

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Precision Manufacturing – Call
2. Summary of aims and objectives of the policy/funding activity/event	Aim of this call is to fund awards focused on precision manufacturing research. It will be a two-stage process: outline followed by invitation to submit a full proposal
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Manufacturing the Future Team Manufacturing the Future Strategic Advisory Team
4. Who is affected by the policy/funding activity/event?	Individuals who work within the manufacturing research community
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The result of this call will be reviewed within the team and the SAT. Researchfish and other outputs could also be used for an impact study if appropriate

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	Potentially Negative	Access to events for panel members.	<p>All panellists will be asked to inform EPSRC if they have specific requirements and reasonable adjustments will be made</p> <p>Venues for panels (outline and prioritisation) will be chosen with any requirements taken into account.</p> <p>Panellists will be informed if a panel meeting is to be held virtually as far in advance as possible. If this happens we reserve the right to change the timetable of the meeting to take into account individual circumstances and allow additional time for breaks and technical issues.</p> <p>Full guidance in call document of EPSRC's policies.</p>
Gender reassignment	None Identified		Standard EPSRC policies will be followed
Marriage or civil partnership	None Identified		Standard EPSRC policies will be followed
Pregnancy and maternity	Potentially Negative	<p>Participation in activity could be restricted by lack of availability.</p> <p>Access to events for panel members</p>	<p>Accommodations will be made for individuals if required at all stages of the process.</p> <p>Timetable of key dates will be made available to applicants and panellists in advance as early as possible.</p> <p>EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and applicants will be made aware of these.</p>

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Race	None Identified		Standard EPSRC policies will be followed
Religion or belief	Potentially Negative		Dates for interviews will be checked and chosen to avoid clashes with major religious events where possible
Sexual orientation	None Identified		Standard EPSRC policies will be followed
Sex (gender)	<p>Panel member selection – positive</p> <p>Assessment process – potentially positive</p>		Standard EPSRC policies regarding panel member selection and assessment of proposals will be followed.
Age	None Identified		Standard EPSRC policies will be followed
Additional aspects (not covered by a protected characteristic)	<p>Caring Responsibilities – Potentially Negative</p>	<p>Panellists and applicants may have reduced availability due to COVID-19 pandemic if they have to care for a vulnerable person or schools remain closed as part of Government Guideline.</p>	<p>In mitigation, the outline stage closing date falls outside the school summer holiday period. A pre-announcement of the call will be made on the website and applicants will then have 8 weeks (from opening to closing date of Outline stage) to submit. The full proposal stage is open out of school term and reviewers may be pre-approached.</p> <p>Dates for panels will be outside of school holidays wherever possible</p> <p>Panellists will be informed in advance if a panel meeting is to be held virtually.</p>

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	Zoom Panel Meetings – Potentially Negative		<p>Guidance will be provided to panellists – best practice and tools that can be used such as the hand raising and mute functions.</p> <p>‘Test runs’ will be offered to those who have not used Zoom before.</p> <p>Extra time will be allowed to assist with cognitive load and ‘short term’ technical difficulties</p> <p>Contingency plans will be put in place if Zoom cannot be used</p> <p>Learning from virtual panels held prior to this, will be incorporated to improve the process.</p>

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	There is a potential, as outlined above, that some individuals may be disadvantaged.	
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	✓	This activity must go ahead and so everything has been done to be as fair and flexible as possible to all applicants. We will promote and inform as early as

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.		possible, and take circumstances into due account when necessary.
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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:	13/06/2020
Review date (if applicable):	

Change log

Name	Date	Version	Change
Becky Cheesbrough	When published	1	