

EPSRC - Equality Impact Assessment

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>Celebrating Impact in Physical Sciences</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<ul style="list-style-type: none"> • Raise the profile of the exciting impact of physical sciences research amongst senior leaders of UKRI and government. • Advertise the potential for a broad range of impacts from investigator-led physical sciences research to all stakeholders including industry representatives and government. • Increase understanding amongst the physical sciences research community about the potential opportunities for maximising impact from research and how EPSRC can further support this. • Raise awareness within the physical sciences research community of the four pillars of impact and their equal importance.
<p>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</p>	<ul style="list-style-type: none"> • Consultation with the Impact team. • Presentation of the idea to the PS SAT. • Moving forwards there will be continued engagement with RSC, IoP and a subset of the SAT as an advisory board
<p>4. Who is affected by the policy/funding activity/event?</p>	<ul style="list-style-type: none"> • Academics working in the Physical Sciences • Industrialists who have an interest in engaging with Physical Sciences/EPSRC • EPSRC senior leadership • BEIS • Public • UKRI board • Staff working in HIPS cluster
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>The publicity impacts of the event will be monitored by assessing the extent to which this activity is picked up by the audience. The communications team will support in measuring this.</p> <p>EPSRC will be seeking evidence of engagement between the industrial sponsors and the research community in this area, which might be identified as new partnerships.</p> <p>EPSRC might expect to see new business relationships emerging as a result of industrial sponsor's involvement with EPSRC/this activity.</p>

	PS expects to see an increase in the quality of Ptl documents and potentially an increase in the amount of funds requested for impact activities.
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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	Negative – medium.	Location of venue. This could result in invitees declining to attend due to difficulties in travel.	<p>We will work to ensure that the venue selected will be in a central location and will make reasonable adjustments where required to facilitate this.</p> <p>All attendees will have an opportunity to raise any accessibility requirements they may have in a timely manner in advance.</p>
Gender reassignment	None identified.		
Marriage or civil partnership	None identified.		
Pregnancy and maternity	Negative - medium	Accessibility issues at the location. This could result in invitees declining to attend.	We will work to ensure that the location selected will be accessible.
Race	Negative - low	Not likely to have an effect on an invitee's ability to attend the event, there is however, a possibility of unconscious bias could exclude attendees from discussions, networking etc.	All attendees (including staff) will be made aware of EPSRC stance on ED&I. EPSRC facilitators to be alert to this possibility and prepared to take action to bring people into discussions if required.
Religion or belief	Negative - low	<p>Participation may be impacted if the event coincides with a religious holiday.</p> <p>Prayer times may overlap with the Event.</p>	<p>Effort has been made to select dates to avoid major religious holidays.</p> <p>We will attempt to find a venue with a suitable area for prayer.</p>

Sexual orientation	Negative - low	Not likely to have an effect on an invitee's ability to attend the event, there is however, a possibility of unconscious bias could exclude attendees from discussions, networking etc. discussions, networking etc.	All attendees (including staff) will be made aware of EPSRC stance on ED&I. EPSRC facilitators to be alert to this possibility and prepared to take action to bring people into discussions if required.
Sex (gender)	Negative - low	Not likely to have an effect on an invitee's ability to attend the event, there is however, a possibility of unconscious bias could exclude attendees from discussions, networking etc. discussions, networking etc. May also prevent people from applying in the first place.	All attendees (including staff) will be made aware of EPSRC stance on ED&I. EPSRC staff to be alert to this possibility and prepared to take action to bring people into discussions if required.
	Positive – medium	Opportunity to have good participation from under-represented gender.	
	Negative – low	The Eol processes for the event may act as a barrier to the underrepresented gender's attendance if they do not perceive themselves to meet the criteria.	We will strive to ensure that inclusive language is used in the Eol. In addition to the Eol we will send targeted invites and ensure that these invitations take gender into consideration in order to achieve a balance representative of the PS community.
Age	Negative – medium	A possibility of unconscious bias could exclude attendees from discussions, networking etc.	During the process we will ensure that there is a fair representation across individuals across all career stages by encouraging

		discussions, networking etc.	academics to bring junior academics who worked with them on the research leading to the exhibits to try and mitigate this risk. EPSRC staff to be alert to this possibility and prepared to take action to bring people into discussions if required.
Additional aspects (not covered by a protected characteristic)	Negative - medium	1. Caring responsibilities could impact on whether invitees are able to attend.	1. We will strive to run the event on a Tuesday, Wednesday or Thursday to minimise the need to travel on weekends. The event is also planned outside of school holidays. Timings of the event have also been altered to allow for morning travel.

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	The proposed event is not expected to (significantly) discriminate or unfairly disadvantage any groups of people. The steps above should avoid bias and discrimination against people, however the process will be monitored to ensure that discrimination does not occur. If any discrimination is seen then appropriate steps will be taken to rectify the situation.	
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	X	Actions will be taken in line with the comments made above to ensure an unbiased assessment process, but these actions are not considered to be significant enough to constitute a change or adaptation to the originally planned activity.
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:	08/07/19
Review date (if applicable):	

Change log

Name	Date	Version	Change
Jennifer Channell	08/07/19	1	Published