

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Tier-2 RAP Call Autumn 2019
2. Summary of aims and objectives of the policy/funding activity/event	Mechanism of access for short term projects (1 year or less) that require use of one of the Tier 2 machines across the UK. Call is run approximately 2 times a year.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	This process is being run for the fifth time following the same process as the ARCHER RAP, which has been run in this fashion for the past 8 years and builds on standard EPSRC process for running calls. It has been endorsed by the ARCHER scientific advisory committee, the Tier 2 Directors, and the strategic management board, all of which have advised on the application forms and process. The panels themselves are asked each time to give feedback on the process and how it can be improved.
4. Who is affected by the policy/funding activity/event?	Anyone who would like to use Tier-2 Compute Resource.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Research outcomes are collected via a final report form that is requested 3 months after the conclusion of the allocation.

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. This includes for applicants, reviewers, panel members and staff. Included in the interview invitation letter is a request for any access issues to be notified.
- All participants in the process are asked to inform staff if they have any additional needs to enable attendance or participation.
- Offer support for people with caring responsibilities, further details are available [here](#).
- Clearly communicate the timeline and key milestones for funding activities, advertise these widely to reach the largest possible audience.
- Support and encourage panel members to follow best practice in taking positive steps to safeguard funding decisions. Staff will work closely with the Panel Chair(s) to agree approaches that are designed to minimize opportunities for bias and improve transparency of the decision making process. This includes managing environmental conditions, such as providing appropriate breaks.
- Support flexible working of stakeholders.

- Ensure diversity of peer review assessment and interview panels. Staff will adhere to a mixed panel policy and endeavor to achieve the minimum 30% for the underrepresented gender on the panel.
- Abide by the principles of peer review
- Provide EPSRC staff with tailored unconscious bias training for Peer Review processes and clear guidance for assessors.
- 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	None identified		
Gender reassignment	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	None identified	Call run twice a year, so will not hinder those who are unable to apply to this particular call.	
Race	None identified		
Religion or belief	None identified		
Sexual orientation	None identified		
Sex (gender)	None identified	Ensure assessment panels are mixed gender	
Age	None identified		
Additional aspects (not covered by a protected characteristic)	None identified		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No, this is an open call that is run 2 times a year for short projects of up to a year's length.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	Y	No barriers or negative impacts have been identified
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:	14/08/19
Review date (if applicable):	

Change log

Name	Date	Version	Change
Emma Roworth	When published	1	