



EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	EPSRC ICT call – Discipline Hopping in ICT Call live: 11 September 2018 Call close: no end date
2. Summary of aims and objectives of the policy/funding activity/event	Providing funding for researchers to explore ICT research activities in other domains/disciplines. Also to enable non-ICT researchers to learn ICT research techniques to benefit their “home” discipline.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	This call was presented to the ICT SAT. Feedback from the community has also been used to alter the call. Questions asked by stakeholder applying to this call have also been used to clarify the call text
4. Who is affected by the policy/funding activity/event?	Members of the EPSRC ICT community as well as researchers in other UKRI areas seeking to learning ICT research skills
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The number and quality of proposals submitted under this call as well as EDI data collected for successful applicants.

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	Negative	<p>All application information is provided in a written format.</p> <p>For panel members – potential travel restrictions, access requirements for panel meeting</p>	<p>Documents provided (call document) produced in black and white and in line with EPSRC formatting guidelines</p> <p>Potential panel members will be contacted well in advance of the panel allowing time to identify additional requirements (travel, access or other) for panel members. Panel members can also attend the panel virtually.</p>
Gender reassignment	Negative	Gender specific language within communications	Gender neutral language will be used throughout and will be encouraged at panel meetings and within reviewer comments.
Marriage or civil partnership	None		No disclosure of marital status required for any stage of the process
Pregnancy and maternity	Negative	<p>For applicants – consideration of parental leave during the application process or grant (if funded)</p> <p>For panel members –</p>	Details of the EPSRC parental leave policy will be made available within the call document. Details will be made available within the call document to allow

		additional requirements for those with caring responsibilities or pregnancy.	alternative arrangements for applicants on parental leave (for example to allow PI response). All panel members will be made aware of EPSRC caring responsibilities policy. Flexibility is allowed in the working pattern sought after during the discipline hop. A change of institution as part of the “hop” is not required.
<b>Race</b>	Negative	Potential risk –lack of diversity or ethnicity and race of panel members and/or applicants	Efforts will be made to select panel membership which is ethnically diverse in line with EPSRC peer review guidance. The call is open to all eligible UK research organisations.
<b>Religion or belief</b>	Negative	Potential dietary requirements or other requirements (access to prayer facilities) for panel members.	All panel members will be asked for dietary or other requirements in advance of the date
<b>Sexual orientation</b>	None		
<b>Sex (gender)</b>	Negative	Gender specific language used	Gender neutral language will be used throughout and will be encouraged at panel meetings and within reviewer comments. Efforts will be made to select panel membership which is gender diverse.
<b>Age</b>	None		Proposals will be reviewed and panel members

			selected irrespective of age
<b>Additional aspects (not covered by a protected characteristic)</b>			

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Yes. There have been several cases identified whereby the proposed activity could unfairly disadvantage some people. However, appropriate steps have been taken to mitigate this – such as allowing applicants to dictate the working pattern of the proposed discipline hop and and the communication of childcare policy to prospective panel members.	
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		
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.	X	Minimised potential barriers through the outline of the call

<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>	19-06-2020
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
James Coombs OBrien	19 June 2020	1	