

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Digital Security by Design – EPSRC funding Call
2. Summary of aims and objectives of the policy/funding activity/event	Call for proposals to support academic research projects that address specific objectives within the scope of the Digital Security by Design challenge.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	A scoping workshop was held in May 2019 to describe the broader challenge to the community and gain their input on the design of the scheme. A second workshop will take place to explain more about the challenge and funding opportunity in advance of the call opening. Further community engagement has been done by EPSRC/UKRI staff with relevant academic groups, the Digital Security by Design Challenge Advisory Board and Challenge Team.
4. Who is affected by the policy/funding activity/event?	Potential applicants in academia Potential industrial project partners
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. A detailed list of performance metrics and instructions for reporting will be agreed with the Grant Holder upon commencement of the grant. Grant holders will be expected to attend a biannual UK based meeting of all projects, stakeholders and collaborators that form part of the Industrial Strategy Challenge Fund (ISCF) Digital Security by Design Challenge. (Funds for attendance must be allocated from within the grant award for this purpose.)

As a funder of research, EPSRC remain 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 available 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 for flexible working of stakeholders
- Ensure diversity of peer review assessment and interview panels
- Abide by the Principles of peer review

- Unconscious Bias training for EPSRC staff 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	Access to events and panels for panel members and applicants could have a negative impact on participation.	Dependant on location selected	All venues selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation. Information will be made available for those physically not able to attend such as video recordings, a webinar or transcripts. All panel members will be asked to highlight any personal circumstances that will need additional support.
Gender reassignment	It is not expected that this policy will have any particular impact		
Marriage or civil partnership	It is not expected that this policy will have any particular impact		
Pregnancy and maternity	Participation in the call may be negatively affected, if potential applicants or peer reviewers are unavailable at key assessment stages. Access to events and panels for panel members and applicants could have a negative impact on participation.	Dependant on individual circumstances	The call will be live for greater than 3 months in attempt to mitigate any risks of applicants missing the submission period. Key dates will be provided in the call document, allowing early engagement with EPSRC on specific mitigations.

			<p>EPSRC will do its best to accommodate adjustments, such as virtual presence or deputising.</p> <p>All venues selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation. Information will be made available for those physically not able to attend such as a webinar, video recording or transcripts.</p> <p>EPSRC will offer support for people with caring responsibilities.</p> <p>All panel members will be asked to highlight any personal circumstances that will need additional support.</p>
Race	It is not expected that this policy will have any particular impact		
Religion or belief	Participation in call may be affected, if potential applicants or peer reviewers are unavailable at key assessment stages. (Activities could coincide with religious holidays).		<p>The call will be live for greater than 3 months in an attempt to mitigate any risks of applicants missing the submission period. Key dates will be provided in the call document, allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments.</p> <p>All panel members will be asked to highlight any personal</p>

			circumstances that will need additional support.
Sexual orientation	It is not expected that this policy will have any particular impact		
Sex (gender)	Reviewers and panel members selection-positive	It is important that the assessment process is undertaken by a diverse community.	Ensure diversity of peer review assessment and interview panels. Care has been taken to ensure that the language used within the call document is gender neutral.
Age	It is not expected that this policy will have any particular impact		
Additional aspects (not covered by a protected characteristic)	Potentially negative impacts	Grants funded under this call may not have the capacity to be extended (dependent on the original grant length) since there is a fixed window for ISCF programme expenditure.	As per EPSRC policy, grant extensions will be permissible for reasons such as staff breaks and delays due to illness, parental leave, disability etc.

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 .	✓	
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:	30/08/2019
Review date (if applicable):	

Change log

Name	Date	Version	Change
Rhys Perry	30/08/2019	1	