

EPSRC - Equality Impact Assessment

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>2020 Refresh of the Engineering Early Career Forum</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<p>The Engineering Early Career Forum (ECF) is an established long-term informal advisory structure, with an evolving membership that reflects the early career engineering community. The Forum are consulted on strategic issues and, in turn, encouraged to act as advocates for EPSRC, sharing their awareness of EPSRC strategy and operations with the wider research community.</p> <p>To enable the ECF to have a membership that represents early career members of the Engineering Early Career Forum (ECF) hold the position for two years. As such each year a refresh of the members takes place to continue to represent the views of Early Career Researchers from a range of backgrounds.</p> <p>To enable this refresh to take place EPSRC is seeking applications from Early Career industrialists, academics and from individuals working in the third sector and government organisations to join the ECF in the Engineering theme.</p>
<p>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</p>	<p>Internal Stakeholders</p> <ul style="list-style-type: none"> • Provided advice and guidance for the Engineering Theme Lead and Team members – to enable shortlisting of the applicants <p>External stakeholders:</p> <ul style="list-style-type: none"> • Publishing the call for new members across the engineering community
<p>4. Who is affected by the policy/funding activity/event?</p>	<p>Early Career Researchers in Engineering who are looking to become advocates for EPSRC</p>
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<ul style="list-style-type: none"> • EPSRC staff have had unconscious bias training. • Review of application to ensure the right people have been target by the calls

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)
Disability	Potential negative impact	Accessibility may be an issue.	EPSRC will choose venues which have accessibility facilities for disabled participants.
Gender reassignment	Potential negative impact	Accessibility to gender neutral toilets.	EPSRC will choose venues which have access to gender neutral toilets where possible.
Marriage or civil partnership	No known negative impact.		
Pregnancy and maternity	Potential negative	Those who are on maternity leave may not be able to apply for this opportunity.	EPSRC have considered the time frames for this activity and it will remain open for the longest time possible. The refresh must be conducted in this time. This refresh occurs on an annual bases so there will be future opportunities.
Race	No known negative impact.		
Religion or belief	Potential Negative	Meetings may be held over religious festivals.	EPSRC will endeavour not to hold meetings over religious festivals.
Sexual orientation	No known negative impact.		
Sex (gender)	No known negative impact.		
Age	Potential Positive	No time based eligibility criteria will allow for greater flexibility in acceptance to the Early Career Forum	
Additional aspects (not covered by a protected characteristic)	Covid-19 – potential negative impact	Covid-19 could reduce the time people have to apply for this opportunity due to	EPSRC have delayed the call opening until September so not to

		uncertainty and caring responsibilities. Vulnerable members may not want to travel to meetings.	overlap with school closures. EPSRC is seeking feedback from current members on the format of meetings and how we can be adaptable going forward.
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Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No	
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		
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.	✓	There are potential barriers to people of certain protected characteristics, although there has been mitigation put in place wherever possible and EPSRC will consider the impact of future activities related to this call when appropriate.

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:	14/08/2020
Review date (if applicable):	

Change log

Name	Date	Version	Change
Georgina Freeman	When published	1	Published – updated from 2019 documentation