

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Women's Engineering Society Membership (Pilot)
2. Summary of aims and objectives of the policy/funding activity/event	In celebration of the centenary of the Women's Engineering Society (WES), EPSRC, as a not-for-profit partner of the WES, will provide ten current Principle Investigators (PI) (both male and female) of EPSRC engineering grants a 12 month membership to the society, to enhance their understanding of equality and diversity in engineering and engage with EPSRC on ED&I issues in Engineering.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Consulted with members of the Engineering Strategic Advisory Team and confirmed members of the future EPSRC Equality, Diversity and Inclusion Board as well as the working group.
4. Who is affected by the policy/funding activity/event?	The Engineering community and EPSRC grant holders.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Cohort events will bring the participants together and will allow them to feed back and work closely with EPSRC. Outputs will be collected from the cohort at the end of the membership term.

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 [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	Potential Negative	If gendered language or specific gender references was used in the call.	The reference to Women's Engineering Society cannot be changed although all gender neutral language will be used throughout the rest of the document.
Marriage or civil partnership	No known negative impact.		
Pregnancy and maternity	Potential Negative	Set dates means that those who are on maternity leave or due to go on maternity leave may not feel that they will be able to apply or get the most benefit from this activity.	
Race	No known negative impact.		
Religion or belief	Potential Negative	The call will be run during April, which is over Easter 2019. Unfortunately, this is necessary in order to initiate the memberships quickly and as early in the centenary year.	The call will be live both before and after the holiday, for a whole calendar month, to address this and give applicants an opportunity to apply.
Sexual orientation	No known negative impact.		

Sex (gender)	<p>Potential negative</p> <p>Potential Positive</p>	<p>men may feel that they are unable to apply or that they are being disadvantaged.</p> <p>This call could help to increase awareness of ED&I issues related to the female gender specifically and might encourage female engineers to become WES members.</p>	<p>Both men and women are welcome to apply, as set out in the WES membership guidelines.</p>
Age	<p>Potential Positive</p>	<p>The call does not require any age restrictions instead focus on the individuals skills and interest.</p>	
Additional aspects (not covered by a protected characteristic)			

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	After careful consideration, this training event will not unfairly disadvantage anyone	
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.	✓	This activity needs to be underway as quickly as possible in order initiate the memberships quickly and as early in the WES centenary year. It is detailed that both women and men are welcome to apply throughout the document.

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Ye
Date completed:	28/03/19
Review date (if applicable):	

Change log

Name	Date	Version	Change
Laura Finney	When published	1	