

**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	Marine Wave Energy Call This activity is a call for proposals
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	To allocate up to 1m to research proposals in the Marine Wave Energy research area. A total of 4.5m is available for projects. The number funded will depend on size and quality.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	In August 2019 EPSRC hosted a workshop with stakeholders in the Marine Wave area from academia and business to determine how to boost the health of the discipline. This led to further scoping led by the Supergen ORE and a roadmap in Marine Wave. Based on information and recommendations from the roadmap, the Energy theme are running a call in this area.
<b>4. Who is affected by the policy/funding activity/event?</b>	Academics and industrialists involved in Marine Wave Energy research. EPSRC staff.
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	The call will be open to all and applications will be welcome from any eligible UK-based researcher. Contact details will be provided alongside the call document. EPSRC will engage with all grant holders to monitor the projects and learn challenges and successes.

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	None identified		
Gender reassignment	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	None identified		
Race	None identified		
Religion or belief	None identified		
Sexual orientation	None identified		
Sex (gender)	None identified		
Age	None identified		
Additional aspects (not covered by a protected characteristic)	Current lockdown in place in UK has potential for negative impact		The duration that the call is open is longer than would normally be expected. This is intended to mitigate the impact lockdown may have on researchers.

## Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No. The application will be open to the wider UK community and applications will be assessed following the process described in the call document.	
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	x	Call deadline designed to mitigate the impact of the lockdown.
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/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	
<b>Review date</b> (if applicable):	

## Change log

Name	Date	Version	Change
	When published	1	