

**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	ARCHER RAP and RAP Top UP Call Spring 2019
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	Mechanism of access for short term projects (6 months or less) that require use of the national supercomputer, ARCHER. Also includes top up provision to any grants that have had ARCHER time assigned previously. Call is run approximately 2 times a year. Due to the replacement of ARCHER this will be the last such call, but it will be replaced by a similar call on the successor device.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	This process has been run in this fashion for the past 8 years and builds on standard EPSRC process for running calls. It has been endorsed by the ARCHER scientific advisory committee, and the strategic management board, both of which have advised on the application forms and process. The panels themselves are asked each time to give feedback on the process and how it can be improved.
<b>4. Who is affected by the policy/funding activity/event?</b>	Anyone who would like to use ARCHER.
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	Research outcomes are collected via a final report form that is requested 3 months after the conclusion of the allocation.

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



<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the policy)</b>
<b>Disability</b>	None identified		
<b>Gender reassignment</b>	None identified		
<b>Marriage or civil partnership</b>	None identified		
<b>Pregnancy and maternity</b>	None identified	Call run 2 times a year, so will not hinder those who are unable to apply to this particular call.	
<b>Race</b>	None identified		
<b>Religion or belief</b>	None identified		
<b>Sexual orientation</b>	None identified		
<b>Sex (gender)</b>	None identified	Ensure assessment panels are mixed gender	
<b>Age</b>	None identified		
<b>Additional aspects (not covered by a protected characteristic)</b>	None identified		

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	<b>No, this is an open call that is run 2 times a year for short projects of up to a year's length.</b>	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .	Yes	<b>No barriers or negative impacts have been identified</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:	Yes
<b>Date completed:</b>	24/01/2019
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
	When published	1	