

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	ISCF Wave 3- Industrial Decarbonisation Research and Innovation Centre Champion
2. Summary of aims and objectives of the policy/funding activity/event	<ol style="list-style-type: none"> 1. Fund a Champion to lead the Industrial Decarbonisation Research and Innovation Centre 2. Bring together expertise from a range of academic disciplines to tackle novel research related to industrial decarbonisation 3. Engage with and facilitate knowledge exchange between different activities within the Industrial Decarbonisation Challenge 4. The Industrial Decarbonisation Research and Innovation Centre's remit will include carrying out multidisciplinary research and cross-cutting activities such as policy, economic, institutional and regulatory analysis, and knowledge exchange.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Workshops with academics and industrialists as part of the ISCF Wave 3 processes (engagement through EOI, business case writing and delivery planning stages). Discussion with UKRI and BEIS colleagues.
4. Who is affected by the policy/funding activity/event?	Academic and industry communities. Policy makers.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	This funding will be subject to ISCF monitoring and evaluation requirements.

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	Likely negative impact	<p>Impact could vary on the nature of the disability. This includes physical, visual, auditory and neurological disabilities.</p> <p>Compressed call timeline is highly likely to disadvantage some individuals.</p>	<p>There is flexibility to make adjustments throughout the assessment process where appropriate for applicants, panel members and staff. This may include alternative participation options such as the use of video conferencing.</p> <p>Individuals are encouraged to contact staff to discuss the support available.</p> <p>Without adjusting timeline, there are no further mitigations that we are able to make to address this</p>
Gender reassignment	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	Likely negative impact	<p>This call will be open for 6 weeks during which time some academic individuals may be on parental leave and unable to apply.</p> <p>Panel members and applicants who are</p>	<p>Compressed call timeline is highly likely to disadvantage some individuals, no other mitigations will address this.</p> <p>Individuals are encouraged to</p>

		pregnant or on maternal leave may find it difficult to travel to the venue and/or participate in meetings.	<p>contact staff to discuss the support available.</p> <p>It will be a core responsibility of the Centre to engage widely with the academic and industrial community over the lifetime of the grant. There will be multiple opportunities for academics to be part of the wider consortium and have a formal role on the Research and Innovation Centre grant.</p>
Race	None identified		
Religion or belief	Possible negative impact	Call launch does coincide with some religious holiday, largely single day festivals	No mitigation taken as most festivals are single day. Individuals are encourage to contact the staff if there is a significant impact.
Sexual orientation	None identified		
Sex (gender)	None identified		
Age	None identified		There are no time bound eligibility criteria for this call. The assessment criteria focuses on the person's suitability based on demonstrated attributes.

Additional aspects (not covered by a protected characteristic)	<p>Childcare responsibilities</p> <p>Part time working</p>	<p>Individuals with caring responsibilities or part time working patterns may require additional support or experience additional barriers to participation.</p>	<p>Compressed call timeline is highly likely to disadvantage some individuals, no other mitigations will address this.</p> <p>It will be a core responsibility of the Centre to engage widely with the academic and industrial community over the lifetime of the grant.</p> <p>Applications are welcome from co-champions to reflect the time commitment to the role for part time workers.</p>
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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?		
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	x	<p>Proposed call timeline, is significantly below EPSRC minimum, as a result there are very few mitigations available to EPSRC staff to address potential negative impact.</p> <p>Justification for proceeding with caution need to be obtained prior to launch. ELT</p>

practice knowing that it may favour some people less than others, providing justification for this decision.		should be made aware of the outcome of the EIA
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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:	29/08/2019
Review date (if applicable):	

Change log

Name	Date	Version	Change
K.Dunn	When published	1	
L.Watkin		1.1	Updated to reflect new proposed timeline.