

Equality Impact Assessment

| Question | Response |
|---|---|
| 1. Name of policy/funding activity/event being assessed | Telling Tales of Engagement 2018 |
| 2. Summary of aims and objectives of the policy/funding activity/event | To support an activity or activities that will allow you to tell your impact story in creative, interesting and engaging ways to a wider audience and the public. |
| 3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders) | Discussions with DE team, Web team, Peer Review Team and external person. |
| 4. Who is affected by the policy/funding activity/event? | Members of DE community who have received previous funding |
| 5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event? | PAB meeting 2019 and 2019 call with be reviewed before issued. |

| 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 | | |
| Gender reassignment | No | | |
| Marriage or civil partnership | No | | |
| Pregnancy and maternity | No | | |
| Race | No | | |
| Religion or belief | No | | |
| Sexual orientation | No | | |
| Sex (gender) | No | | |

| | | | |
|------------|----|--|--|
| | | | |
| Age | No | | |

Evaluation:

| Question | Explanation / justification | |
|--|-----------------------------|--|
| Is it possible the proposed change in policy, funding activity or event 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 . | ✓ | |
| 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: | 13/08/18 |
| Review date (if applicable): | |

Change log

| Name | Date | Version | Change |
|-------------|----------|---------|---------------------------|
| Anna Walker | 06/11/18 | 1 | EIA to be published - Yes |

Annex 1: Examples of recently completed EIA templates

| Council | Activity |
|----------------|--|
| EPSRC | Inclusion Matters Call |
| EPSRC | New Investigator Awards |
| EPSRC | Policy change: Limit to the number of applications at a standard panel |
| BBSRC | BBSRC Future Leader Fellowships (FLF) Scheme |
| BBSRC | BBSRC/STFC/Innovate UK Biofilms programme |
| EPSRC | Manufacturing Hubs |
| EPSRC | CDT Call |
| EPSRC | International centre-to-centre research collaborations |
| EPSRC | SCF RAI Hubs Networking Event |
| EPSRC | Business Engagement Forum 3 |
| EPSRC | 2018 Key Partners' Event |