



**EPSRC - Equality Impact Assessment**

<b>Question</b>	<b>Response</b>
<b>1. Name of policy/funding activity/event being assessed</b>	Access to High Performance Computing Call
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	To provide standard access to EPSRC's HPC services to EPSRC researchers.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	The call is the successor to the ARCHER RAP and Tier-2 Open access calls, and continues the established best practice from these. Additionally, the timelines have been extended to ensure all parties (applicants, panel members & services) have the flexibility needed to play their part.
<b>4. Who is affected by the policy/funding activity/event?</b>	Computational researchers in EPSRC remit EPSRC's HPC services Panel members
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	EPSRC's HPC services are regularly included and consulted to improve and adjust the processes. Computational researchers have routes for raising issues or areas of improvement with both the services and EPSRC directly. Panel members are asked for feedback at the end of the process.

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. This includes for applicants, reviewers, panel members and staff. Included in the interview invitation letter is a request for any access issues to be notified.
- All participants in the process are asked to inform staff if they have any additional needs to enable attendance or participation.
- Offer support for people with caring responsibilities, further details are available [here](#).
- Clearly communicate the timeline and key milestones for funding activities, advertise these widely to reach the largest possible audience.
- Support and encourage panel members to follow best practice in taking positive steps to safeguard funding decisions. Staff will work closely with the Panel Chair(s) to agree approaches that are designed to minimize opportunities for bias and improve transparency of the decision making process. This includes managing environmental conditions, such as providing appropriate breaks.
- Support flexible working of stakeholders.

- Ensure diversity of peer review assessment and interview panels. Staff will adhere to a mixed panel policy and endeavor to achieve the minimum 30% for the underrepresented gender on the panel.
- Abide by the principles of peer review
- Provide EPSRC staff with tailored unconscious bias training for Peer Review processes and clear guidance for assessors.
- Handle personal sensitive information in compliance with General Data Protection Regulation 2018.

<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the policy)</b>
<b>Disability</b>	Negative and positive	Since the panels will likely be held online, those with sensory disabilities could find it harder to participate.  Those with mobility disabilities may find it easier to participate in the panel meetings.	Leave additional time in meetings. Highlight the speech to text feature in Zoom, potentially use chat more extensively.
<b>Gender reassignment</b>	No additional identified impacts.	Gender neutral language is used in communications.	
<b>Marriage or civil partnership</b>	No additional identified impacts.	This information is not used in the process, unless specifically highlighted by applicants regarding conflicts.	
<b>Pregnancy and maternity</b>	Negative	Individuals may not have the opportunity to participate in this specific process.	The call will be running twice yearly ensuring future opportunity.
<b>Race</b>	No identified impacts beyond those already mitigated through general organisational policies (e.g. on panel diversity).		
<b>Religion or belief</b>	No additional identified impacts.		
<b>Sexual orientation</b>	No additional identified impacts.		
<b>Sex (gender)</b>	No identified impacts beyond those already mitigated through	Gender neutral language is used in communications.	

	general organisational policies (e.g. on panel diversity).		
<b>Age</b>	No additional identified impacts.		
<b>Additional aspects (not covered by a protected characteristic)</b>	Parents with young children, or others with caring responsibilities, may not be as able to participate due to COVID-19 impacts.		Additional time has been allowed throughout the call process.

## Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Yes, but these are mitigated sufficient through the actions described above. Moreover, this access route to EPSRC HPC is the most open available, and thus should mitigate unforeseen consequences of restrictions through other call processes. The regular running of the call also ensures that any issues identified can be addressed with each iteration and that applicants will have more opportunities to apply.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .		
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.	X	

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Y
<b>Date completed:</b>	17.06.2020
<b>Review date</b> (if applicable):	

## Change log

Name	Date	Version	Change
Kieran Jarrett	17.06.2020	1	

