

EPSRC - Equality Impact Assessment

| Question | Response |
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| 1. Name of policy/funding activity/event being assessed | Evidence gathering workshops for the review |
| 2. Summary of aims and objectives of the policy/funding activity/event | One day workshop event To bring together, academics and businesses who are involved with doctoral education and postgraduate students Participants will be selected by an expression of interest, balancing by career type, institution and sifted on strength of application. |
| 3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders) | Events are being planned with a SAN workstream as part of a larger piece of work |
| 4. Who is affected by the policy/funding activity/event? | Academics Business partners Students |
| 5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event? | Outputs will be used in the review EPSRC will be monitoring to determine if relevant evidence is being gathered Review is being monitored by SAN workstream and Council |

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.

| 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 | The following aspects may be a barrier: Venue access, format of information, | Any venue selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation. EPSRC offers support available for people with caring responsibilities. Additional care requirements could occur if individuals are required to: <ul style="list-style-type: none"> • Work extended hours on a normal working day • Attend meetings with overnight stays and/or travel overseas. Meeting organisers will communicate EPSRC policy in invites and it is an attendee's responsibility to check with EPSRC and confirm what costs can be reimbursed prior to attendance. |
| Gender reassignment | Not expected | | |
| Marriage or civil partnership | Not expected | | |
| Pregnancy and maternity | Possibly negative | Attendance may be affected if pregnancy or maternity/paternity leave affects their ability to take part in the process. | Once set the event dates will not be able to be altered. EPSRC will do its best to accommodate reasonable adjustments to allow attendance, such as supporting extra caring responsibilities costs. |
| Race | | | |

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|---|--------------------|---|---|
| | Not expected | | |
| Religion or belief | Possibly negative. | Event could coincide with religious holidays. | EPSRC will do its best to accommodate religious holidays (https://www.interfaith.org.uk/resources/religious-festivals). |
| Sexual orientation | Not expected | | |
| Sex (gender) | Not expected | | |
| Age | Not expected | | |
| Additional aspects (not covered by a protected characteristic) | Possibly negative. | Event design & delivery - It is important that all attendees are able to contribute to the event. | Event design and facilitation plan will be reviewed to: <ul style="list-style-type: none"> • Ensure good environmental conditions (e.g. room lighting, refreshments, breaks) Remove the potential of unconscious bias (e.g. diversity of breakout groups). |

Evaluation:

| Question | Explanation / justification | |
|--|---|--|
| Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people? | A number of risks have been identified and actively considered as part of the activity design and internal management processes for delivery. These risks have been mitigated as far as possible. | |
| 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 | yes | Possible risks and bias associated with this activity have been identified and activities adapted accordingly. We will ensure active consideration of ED&I aspects throughout the activity and will review this EIA accordingly. |
| 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. | | |

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| 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: | 18.12.19 |
| Review date (if applicable): | |

Change log

| Name | Date | Version | Change |
|-------------|----------|---------|--------|
| Shyeni Paul | 18.12.19 | 1 | |