

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Collaborative Computational Projects: Networking and Core Support Call for Proposals
2. Summary of aims and objectives of the policy/funding activity/event	This is a call to invest in a new cohort of Collaborative Computational Projects in the UK
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Consultation with the e-Infrastructure advisory groups, CoSeC Management and current CCP's
4. Who is affected by the policy/funding activity/event?	Academic and professional staff associated with bids for funding in the call, CoSeC.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The standard processes for calls within EPSRC. We expect a low volume of applications and as such the Research Infrastructure team will be able to monitor the impacts on the applicants on a case by case basis.

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	No known negative impact		
Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and maternity	Potentially negative impact	As this call is run approximately every 5 years this may impact the ability of applications from Academics who are on parental leave.	The call cannot be run more frequently due to financial constraints.
Race	Potentially negative impact	Unconscious bias of the panel members and convenors could affect the decision process.	The risk of unconscious bias will be minimised as Unconscious Bias is raised with all panel's in line with EPSRC's established process
Religion or belief	Potentially negative impact	Occurrence of Religious festivals of all denominations within timeline of activity	The timeline has been drawn up with due consideration of all religious festivals during the lifecycle of the activity. The call will be open to applicants for 9 weeks .
Sexual orientation	No known negative impact		
Sex (gender)	Potentially negative impact	Unconscious Bias of panel members and convenors may affect the decision process.	The Assessment panel will be mixed gender aiming to have 30 % female members in line with EPSRC policy. Unconscious Bias will be included in both the panel guidance ahead of the meeting and panel briefing on the day.
Age	Potentially negative impact	The call is open to applicants of all ages and experience.	The assessment panel will be made up of the full range of members from

			experienced academics through to early career academics.
Additional aspects (not covered by a protected characteristic)	Those with caring responsibilities could potentially be disadvantaged.		Consideration has been taken of both school and public holidays when drawing up the timeline for this call. The call will be open to applicants for 9 weeks .

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	The call opens in the summer period, however the open period for this call for proposals has been extended to 10 weeks to ensure sufficient time for the generation of proposals.	
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:	18/7/2019
Review date (if applicable):	

Change log

Name	Date	Version	Change
Sarah King	6/7/2019	1	
Sarah King	18/7/2019	2	