

**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	UK/India Civil Nuclear Collaboration Scoping Workshop
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	An EOI for a workshop to develop a phase 5 call for civil nuclear research between UK and India.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	This EOI and workshop is in collaboration with UKRI India and DAE.
<b>4. Who is affected by the policy/funding activity/event?</b>	UK and Indian delegates, UKRI staff, venue staff etc.
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	There will be a scoping workshop and a call developed from the outputs.

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)
<b>Disability</b>	The EOI is open to anyone within the specified areas of nuclear research irrespective of their disability.	N/A	We will select a venue that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation.
<b>Gender reassignment</b>	The EOI is open to anyone within the specified areas of nuclear research irrespective of their gender.	N/A	We will select a venue that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation.
<b>Marriage or civil partnership</b>	The EOI is open to anyone within the specified areas of nuclear research irrespective of their marital status.	N/A	We're happy to provide support to people with caring responsibilities.
<b>Pregnancy and maternity</b>	The EOI is open to anyone within the specified areas of nuclear research irrespective of pregnancy.	N/A	We're happy to provide support to people with caring responsibilities.
<b>Race</b>	We're expecting a positive impact.	We're encouraging diversity among the delegation of the workshop.	N/A
<b>Religion or belief</b>	The EOI is open to anyone within the specified areas of nuclear research irrespective of religious.	N/A	We'll ensure that dietary requirements are adhered to and book the dates of workshop to bypass major religious events.

<b>Sexual orientation</b>	The EOI is open to anyone within the specified areas of nuclear research irrespective of sexual orientation.	N/A	N/A
<b>Sex (gender)</b>	We're expecting a positive impact.	We're encouraging the underrepresented gender to attend the workshop.	N/A
<b>Age</b>	We're expecting a positive impact.	We're encouraging ECR to attend the workshop.	N/A
<b>Additional aspects (not covered by a protected characteristic)</b>			

## Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	The EOI will not discriminate or unfairly disadvantage people. It is an open EOI for anyone working within the specified areas of Nuclear Fission.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .	✓	It is an open EOI for anyone working within the specified areas of Nuclear Fission.
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		
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 it's required.</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	<b>Yes</b>
<b>Date completed:</b>	<b>24/01/2019</b>
<b>Review date (if applicable):</b>	

## Change log

Name	Date	Version	Change
Jasmine	25/01/2019	1	