

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Manufacturing Fellows 7 Call
2. Summary of aims and objectives of the policy/funding activity/event	To provide support to individuals who are moving or have recently moved into academia from Industry. Industry can be interpreted as any non academic institution. Recently moved is defined as within the last two years of the call opening date, but flexibility will be applied. The proposals will be assessed by postal peer review and an interview.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	The original scheme was developed with the manufacturing SAT and wider community. This round was discussed with the SAT.
4. Who is affected by the policy/funding activity/event?	Individuals who work within the manufacturing research community
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The result of the call will be reviewed with the manufacturing SAT

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	Yes	Interview People not aware of what assistance they can apply for	Full guidance in call document on EPSRCs policies Accommodations made for individuals when being interviewed
Gender reassignment	No		Standard EPSRC policies for interview panels followed
Marriage or civil partnership	No		Standard EPSRC policies for interview panels followed
Pregnancy and maternity	Yes		Accommodations made for individuals when being interviewed if required
Race	No		Standard EPSRC policies for interview panels followed
Religion or belief	Yes		Accommodations made for individuals when being interviewed Dates of interviews will be checked for clashes with major events
Sexual orientation	No		Standard EPSRC policies for interview panels followed
Sex (gender)	No		Standard EPSRC policies for interview panels followed
Age	Yes		Criteria for ability based on the fellowships person specification to ensure they are competency based
Additional aspects (not covered by a protected characteristic)	Eligibility criteria of two years since the person left industry to join academia.	Person could have left industry more than two years ago. Additional time off could have been used for non-working activities	Case by case approach taken. Time spent outside of industry but used for maternity/paternity/caring responsibility/health reasons etc. not included in the two years. This will

			be stated in the call document.
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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?	No – Providing full guidance is provided in the call document and EPSRC peer review policies are followed.	
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	✓	Full guidance will be provided in the call document and EPSRC peer review policies are followed.
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:	14.3.19
Review date (if applicable):	

Change log

Name	Date	Version	Change
Shyeni Paul	When published	1	