

## Equality Impact Assessment

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	Prosperity Partnerships: EPSRC, Business and Universities – Third call
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	£20M of funds from EPSRC for awards of up to 5 years of duration, to support between 4 – 8 programmes. This will support existing, strategic, research-based partnerships between business and universities by providing an opportunity for co-investment in large-scale, long term, user inspired basic research programmes at TRL 1-3 As a co-investment opportunity, this call requires the business and university partners to commit substantial cash contributions to the programme, by matching the financial investment made in each award by EPSRC.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	EPSRC Council EPSRC Executive Leadership Team EPSRC Business Engagement Forum 2018 and Strategic Partner organisations
<b>4. Who is affected by the policy/funding activity/event?</b>	External Stakeholders: Researchers eligible to apply Businesses eligible to co-invest  Internal Stakeholders: EPSRC Executive Leadership Team Theme Leads All EPSRC staff
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	Internally within EPSRC through Quarterly reporting and membership of appropriate advisory groupings External mid-term review of funded programmes.

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)
Disability	No known risk	N/A	Panel venue is accessible to all. Interviewees and panel members will be given the opportunity to highlight any adjustments required in advance.

			EPSRC offers support available for people with caring responsibilities.
<b>Gender reassignment</b>	No known risk	N/A	N/A
<b>Marriage or civil partnership</b>	No known risk	N/A	N/A
<b>Pregnancy and maternity</b>	Participation in the call may be negatively affected, if potential applicants or peer reviewers are unavailable at key assessment stages	Dependant on individual circumstances	<p>Full timeline provided of all key milestones, allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments, such as virtual presence or deputising.</p> <p>EPSRC offers support available for people with caring responsibilities. 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>Race</b>	No known risk	N/A	English may not be the first language, and so clearly written and spoken communication will be used.
<b>Religion or belief</b>	No known risk	N/A	<p>A full timeline will be provided of all key milestones, allowing early engagement with EPSRC on specific mitigations.</p> <p>Should any individual face a negative impact as a result of their religion or belief, EPSRC will consider how to accommodate the adjustments required.</p>

<b>Sexual orientation</b>	No known risk	N/A	N/A
<b>Sex (gender)</b>	No known risk	N/A	<p>Ensure diversity of peer review assessment and interview panels.</p> <p>Language in all documents has been reviewed to ensure it is gender neutral.</p>
<b>Age</b>	No known risk	N/A	N/A

**Evaluation:**

Question	Explanation / justification	
<p>Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?</p>	<p>This is a call with specific eligibility criteria; so only companies and universities with an established strategic research-based relationship and history of joint collaboration will be eligible.</p> <p>There will be a two or three day interview panel held on dates published in advance. The Business and University PI must attend for interview along with one other representative. All details of the process, the panel membership and any further guidance will be issued well in advance of the interview to ensure adequate preparation by the team.</p> <p>If this is not possible due to illness or other reasons, another senior member of the team can be nominated. EPSRC will accommodate reasonable requests for specific interview time slots and make appropriate adjustments where a justification exists.</p>	
Final Decision:	Tick the relevant box	Include any explanation / justification required
<p>1. No barriers identified, therefore activity will <b>proceed</b>.</p>	<p>X</p>	<p>There is potentially an impact for candidates on maternity leave, however EPSRC will accommodate reasonable requests for specific interview time slots and make appropriate adjustments where possible.</p>
<p>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</p>		
<p>3. You can <b>adapt or change</b> the policy in a way which you think will eliminate the bias</p>		
<p>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</p>		

some people less than others, providing justification for this decision.		
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<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	<b>Yes</b>
<b>Date completed:</b>	<b>29/08/2018</b>
<b>Review date (if applicable):</b>	<b>N/A</b>

### Change log

Name	Date	Version	Change
Zoe Brown	When published	1	29/8/2018

