

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	EPSRC-JSPS Core-to-Core Collaboration in Advanced Materials, Expression of Interest
2. Summary of aims and objectives of the policy/funding activity/event	<p>The objectives of this Expression of Interest call is to:</p> <ol style="list-style-type: none"> 1) Enable high-quality and highly collaborative international research. 2) To contribute to the EPSRC strategy by supporting high-quality research which aligns with Balancing Capability research area rationales (https://www.epsrc.ac.uk/research/ourportfolio/researchareas/), and align with Japanese Science Strategy (https://www.isps.go.jp/english/e-c2c/data/Outline_of_the_Program_rev.pdf). 3) To further the UK's strategic needs in international science and innovation partnerships. <p>The JSPS Core-to-Core programme is designed to create world-class research hubs in fields considered to cutting-edge and internationally important in Japan.</p>
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	A number of discussions with JSPS, EPSRC Peer Review Team, EPSRC Physical Sciences.
4. Who is affected by the policy/funding activity/event?	EPSRC Staff Academics from within Advanced Functional Materials
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Annual reports of activities, results and added value to be sent to EPSRC contact.

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	Yes (negative) – medium.	Travel will be a feature of the awarded grants.	Highlight in call EPSRC’s policy to support people with disabilities. Applicants should consider mitigation within their proposals. It is the responsibility of the employer to provide sufficient support.
Gender reassignment	Yes (negative) – low.	Travel will be a feature of the awarded grants.	Applicants should check advice at https://www.gov.uk/guidance/lesbian-gay-bisexual-and-transgender-foreign-travel-advice
Marriage or civil partnership	None identified.		N/A
Pregnancy and maternity	Yes (negative) – medium.	Travel will be a feature of the awarded grants	Highlight in call EPSRC’s policy on equality, diversity and inclusion. Applicants should consider mitigation within their proposals and should check FCO travel guidance at https://www.gov.uk/foreign-travel-advice
Race	Yes (negative) – low.	Dependent on focus of individual activities within proposals, but travel will be a feature of the awarded grants.	Applicants to consider culture and restrictions of partner countries within their proposals.
Religion or belief	Yes (negative) – low.	Dependant on focus of individual activities within proposals, but travel will be a feature of awarded grants. Participation may be impacted if the event coincides with a religious holiday.	Applicants to consider culture of partner countries within their proposals. Effort has been made to select call dates to avoid major religious holidays.
Sexual orientation	Yes (negative) – low.	Dependant on focus of individual	Applicants should consider culture of partner countries within their

		activities within applications, , but travel will be a feature of awarded grants.	proposals and check guidance at https://www.gov.uk/foreign-travel-advice and https://www.gov.uk/guidance/lesbian-gay-bisexual-and-transgender-foreign-travel-advice
Sex (gender)	None identified		N/A
Age	None identified		N/A
Additional aspects (not covered by a protected characteristic)	Yes (negative) – medium.	Caring responsibilities could impact on whether invitees are able to attend.	Highlight in call EPSRC’s policy to support people with caring responsibilities. The amount of time for which the EoI is open has been extended to the latest possible closing date which still aligns with the JSPS application deadlines.

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No	
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:	26th June 2019
Review date (if applicable):	

Change log

Name	Date	Version	Change
Marianne Rolph	When published	1	