



EPSRC - Equality Impact Assessment

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>Research Software Engineer Fellowships 2020 call</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<p>To fund a new cohort of Research Software Engineer Fellows.</p> <p>Our primary objectives are to:</p> <ul style="list-style-type: none"> • Promote the development, sharing and exploitation of high-quality, sustainable research software and methodologies to enable leading UK computational research within the EPSRC remit; • Develop future leaders and ambassadors in the computational research software communities; • Enhance computational science training and skills development; <p>Our secondary objectives are to:</p> <ul style="list-style-type: none"> • Create a cultural change whereby the community of RSEs in the UK is strengthened and the importance of the role of RSEs is recognised and embedded within the UK Research Institutions academic pathway. • Facilitate the development of collaborative relationships with academic and industrial partners both in the UK and internationally. To benefit, and enhance the profile of the UK's research and innovation community; <p>These objectives are to be achieved through the provision of long-term funding for individuals to work as Research Software Engineer Fellows.</p>
<p>3. What involvement and consultation has been done in relation to this</p>	<p>Consultation has taken place with the Research Infrastructure SAT, the Society of Research</p>

policy? (e.g. with relevant groups and stakeholders)	Engineers. Members of the current cohorts of Research Software Engineer Fellows.
4. Who is affected by the policy/funding activity/event?	Research Software Engineers (RSE), Institutions who employ RSE's, Applicants looking to make an application for an RSE Fellowship, Panel Members.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The call includes an outline stage assessed by an expert sift panel, an invited full proposal stage with an expert panel, followed by invited interviews.

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 for negative impact		The call opening times have been extended to support current working arrangements and the call being open over the summer months. In terms of the panel members and interview candidates the meetings are planned to be held virtually negating the need for travel.
Gender reassignment	no known negative impact		Gender neutral language will be used throughout and will be encouraged at panel meetings and within reviewer comments.
Marriage or civil partnership	no known negative impact	No disclosure of marital status required for any stage of the process.	
Pregnancy and maternity	Potentially positive	Length and flexibility of the fellowship	Duration of fellowship can be Part time

			<p>The call opening times have been extended to support current working arrangements and the call being open over the summer months.</p> <p>All panel meetings are planned to be held virtually. Involving less travel for both the panel members and interview candidates.</p> <p>Diversity will be taken into consideration when drawing up the panel membership.</p>
Race	Potentially positive	Potential risk –lack of diversity of ethnicity and race of panel members and/or applicants	There are no nationality restrictions on applicants as per the standard fellowship framework. Diversity will be taken into consideration when drawing up the panel membership
Religion or belief	no known negative impact		Adjustments will be made should any interview candidates or panel members have any restrictions with respect to religious festivals, prayer times. Diversity will be taken into consideration when drawing up the panel membership
Sexual orientation	no known negative impact		
Sex (gender)	no known negative impact		<p>Diversity will be taken into consideration when drawing up the panel membership</p> <p>Gender neutral language will be used throughout and will be encouraged at panel meetings and within reviewer comments.</p>

Age	no known negative impact		The call opening times have been extended to support current working arrangements and the call being open over the summer months. Diversity will be taken into consideration when drawing up the panel membership
Additional aspects (not covered by a protected characteristic)	Impact of Covid -19	Remote working and the impact of childcare for applicants/EPSRC staff and panel members on their availability for work. Reduced need for travel. Access to technology to enable attendance at attend virtual interview panels	The call opening times have been extended to support current working arrangements and the call being open over the summer months. All panel meetings are planned to be held virtually. Involving less travel for both the panel members and interview candidates. Due account will be taken of the increased cognitive load on panel members as a result of virtual meetings. Access to technology can be determined for each interview applicant.

Evaluation:

Question	Explanation / justification	
Is it possible the new/proposed change in policy, funding activity or event could discriminate against or unfairly disadvantage people?	<p>Yes. There have been several issues identified whereby the proposed activity could unfairly disadvantage some people. However, appropriate steps have been taken to mitigate this – such as the publication of a pre-call announcement (9/6/2020) to reduce impact of the call closing during the summer and the call opening has been brought forward to give a longer call open period.</p> <p>The outline call is open for submission of proposals for 7 weeks and was advertised prior to going live through SAT members, The Society of RSE’s and the Software Sustainability Institute. We will continue to monitor the impact of COVID-19 to ensure we can support anyone who wishes to apply to this call.</p>	
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/against 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.	X	

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:	23 June 2020
Review date (if applicable):	

Change log

Name	Date	Version	Change
Sarah King	<i>23 June 2020</i>	01	