

**EPSRC - Equality Impact Assessment**

Question	Response
<p><b>1. Name of policy/funding activity/event being assessed</b></p>	<p>Security for all in an AI enabled society – call for research proposals</p>
<p><b>2. Summary of aims and objectives of the policy/funding activity/event</b></p>	<p>The Digital Economy Theme, part of UKRI, would like to commit up to £9M (at 80%FEC) to support 4-6 research projects which address challenges that lie at the intersection between artificial intelligence (AI) and cyber security.</p>
<p><b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b></p>	<p>Engagement with the Academic Centres of Excellence in Cyber Security Research (ACE-CSR), EPSRC-NCSC Research Institute Directors and Digital Economy Programme Advisory Board members. Key contacts from the National Cyber Security Centre and Dstl have also been involved in developing the technical scope of the call.</p>
<p><b>4. Who is affected by the policy/funding activity/event?</b></p>	<p>The research community in Digital Economy, Cyber security, Artificial Intelligence and other related areas. Related research users (e.g. industry, charities, third sector organisations) who may be involved as Project Partners.</p>
<p><b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b></p>	<p>The assessment process has been designed to ensure unconscious bias is minimised and managed.</p> <p>All EPSRC staff involved in the call have received unconscious bias training. All panel members will receive an unconscious bias briefing.</p> <p>The activity will be monitored by the Digital Economy Theme in EPSRC.</p> <p>There is a requirement for successful projects to engage in community building and progress with this will be monitored by the Digital Economy Theme in EPSRC.</p> <p>Research outcomes will be collected via ResearchFish.</p>

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 [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

<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the policy)</b>
<b>Disability</b>	None identified		
<b>Gender reassignment</b>	None identified		
<b>Marriage or civil partnership</b>	None identified		
<b>Pregnancy and maternity</b>	None identified		
<b>Race</b>	None identified		
<b>Religion or belief</b>	Potentially negative		Have tried to avoid major religious holidays. Deadline originally fell on Yom Kippur so adjusted timelines so that it is now a couple of days later.
<b>Sexual orientation</b>	None identified		
<b>Sex (gender)</b>	Potentially negative	In line with EPSRC policies the assessment panel will be mixed gender.	
<b>Age</b>	None identified		
<b>Additional aspects (not covered by a protected characteristic)</b>	None identified		

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	A number of risks have been identified and actively considered as part of the call design. These risks have been mitigated as far as possible.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .		
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> the policy in a way which you think will eliminate the bias	X	Possible risks and bias associated with this activity have been identified and activities adapted accordingly. ED&I aspects will be considered throughout the activity and will review this EIA accordingly.
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 <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	09/07/2019
<b>Review date</b> (if applicable):	N/A

**Change log**

Name	Date	Version	Change
Miriam Dowle	When published	1	

