

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Engineering Engagement Champions (Pilot)
2. Summary of aims and objectives of the policy/funding activity/event	<p>EPSRC has up to £1.5 million available through the Engineering Theme to provide bespoke support to EPSRC researchers in our community to undertake public engagement activities in order to inspire, and interact with the public as well as attract them to Engineering and Physical Sciences.</p> <p>It is expected that applicants will be active researchers in engineering and physical sciences, however this funding is to support public engagement activities to sit alongside core research. These activities could include, but are not limited to, engagement with individuals of particular protected characteristics who may be underrepresented in engineering, education sector stakeholders or government representatives.</p>
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Strategic Advisory Team Early Career Forum Community Engagement
4. Who is affected by the policy/funding activity/event?	Members of the Engineering research community.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>EPSRC will obtain feedback from those who obtain awards and those involved in the peer review process.</p> <p>Case studies will be collected from successful applicants during their time on the award.</p>

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	Potential Negative Potential Positive	Accessibility to venues for interviews. These awards may aim to tackle ED&I and disability issues in Engineering as part of the call.	EPSRC will conduct interviews in an accessible building.
Gender reassignment	Potential Positive	These awards may aim to tackle ED&I and gender issues in Engineering as part of the call.	
Marriage or civil partnership	No known impact		
Pregnancy and maternity	Potential Negative	The call is open over specific dates and a specific time period which may prevent those who are on parental leave to apply.	EPSRC have considered the time frames for this activity and it will remain open for the longest time possible. Those who become pregnant or go on parental leave during the course of the grant will be able to apply for extensions as appropriate.
Race	Potential Positive	These awards may aim to tackle ED&I and race issues in Engineering as part of the call.	
Religion or belief	Potential Negative	This call may clash with religious holidays.	EPSRC will not hold interviews and deadlines over religious holidays.
Sexual orientation	Potential Positive	These awards may aim to tackle ED&I and sexual orientation in Engineering as part of the call.	

Sex (gender)	Potential Positive	These awards may aim to tackle ED&I and gender issues in Engineering as part of the call.	
Age	Potential positive	There are no career stage or age restrictions as part of this call.	
	Potential Positive	These awards may aim to tackle ED&I and age issues in Engineering as part of the call.	
Additional aspects (not covered by a protected characteristic)	Those with caring responsibilities – potential negative	Applicants will need to travel to interview.	EPSRC will not to hold interviews over school holiday periods and will adapt the approach according to other caring responsibilities. Details of help EPSRC can provide is on the website.

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Yes. This activity could unfairly disadvantage those who are pregnant or on maternity leave as they may be unable to apply during this period. EPSRC has considered this and will hold the call open for the longest time possible. The activity must be conducted within the timeframe detailed in the call. There are measures in place for those who become pregnant during their award or who need extensions.	
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	✓	This activity could unfairly disadvantage those who are pregnant or on maternity leave as they may be unable to apply during this period. EPSRC has considered this and will hold the call open for the longest time possible. The activity must be conducted within the timeframe detailed in the call. There are measures in place for those who become pregnant during their award or who need extensions.
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:	11/09/19

Review date (if applicable):	

Change log

Name	Date	Version	Change
Laura Finney	11/09/19	1	