

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	The funding activity is a call for Research grants in End Use Energy Demand as part of the Energy Program.
2. Summary of aims and objectives of the policy/funding activity/event	EPSRC is aiming to fund 3-6 research grants which align with the strategy of the newly funded Centre for Research in Energy Demand Solutions, which is joint funded between EPSRC and ESRC. These will support and complement the activities of the hub and aid the realisation of the EPSRC Energy Efficiency balancing capability strategy and help the UK to achieve energy resilience.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	The call was part of the planned progression for the End Use energy demand area, which started as a direct response to the International Review of Energy 2010. The second phase of this investment funded the CREDS centre, which was scoped through appointing a 'champion' who then worked with the community to create the outline of the centre which has now been established. Input has been taken from the UKRI Energy SAC, the community engagement around the centre and from the advisory board of the centre itself in devising this call for proposals.
4. Who is affected by the policy/funding activity/event?	There are no specific eligibility criteria so applicants are welcome from all career stages. PDRAs may be employed on the grants. It is expected that there will be significant interaction with industry and the wider innovation landscape. Support staff may also be employed on the grant.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Research outcomes will be collected through Researchfish and additional data through an annual data return. An annual report will be expected for feed in to the CREDS advisory board.

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	Potentially negative		<p>EPSRC will select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation.</p> <p>EPSRC will offer support for people with caring responsibilities, further details are available here.</p> <p>All panel members will be asked to highlight any personal circumstances that will need additional support.</p>
Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and maternity	Potentially negative		<p>EPSRC will select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation.</p>

			<p>EPSRC will offer support for people with caring responsibilities, further details are available here.</p> <p>All panel members will be asked to highlight any personal circumstances that will need additional support.</p>
Race	No known negative impact		
Religion or belief	Potentially negative		<p>EPSRC will select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation.</p> <p>All panel members will be asked to highlight any personal circumstances that will need additional support.</p>
Sexual orientation	No known negative impact		
Sex (gender)	No known negative impact		
Age	No known negative impact		
Additional aspects (not covered by a protected characteristic)	N/A		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	There has been no evidence found to show that this call would discriminate or unfairly disadvantage people.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	✓	With the specific actions that need to be taken already integrated in the design of the call, this would be seen as this category rather than category 3.
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:	02/04/2019
Review date (if applicable):	

Change log

Name	Date	Version	Change
Edward Jones	When published	1	