

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Transformative Healthcare Technologies 2.0 Call – Engagement Event
2. Summary of aims and objectives of the policy/funding activity/event	Provide information on the scope of the call, a chance to ask questions about the call. and an opportunity to network and form new collaborations.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Consultation with the Healthcare Technologies Strategic Advisory Team Consultation with UKRI colleagues in MRC
4. Who is affected by the policy/funding activity/event?	UK research and innovation community and industry/business partners who could potentially apply for funding, government stakeholders, UKRI staff.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	An Expression of Interest (EoI) for the virtual event will be open to any interested party (via Smart Survey), and applications and contact details will be provided alongside the information relevant to the event to participants. Outcomes of the virtual event will be published on the EPSRC webpage and this information will be available to any interested party.

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	Participants with physical disabilities – Potential positive impact	Virtual engagement reduces travel and level of physical activity required for event. Virtual engagement event would mean attendee could remain at home with access to appropriate care or facilities	
	Participants with physical disabilities – Potential negative impact	Physical disability or chronic pain could impact participation in event	Ensure regular breaks between sessions to allow participants to undertake any pain management or any other necessary activities
	Participants with full or partial visual, auditory or other sensory impairments – Potential negative impact	Difficulty participating fully in discussions online	Zoom will be used to host online event – equipped with a range of accessibility features (e.g. supports many common screen readers; closed captioning options, etc.). Visually impaired participants can request documents that will be used in screen sharing to be distributed to them in advance of the meeting. Opportunities will be provided for attendees to share additional contributions offline after the virtual event. A report will be published after the event, capturing key outputs.
	Neurodiverse participants –	Potential for mitigation of	Ensure regular breaks between sessions to

	Potential positive impact	sensory/cognitive overload by holding event online rather than in person (dependent on individual circumstances)	minimise sensory/cognitive load. Actively encourage attendees to take screen breaks to minimise sensory/cognitive load. Applicants will be given the opportunity to highlight any accessibility requirements ahead of the meeting.
Gender reassignment	It is not expected that this policy will have any particular impact		
Marriage or civil partnership	It is not expected that this policy will have any particular impact		
Pregnancy and maternity	Potential positive impact	Virtual engagement reduces travel and level of physical activity required for event	
	Potential negative impact	Pregnancy/maternity could impact participation in event	Ensure regular breaks between sessions (please also see "Parental status or other caring responsibilities" below)
Race	It is not expected that this policy will have any particular impact		
Religion or belief	Potential negative impact	Participation could be affected if event is held during religious holiday or celebration	Event will not be held during a major religious holiday or celebration.
Sexual orientation	It is not expected that this policy will have any particular impact		
Sex (gender)	It is not expected that this policy will have any particular impact		

Age	It is not expected that this policy will have any particular impact		
Additional aspects (not covered by a protected characteristic)	Internet access limitations/ technological issues – Potential negative impact	Issues due to technical problems encountered due to virtual nature of event, which may limit participation	Facilitators will be present to help address technical issues during the virtual event. Opportunities will be provided for attendees to share additional contributions offline after the virtual event. A report will be published after the event, capturing key outputs.
	All attendees – wellbeing at a long virtual meeting – potential for negative impact	Potential for information overload, physical discomfort or screen fatigue during extended virtual meeting	Ensure regular breaks between sessions. Event to be run during sociable hours (e.g. not to begin before 09:00 or extend after 17:00). Actively encourage attendees to take screen breaks

Additional comment: EPSRC recognises that we are in an unprecedented situation as a result of COVID-19. There is awareness that this situation is rapidly evolving, and we will do our best to accommodate any changes as they occur.

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 that could potentially have a negative impact on the participation of prospective applicants. 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	x	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.		

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:	7 th May 2020
Review date (if applicable):	N/A

Change log

Name	Date	Version	Change
Michael Onoja	When published	1	n/a