

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Call for a UK High Field Solid-State NMR National Research Facility.
2. Summary of aims and objectives of the policy/funding activity/event	To obtain bids to run a UK High Field Solid State NMR National Research Facility for the UK on behalf of EPSRC. Funding is available upto £3.0M. The aim of this service is to provide access to a range of cutting edge instruments, expertise and techniques in high-field solid-state NMR to support excellent research spanning disciplinary boundaries.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	An open call for community led Statements of Need in 2018. These calls a normally run on an annual basis and advertised on the EPSRC website. Earlier this year there was a specification panel meeting to set the technical requirements.
4. Who is affected by the policy/funding activity/event?	The physical sciences community who will/may make use of a High Filed Solid State NMR National Research Facility and potential applicants who wish to run such a facility. Support staff may also be employed to help run the facility.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Research outcomes are collected through Researchfish and additional data through an annual data return. EPSRC Portfolio Managers are members of the facility advisory boards. An annual report is produced by each facility. A mid-term review will be conducted by EPSRC, employing an independent peer review panel to determine whether the facility should continue to be funded for the full 5 years

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	None Identified	Interview required which may present difficulties.	<p>Prepared to be flexible with interview date and time, prepared to allow remote participation in interview if required, offer use of nursery. If notified of disability we will make provisions to take account of this.</p> <p>deadlines and assessment stages should be outside of major religious holidays otherwise people may not be able to submit/attend</p> <p>Ensure Mixed gender panels in line with EPSRC policy</p> <p>Evidence requirements for the Director are only about their ability to manage a National Facility and have sufficient standing within the relevant research community. They do not refer to years of experience.</p>
Gender reassignment	None Identified		
Marriage or civil partnership	None Identified		
Pregnancy and maternity	Potential Issue	Interview required which may be difficult with new baby/heavily pregnant	
Race	None Identified		
Religion or belief	Potential	Possible if conflict with major religious festival	
Sexual orientation	None Identified		
Sex (gender)	Potentially positive	If single gender panels are used	
Age	Potentially positive	Possible perception of long standing/older director required.	

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Some possible issues identified, but mitigation steps in place.	
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	The procedure is flexible enough to allow adaptations in case the identified issues occur, or practices are in place to take these into consideration
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:	30/04/19
Review date (if applicable):	08/05/19 (Andrew Wright)

Change log

Name	Date	Version	Change
S.Crook	When published	1	

Name	Date	Version	Change
T. Ghaffar	09/05/19	2	Disability section (under protected characteristic group) amended to reflect that this could be accommodated on the arrangements for the interview (if informed in advance).