

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	UKRI Circular Economy Workshop
2. Summary of aims and objectives of the policy/funding activity/event	The workshop will have the following objectives: To provide networking opportunities for academics and industrialists from multiple disciplines To aid the formation of new consortia and projects in the area of the circular economy. Attendees will be selected from an expression of interest application, by UKRI staff.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	UKRI councils have been involved in the planning process
4. Who is affected by the policy/funding activity/event?	People who are interested in attending the event
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	It will be reviewed by UKRI

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

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Yes – Attendees at the workshop maybe better placed to apply for future funding opportunities. To mitigate against this: Attendance will only be selected by assessing the Expressions of interest against the stated assessment criteria. The delegate list will be publicly available The workshop will be written up and made publicly available.	
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	✓	See above for the steps that will be taken
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:	10.4.19
Review date (if applicable):	

Change log

Name	Date	Version	Change
Shyeni Paul	When published	1	

