improved cohesive regional innovation ecosystem. As part of our commitment set out in our R&I strategy, we will create a virtual innovation hub that spans and connects college, university, and industry partners, while coordinating skills development initiatives that address local economic priorities. This hub will facilitate KE between academic institutions and local businesses, supporting regional start-ups through integrated incubation services.

These programmes will strengthen our role as a key regional anchor institution while optimising resource collaboration with our educational partners. This strategy boosts the Forth Valley economy while creating seamless pathways for innovation and entrepreneurship - from college education through to industry partnerships.

Equality, Diversity and Inclusion

11. Embedding and promoting EDI

The University of Stirling's Silver Institutional Athena Swan Award, one of only 5 in Scotland, demonstrates our commitment to advancing equality across KE&I. This recognition underpins our approach to embedding EDI within our KEIF strategy, supported by our People Strategy, acknowledging that diverse perspectives and inclusive practices are fundamental to driving innovation and creating meaningful impact.

Our commitment is demonstrated through targeted support programmes for underrepresented groups in entrepreneurship and innovation, exemplified in our SIEC skills and training programmes' ambitious targets of 50% women participation and 20% participation from individuals with disabilities.

54% of our Start-ups and 53% occupancy of the HIVE are women. This is supported by our Entrepreneurs-in-Residence (50% are women) and our Enterprise programme running events designed to encourage and support an inclusive approach, including the upcoming event: *Accelerate Action, calls for change in achieving gender equality through increased momentum and addressing biases that women face*.

To measure progress nationally, we propose developing comprehensive EDI metrics that examine demographic representation across knowledge exchange activities. These would track participation rates in business start-ups, KTPs, and research commercialisation initiatives across multiple dimensions of diversity, including gender, ethnicity, and disability status. Geographic distribution would be monitored to ensure regional inclusivity, while outcome data would be disaggregated by protected characteristics to identify areas for improvement.

Regularly and rigorously assessing these metrics has helped demonstrate the value of inclusive practices in driving innovation and economic growth. Through our KEIF strategy, we commit to reviewing and refining these measurements, ensuring our KE&I activities advance EDI principles while creating opportunities for all members of our whole community to contribute to and benefit from innovation.

12. EIA

At a strategy level we have undertaken an EIA, which has been undertaken and is submitted with this KEIF Strategy. However, we will seek to undertake an EQIA as appropriate for individual activity strands that will be undertaken as part of this strategy.

KE&I Culture

13. Promoting positive KE&I culture

A positive KE&I culture is a priority for Stirling, recognising the opportunity to apply the outputs of our excellent research portfolio through commercialisation to enable national and global impact as outlined within our Strategic Priorities. In addition, the opportunity to support and enable business start-up and scale-up, originating from our student, graduate and staff communities, is one to which the University is committed through its commitment to being an exemplary entrepreneurial campus; this extends to our role in the regional economy, recognising that the support that the University can provide, alongside that provided by the broader business support ecosystem, can help strengthen economic performance and future development.

Our **'dynamic' Research & Innovation Strategy** delivers growth, encourages an environment of co-production in knowledge generation and solution-focused outcomes. The collective understanding of contribution to innovation will be amplified, stimulating and delivering innovation and thought leadership to delivery positive change and sustained impact. Partnership will be front and centre to achieving this culture across the institution.

Measuring the effectiveness of this positive culture will align with the regular KE metrics measurements, alongside an ongoing review of the proportion of staff engaged in knowledge exchange and innovation delivery.

14. Knowledge Exchange Concordat principles

The University is committed to the principles of the Knowledge Exchange Concordat and signed a Letter of Commitment on 17 December 2020.

University of Stirling

Equality Impact Assessment Template

This template should be read in conjunction with the [guidance on equality impact assessment](#).

1. Equality Impact Relevance

Title of policy, practice, activity or proposed decision	KEIF Strategy [It is recognised that there is a greater impact in undertaking at EIA at a more granular level and that this will be undertaken when delivering specific activities that are set out in the strategy document.]
Purpose/aim of above	To provide a summary of strategic intent in relation to the allocation of funding through the Knowledge Exchange & Innovation Fund by the Scottish Funding Council.
Faculty or Professional Services area responsible	Research, Innovation & Business Engagement
Will the policy/practice/activity/proposal impact on people?	Yes – an EIA is required. Proceed to section 2.

2. Identifying and mitigating risks of disadvantage and discrimination

Will any aspect of the policy/practice/activity/proposal be likely to result in a differential impact for people sharing a particular characteristic, and, if so, could this result in disadvantage, discrimination, harassment, victimisation or any other conduct prohibited by the Equality Act (2010)¹? In answering these questions, please summarise the evidence you have considered and the issues you have identified.

Note: 9 of the characteristics listed are protected in law under the Equality Act 2010. These are denoted below by (PC). The other characteristics are those which the University has identified should be considered as part of its work to achieve its published equality outcomes.

Characteristic	Is there potential for a differential impact between people who share a characteristic and those who do not? (YES/NO/UNKNOWN)	If yes, is there potential for that differential outcome to result in disadvantage/discrimination? (YES/NO/UNKNOWN)	If disadvantage was identified, is this lawful, justifiable and proportionate ² ? (YES/NO/UNKNOWN)	Summarise the reasoning behind your findings, and any evidence you have drawn upon in coming to that conclusion. If the answer to any of the 3 questions is “unknown”, note what steps will be taken to investigate further.
Age (PC)	NO			
Caring responsibilities	YES	YES	NO	Caring responsibilities may impact on an individual's capacity to engage in and deliver KE&I activities.
Disability (PC)	YES	YES	NO	Disability may impact on an individuals' capacity to access, attend or deliver our expanding CPD/Training offering.
Gender identity	NO			

¹ See appendix 2 of the full guidance on conducting an EIA <https://stir.app.box.com/file/676999536175>

² Consider the definitions of discrimination in the Equality Act (2010) – refer to guidance.

Gender Re-assignment (PC)	NO			
Marriage and civil partnership (PC)	NO			
Mental health and wellbeing ³	YES	YES	NO	For some, the ambition to expand KE&I activities may represent a significant increase in workload which could impact mental health conditions.
Pregnancy and Maternity (PC)	YES	YES	NO	Pregnancy and maternity may impact on an individual's capacity to engage in and deliver KE&I activities.
Race (including ethnicity, nationality & skin colour) (PC)	NO			
Religion or belief (PC)	NO			
Sex (PC)	NO			
Sexual orientation (PC)	NO			
Socio-economic status	NO			
Experience of the care system ("care experienced")	NO			

3. Promotion of equality and good relations

Does this policy/practice/activity/proposal help the University fulfil its statutory duties to promote equity and good relations between people who share a characteristic and those who do not?

Characteristic	YES/NO/ UNKNOWN	Summarise the reasoning behind your findings, and any evidence you have drawn upon in coming to that conclusion.
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³ Note people with mental health conditions are protected under the disability elements of the Equality Act 2010.

		If the answer is “unknown”, note what steps will be taken to investigate further.
Age (PC)	YES	Opportunities around knowledge exchange and innovation are open to everyone and all for whom this activity is relevant to their individual role are encouraged to engage; team approaches are often the context in which these opportunities can be pursued.
Caring responsibilities	YES	As above
Disability (PC)	YES	As above
Gender identity	YES	As above
Gender Re-assignment (PC)	YES	As above
Marriage and civil partnership (PC)	YES	As above
Mental health and wellbeing ⁴	YES	As above
Pregnancy and Maternity (PC)	YES	As above
Race (including ethnicity, nationality and skin colour) (PC)	YES	As above
Religion or belief (PC)	YES	As above
Sex (PC)	YES	As above
Sexual orientation (PC)	YES	As above
Socio-economic status	YES	As above
Experience of the care system (“care experienced”)	YES	As above

⁴ Note people with mental health conditions are protected under the disability elements of the Equality Act 2010.

4. As a result of the thought and engagement process in steps 2 and 3, if you have identified (a) risks of disadvantage, discrimination, harassment or victimisation; or (b) opportunities to help better promote equity and good relations between people who share a characteristic and those who do not, summarise below **what steps need to be taken/adjustments need to be made to** the policy/practice/activity/proposal

Characteristic	Steps/adjustments required to mitigate risks of disadvantage/discrimination or promote equity and good relations
Age (PC)	
Caring responsibilities	The disadvantages for an individual sharing this characteristic and their capacity to engage in and deliver KE&I activities should be considered and addressed through workload allocation. In addition, appropriate scheduling of activities in order to enable opportunity for effective engagement should be implemented.
Disability (PC)	The disadvantages for an individual sharing this characteristic and their capacity to engage in and deliver KE&I activities should be considered and addressed through flexible and accessible options for activities such as CPD attendance or delivery.
Gender identity	
Gender Re-assignment (PC)	
Marriage and civil partnership (PC)	
Mental health and wellbeing ⁵	The disadvantages for an individual sharing this characteristic and their capacity to engage in and deliver KE&I activities should be considered and addressed through workload allocation as well as any structures that are in place to provide appropriate support.
Pregnancy and Maternity (PC)	The disadvantages for an individual sharing this characteristic and their capacity to engage in and deliver KE&I activities should be considered and addressed through workload allocation. In addition, appropriate scheduling of activities in order to ensure opportunity for effective engagement should be implemented.
Race (including ethnicity, nationality and skin colour) (PC)	

⁵ Note people with mental health conditions are protected under the disability elements of the Equality Act 2010.

Religion or belief (PC)	
Sex (PC)	
Sexual orientation (PC)	
Socio-economic status	
Experience of the care system (“care experienced”)	

5. Action Plan

Summarise any actions required as a result of the EIA

Action/change required	Responsibility	Timescale	Resources required	Who else needs to be involved in approval of actions/resources?
Whilst effective workload management is a priority across all functions, specific consideration should be given in relation to those who share the following characteristics – caring responsibilities; disability; mental health and wellbeing; pregnancy and maternity – as well as any other support arrangements in order to ensure that they can engage effectively in KE&I activities.	Line managers	Ongoing	None	N/A

⁶ Note that an EIA should be carried out by at least two people responsible for the policy, activity, practice or proposal.

Once the EIA has been completed and signed off, please submit to equality@stir.ac.uk

Findings of the EIA including the action plan will be published, in line with the University's statutory duties.