

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Decarbonising Heat Workshop
2. Summary of aims and objectives of the policy/funding activity/event	Scope remit for an EPSRC call in decarbonising heat for £8M to start in Feb 2020 Scope remit for a SPF and FIC bid in decarbonising heat Align with the government's Clean Growth Strategy 2050
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	This workshop arises from the need to scope the next EP call and cross-council bid on for decarbonising heat for UKRI's Energy programme. Conversations have already been initiated at PCG meetings.
4. Who is affected by the policy/funding activity/event?	Wider academic community working on decarbonising heat solutions who would potentially apply for funding; delegates from BEIS; industry and business representation; UKRI staff.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The workshop will be open to any interested party (10 will be invited from a Smart Survey), and contact details will be provided alongside the information relevant to the event. This will be visible to all. EPSRC staff present at the event will have received unconscious bias training, as well as facilitation. Outcomes of the workshop will be published on the EPSRC webpage and this information will be available to any interested party.

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	Access to events and panels for panel members and applicants could have a negative impact on participation.	Dependant on venue selected	The venue selected will be accessible and reasonable adjustments to logistics will be made to ensure inclusion and support participation.
Gender reassignment	No impact		
Marriage or civil partnership	No impact		
Pregnancy and maternity	No impact		
Race	No impact		
Religion or belief	No impact		
Sexual orientation	No impact		
Sex (gender)	No impact		

Age	Potentially positive or negative	Dependant on the nature of the applications received	In line with the assessment criteria (track record, potential impact to the activity), the selection of attendees to the workshop will specifically seek to provide, when possible, a group with broad skills and levels of expertise.
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Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No. The application will be open to the wider UK community and applications will be reviewed and scored against assessment criteria (potential to add value to the workshop, expected outcome). Participant selection will seek to result in a group with mixed skills and expertise, always using the framework of the criteria. Reasonable adjustments will be made to the logistics to facilitate participation of those with disabilities.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	x	
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:	17/01/2019
Review date (if applicable):	

Change log

Name	Date	Version	Change
Ruhina Miller	17/01/19	1	Completed form