

**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	Healthcare Technologies Discipline Hopping Call
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	Healthcare Technologies Discipline Hopping Call is a currently live call issued March 3 2017. The principal aim of this open call is to provide researchers, who have a permanent post in an eligible Organisation for Research Council funding, with an opportunity to spend time in a different research or user environment in order to better understand the need for and potential of research in engineering, physical sciences, mathematical sciences or ICT to have an impact in addressing health challenges. The proposal is to close this call, and embed the concepts of discipline hopping in standard mode applications and in the Healthcare Technologies Impact and Translation Toolkit.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	Consultation with the Healthcare Technologies Strategic Advisory Team Consultation with UKRI colleagues in MRC and Innovate via the Strategic Advisory Team Input from a number of panel members and chairs from Investigator led meetings as well as feedback from applicants and reviewers.
<b>4. Who is affected by the policy/funding activity/event?</b>	Researchers in the Healthcare Technologies community and wider potential applications i.e. those who want to hop into healthcare technologies.
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	Whilst there will not be a specific call for Discipline Hopping, the principals are being embedded into the existing standard mode funding stream and the Impact and Translation Toolkit. By doing this any investigator can still apply for funds to discipline hop through the pathways to impact. This also allows for group members to be costs, widening the scope of potential applicants i.e. PDRAs.

As a funder of research, EPSRC remains committed to attracting the best potential researchers from a diverse population into research careers. The Research Councils have together developed the ambitious [RCUK Equality, Diversity and Inclusion Action Plan](#) to outline our collective aspirations for working with the research community, and partners throughout the sector. For policy changes, funding activities and events EPSRC will aim to:

- Select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation.
- Offer support for people with caring responsibilities, further details are available [here](#)
- Clearly communicate the timeline and key milestones for funding activities
- Ensure attendees have an opportunity to raise any specific requirements in advance e.g. cover letter and joining instructions
- Support flexible working of stakeholders
- Ensure diversity of peer review assessment and interview panels
- Abide by the principles of peer review
- Ensure EPSRC staff receive tailored unconscious Bias training for Peer Review processes and clear guidance for assessors to reduce the effects of unconscious bias in panel meetings
- Handle personal sensitive information in compliance with General Data Protection Regulation 2018

Protected Characteristic 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)
<b>Disability</b>	Yes potentially- Access to events and panels for panel members and applicants could have a negative impact on participation.	Dependant on individual circumstances	<p>All venues selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation. Information will be made available for those physically not able to attend such as a webinar or transcripts. EPSRC offers support available for people with caring responsibilities.</p> <p>Additional care requirements could occur if individuals are required to:  Participate in events on what would normally be a non-working day. Work extended hours on a normal working day. Attend meetings with overnight stays and/or travel overseas. It is an individual's responsibility to check with EPSRC and confirm what costs can be reimbursed prior to attendance at a panel/interview.</p>
<b>Gender reassignment</b>	It is not expected that this policy will have any particular impact		
<b>Marriage or civil partnership</b>	It is not expected that this policy will have any particular impact		

<p><b>Pregnancy and maternity</b></p>	<p>Participation in the call may be negatively affected, if potential applicants or peer reviewers are unavailable at key assessment stages.</p> <p>Access to events and panels for panel members and applicants could have a negative impact on participation.</p>	<p>Dependant on individual circumstances</p>	<p>Full timeline provided of all key milestones on the call document and a pre announcement is available online, allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments, such as virtual presence or deputising.</p> <p>All venues selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation. Information will be made available for those physically not able to attend such as a webinar or transcripts. EPSRC offers support available for people with caring responsibilities.</p> <p>Additional care requirements or facilities could be required if individuals need to:  Participate in events on what would normally be a non-working day. Work extended hours on a normal working day. Attend meetings with overnight stays and/or travel overseas. It is an individual's</p>

			responsibility to check with EPSRC and confirm what costs can be reimbursed prior to attendance at a panel/interview.
<b>Race</b>	Universities vary in the diversity of their populations, institutional restrictions could have potentially negative impacts  Reviewers and panel members selection-positive		The demand management policy allows all eligible organisations to submit to the call, allowing a broad range of institutions to participate.  The outline stage of the process is a blind outline so no applicant identities will be revealed.  Ensure diversity of peer review assessment and interview panels.
<b>Religion or belief</b>	Participation in call may be affected, if potential applicants or peer reviewers are unavailable at key assessment stages. (Activities could coincide with religious holidays).		A full timeline will be provided in the call document of all key milestones, allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments.
<b>Sexual orientation</b>	It is not expected that this policy will have any particular impact		
<b>Sex (gender)</b>	Reviewers and panel members selection-positive		Ensure diversity of peer review assessment and interview panels.

	Assessment process- probably positive		Panel members and EPSRC staff will have received Unconscious Bias training.
<b>Age</b>	Reviewers and panel members- positive	It is important that the assessment process is undertaken by a diverse community.	Ensure diversity in the peer review assessment and interview panels.  For panels, the diversity of the group will be actively considered.
<b>Additional aspects (not covered by a protected characteristic)</b>			

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	A number of risks have been identified and actively considered as part of the call design. These risks have been mitigated as far as possible.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .		
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> the policy in a way which you think will eliminate the bias	x	Possible risks and bias associated with this activity have been identified and activities adapted accordingly. We will ensure active consideration of ED&I aspects throughout the activity and will review this EIA accordingly.
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 <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	29 <sup>th</sup> January 2019
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
Katherine Freeman	When published	1	n/a