

**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	EPSRC/NCSC Scheme to Recognise Academic Centres of Excellence in Cyber Security Research (ACE-CSR)
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	The overall aim of the scheme is to identify and give due recognition to all UK Higher Education Institutions carrying out cyber security research of sufficiently notable quality, scale and impact across a reasonable range of cyber security knowledge domains. This will enable a better understanding of the UK's academic cyber capability, identify areas where there are research opportunities or technical gaps and so create a sound basis for future development of investment priorities.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	National Cyber Security Centre EPSRC Peer Review Team
<b>4. Who is affected by the policy/funding activity/event?</b>	Cybersecurity research stakeholders in the UK, including academia, industry and government.
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	This is the 6 <sup>th</sup> round of recognition as part of this scheme. The primary sponsors (EPSRC and NCSC) will continue to engage with all ACEs-CSR, including an annual conference, and monitor the success and relevance of the scheme.

As a funder of research, EPSRC remains 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 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 flexible working of stakeholders
- Ensure diversity of peer review assessment and interview panels
- Abide by the principles of peer review
- Ensure EPSRC staff receive tailored unconscious Bias training for Peer Review processes and clear guidance for assessors to reduce the effects of unconscious bias in panel meetings

- 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	None Identified		
Gender reassignment	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	Potential Negative	Staff included in the application may have gaps in track records due to parental leave or caring responsibilities	Call document explicitly states that we welcome the inclusion of staff members with diverse career pathways
Race	None identified		
Religion or belief	None identified		
Sexual orientation	None identified		
Sex (gender)	None identified		
Age	None identified		
Additional aspects (not covered by a protected characteristic)	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	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</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.		

<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>17/12/18</b>
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
Anna Walker	When published	1	