

Equality Impact Assessment – EPSRC Inclusion Matters

Question	Response
1. Policy/funding activity/event being assessed	EPSRC Inclusion Matters Call for institutional applications
2. Summary of aims and objectives of the policy/funding activity/event	<p>The call is aimed at furthering equality, diversity and inclusion in engineering and physical sciences research base. We would like to see ambitious and inspiring Institutional level applications that focus on the development and implementation of new approaches aimed at tackling and accelerating culture change and activities that disseminate and embed best practice more broadly. We are looking to add value by building on current activities with new knowledge and ways of working, to incentivise a culture change across the engineering and physical sciences academic research sector.</p> <p>Activities include workshops, sift panel for outline proposals and interview for those invited to submit full proposals. There is also the possibility of an additional briefing meeting to facilitate possible collaborations</p>
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	University Dialogue Campaign EPSRC Council EPSRC SATs ELT ED&I Network Peer Review Team Building Leadership Team
4. Who is affected by the policy/funding activity/event ?	Institutions Research Councils Engineering and physical sciences researchers at all career stages Greater inclusion and understanding of the needs of underrepresented groups Ultimately, better support of individuals, groups, and diverse representation across the career stages and on advisory and peer review bodies. Leading to a culture change across the UK EPS research base.
5. Arrangements for monitoring and reviewing actual impact of the policy/funding activity/event	Transcript and outputs of workshops for interested parties who are unable to attend will be made available, Q and A's log for FAQs, inbox for call queries Throughout the lifetime of the grant EPSRC requires the grant holders to share best practice with EPSRC and the wider community. In addition the grant holders must champion Equality, Diversity and Inclusion within the community and advocate for the RCUK Equality, Diversity and Inclusion action plan. EPSRC also expects grant holders to complete an

	<p>Equality Impact Assessment (EIA) for each activity before it is undertaken.</p> <p>EPSRC will stay engaged with all grant holders to monitor progress and learn best practice from this pilot activity.</p>
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Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	Probably positive	Dependant on focus of individual activities within applications.	
Gender reassignment	No		
Marriage or civil partnership	No		
Pregnancy and maternity	Probably positive	Dependant on focus of individual activities within applications.	
Race	Probably positive Positive	Dependant on focus of individual activities within applications. Ensure peer review assessment and interview panels are diverse	
Religion or belief	Probably positive	Dependant on focus of individual activities within applications.	
Sexual orientation	Probably positive	Dependant on focus of individual activities within applications.	
Sex (gender)	Probably positive Positive	Dependant on focus of individual activities within applications. Ensure panel and interview panels are mixed gender	
Age	Probably positive	Dependant on focus of individual activities within applications.	

Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	<input checked="" type="checkbox"/>	
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
Date completed:	13 July 2017
Review date (if applicable):	