

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Frontier Engineering: Progression Grants
2. Summary of aims and objectives of the policy/funding activity/event	EPSRC is inviting the existing Frontier Engineering Centres to apply for further funding to provide a baseline of flexible support (a platform) that can be used for the retention of key staff, feasibility studies, longer-term research and international networking to specifically enhance the sustainability and impact of the Frontier Engineering Centres funded in 2012.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	EPSRC Engineering Strategic Advisory Team Frontier Engineering Directors Engineering Team members EPSRC Peer Review Team
4. Who is affected by the policy/funding activity/event?	Only the existing Frontier Engineering Centres are eligible to apply for these Progression Grants. Internal Stakeholders in the Engineering Team
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Research outcomes will be collected through Researchfish. EPSRC Portfolio Managers will be members of the relevant Advisory Boards of the Centres. The existing Frontier Engineering centres have also undergone an external mid-term review of previously funded Centres.

As a funder of research, EPSRC remain 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 available 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 for flexible working of stakeholders
- Ensure diversity of peer review assessment and interview panels
- Abide by the Principles of peer review
- Unconscious Bias training for EPSRC staff and clear guidance for assessors

- 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)
Disability	Potentially negative		<p>Panel members will be given the opportunity to highlight any adjustments required in advance.</p> <p>EPSRC offers support available for people with caring responsibilities, further details are available here</p>
Gender reassignment	No known risk		
Marriage or civil partnership	No known risk		
Pregnancy and maternity	Potentially negative	Key dates could overlap with maternity leave or other pregnancy related absence.	<p>Full timeline provided of all key milestones, allowing early engagement with EPSRC on specific mitigations.</p> <p>EPSRC will offer support for people with caring responsibilities, further details are available here</p> <p>All panel members will be asked to highlight</p>

			any personal circumstances that will need additional support.
Race	No known risk		
Religion or belief	Potentially negative	The timeline coincides with a religious festival.	<p>A full timeline will be provided of all key milestones, allowing early engagement with EPSRC on specific mitigations, including early identification of potential reviewers to maximise the time available for review.</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>
Sexual orientation	No known risk		
Sex (gender)	No known risk		Ensure diversity of peer review assessment and panels. Language in all documents has been reviewed to ensure it is gender neutral.
Age	No known risk		
Additional aspects (not covered by a protected characteristic)			

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	There has been no evidence found to show that this call would discriminate or unfairly disadvantage people.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	X	With the specific actions that need to be taken already integrated in the design of the call, this would be seen as this category rather than category 3.
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:	23/10/2018
Review date (if applicable):	N/A

Change log

Name	Date	Version	Change
Sarah Billingham	23/10/2018	1	