

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	UK Japan Civil Nuclear Research Programme Phase 6. This activity is a call for proposals.
2. Summary of aims and objectives of the policy/funding activity/event	To allocate up to £500k for up to 2 projects for collaborative work between UK-based and Japanbased researchers in the area of nuclear decommissioning.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	MEXT in Japan JAEA/CLADS in Japan UK academics involved in a bilateral networking event held in Japan in March 2018 JUNO Network.
4. Who is affected by the policy/funding activity/event?	MEXT/JAEA/CLADS staff UK and Japan research community working in the area of decommissioning and nuclear waste management Institutions involved EPSRC staff.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The call will be open to all, and applications will be welcome from any eligible UK-based researcher working in collaboration with Japan-based researchers. Contact details will be provided alongside the call document. EPSRC will engage with all grant holders to monitor the projects and learn challenges and successes.

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	No impact		
Gender reassignment	No impact		
Marriage or civil partnership	No impact		
Pregnancy and maternity	No impact		
Race	No impact		
Religion or belief	No impact		
Sexual orientation	No impact		
Sex (gender)	No impact		
Age	No impact		
Additional aspects (not covered by a protected characteristic)	No impact		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No. The application will be open to the wider UK community and applications will be assessed following the process described in the call document.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	X	
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:	24/04/2019
Review date (if applicable):	

Change log

Name	Date	Version	Change
Heather Macklyne	When published	1	Form completed.