

## Equality Impact Assessment

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	UKERC (UK Energy Research Centre) Phase 4 Call
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	EPSRC, ESRC and NERC, as part of their contribution to the Cross-Council Energy Programme, are looking to support Phase 4 of the UK Energy Research Centre (UKERC). This is not an open call but an invitation to the current leaders to apply to continue UKERC into a Phase 4.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	UKERC Mid Term Review UKERC Phase 4 Workshop UKERC Funder's Meeting(s)
<b>4. Who is affected by the policy/funding activity/event?</b>	Cross-Council Energy Programme (Staff) Whole Systems Energy Community Panel Members/Applicant(s)
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	UKERC Mid Term Review, UKERC Funder's Meeting(s), Interview Panel

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>	Access to panels for panel members and applicants could have a negative impact on participation.	This is dependent on the location selected - interview panel will be held at Polaris House.	All venues selected will be accessible and reasonable adjustments made to support participation.  Ensure we use more than one type of communication platform audio/visual.

			<p>Ensure attendees have an opportunity to raise any requirements in advance.</p> <p>If there are any venue restrictions, ensure this is made communicated in the joining instructions.</p> <p>EPSRC offers support available for people with caring responsibilities. Additional care requirements could occur if individuals are required to:</p> <p>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>	None identified.		
<b>Marriage or civil partnership</b>	None identified.		

<p><b>Pregnancy and maternity</b></p>	<p>Access to panels for panel members and applicants could have a negative impact on participation.</p>	<p>This is dependent on individual circumstances.</p>	<p>All venues selected will be accessible and reasonable adjustments made to support participation.</p> <p>EPSRC offers support available for people with caring responsibilities. Additional care requirements could occur if individuals are required to:</p> <p>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>
<p><b>Race</b></p>	<p>None identified.</p>		<p>Panel membership will appeal to EPSRC guidelines of EDI.</p>
<p><b>Religion or belief</b></p>	<p>Participation in may be affected, if potential applicants or peer reviewers are unavailable at key assessment stages.</p> <p>(Activities could coincide with religious holidays).</p>		<p>Panel membership will appeal to EPSRC guidelines of EDI.</p> <p>EPSRC will do its best to accommodate adjustments.</p>

<b>Sexual orientation</b>	None identified.		
<b>Sex (gender)</b>	None identified.		
<b>Age</b>			Attendance is purely based on whether the individual is a PI or Co-I on UKERC Phase 4 proposal.

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	I do not believe that the call will discriminate or disadvantage anyone. This is a closed call to the current leaders of UKERC; UKERC is coherent to practices of Equality, Diversity and Inclusion and will ensure that they're inclusive and diverse within their proposal and management of the centre in Phase 4.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .	Tick	<b>I haven't identified any barriers. We will ensure the venue is accessible and complies with other considerations mentioned above when the panel members/applicants arrive for interview.</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		
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.		

<p><b>Will this EIA be published* Yes/Not required</b>          (*EIA's should be published alongside relevant funding activities e.g. calls and events:</p>	<p><b>I don't believe that this is required due to it being a closed call to the current leaders of UKERC.</b></p>
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<b>Date completed:</b>	<b>2<sup>nd</sup> July 2018</b>
<b>Review date (if applicable):</b>	

#### Change log

<b>Name</b>	<b>Date</b>	<b>Version</b>	<b>Change</b>
Jasmine Cain	When published	1	

## Annex 1: Examples of recently completed EIA templates

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