

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Establishing a NetworkPlus in Trust, Identity, Privacy and Security
2. Summary of aims and objectives of the policy/funding activity/event	<ul style="list-style-type: none"> To provide funding of up to £1.7M to support a single NetworkPlus to develop and build on industry-academic relationships in Trust, Identity, Privacy and Security (TIPS)
3. What involvement and consultation has been done in relation to this policy?	<ul style="list-style-type: none"> Discussion with advisory board members Ongoing discussion with TIPS community members and other stakeholders such as the National Cyber Security Centre
4. Who is affected by the policy/funding activity/event?	<ul style="list-style-type: none"> The TIPS and related research communities. Related research users (e.g. industry, charities, 3rd sector organisations) who may be involved e.g. as project partners.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<ul style="list-style-type: none"> Successful applicants will be required to appoint an independent advisory board to provide advice on the strategic direction and activities of the network Research outcomes to be collected via Researchfish.

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	None identified		<p>Care has been taken to plan the timings of the call:</p> <ul style="list-style-type: none"> To be open for 3 months to allow proposal preparation To avoid closing during national, major religious or school holiday periods. <p>The EPSRC Peer Review process incorporates a target for securing 30% under-represented gender membership on panels. EPSRC staff receive training in EDI and Unconscious Bias management. Prioritisation panellists and meeting chairs are briefed on Unconscious Bias management before every panel.</p>
Gender reassignment	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	None identified		
Race	None identified		
Religion or belief	None identified		
Sexual orientation	None identified		
Sex (gender)	None identified		
Age	None identified		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No factors have been identified that would have a significant impact on any potential applicant based on protected characteristics.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	Tick	The call timescales and published call document allowing for sufficient time for potential applicants to understand the call and prepare a competitive bid.
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
Date completed:	22 August 2018
Review date (if applicable):	N/A

Change log

Name	Date	Version	Change
Miriam Dowle	22 August 2018	1	