EPSRC - Equality Impact Assessment

	Question	Response
1.	Name of policy/funding activity/event being assessed	Healthcare Technologies: Call for Investigator-led Research Projects
2.	Summary of aims and objectives of the policy/funding activity/event	To process and assess grants for Healthcare Technologies funding. Proposals will deliver the Healthcare Technologies theme strategy, and/or the investment priorities within the Healthy Nation of the EPSRC delivery plan
3.	What involvement and consultation has been done in relation to this policy? *(e.g. with relevant groups and stakeholders)*	This has been discussed with the Healthcare Technologies Strategic Advisory Team, wider communications with the academic community and has been discussed with EPSRC Peer Review Team
4.	Who is affected by the policy/funding activity/event?	Applicants, reviewers, panel members and EPSRC staff
5.	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Feedback is sought from those involved in the process, the SAT and changes are considered in light of feedback received. Research outcomes are collected through Reserchfish

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	Potentially Negative	All information provided is in written format. For in-person panels, travel may be a barrier.	Any reasonable adjustments for specific requirements will be made. Documents will be produced in line with EPSRC formatting guidelines. Accessibility will be considered when choosing physical venue, the option to attend virtually will be available.
Gender reassignment	No known negative impact		Gender neutral language will be used throughout and will be encouraged at panel meetings.
Marriage or civil partnership	No known negative impact		Standard EPSRC policies will be followed.
Pregnancy and maternity	Potentially Negative	Depends on individual circumstances. Applicants may be on parental leave during the grant. Panel members may have additional requirements associated with caring responsibilities or pregnancy.	EPSRC policies for offering support to those with caring responsibilities will be followed and panel members will be made aware of these. Provision for parental leave (including maternity leave, paternity leave and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions.

Race	No known negative impact		Standard EPSRC policies will also be followed
Religion or belief	Potentially Negative	Depends on individual circumstances. Panel members may have dietary requirements or require access to prayer faciltiies. Participation could be affected by coincidence with religious holidays.	Dietary requirements will be catered for and a prayer room available on request. EPSRC endeavours to select dates that a cognisant of major holidays (e.g. panel dates will try to avoid being held during religious holidays.)
Sexual orientation	No known negative impact		Standard EPSRC policies will also be followed
Sex (gender)	No known negative impact		Gender neutral language will be used throughout and will be encouraged at panel meetings. Efforts will be made to select gender diverse panellists and reviewers.
Age	No known negative impact		Standard EPSRC policies will also be followed. All staff are trained in unconscious bias, and the principles of this training upheld in panel discussions.
Additional aspects (not covered by a protected characteristic)	Caring Responsibilities – Potentially Negative There might be a reduction in the ability of applicants with caring responsibility to apply.	Panellists and applicants may have reduced availability due to caring responsibilities.	This is an open call, there are multiple panels throughout the year and submissions can be made at any time. Other key dates have been checked and chosen to avoid clashes with school holidays. EPSRC policies for offering support to those with caring responsibilities will be

			followed and panel members will be made aware of these.

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	✓	See the mitigations outlined above.
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:	**17/07/2020**
Review date (if applicable):	

Change log

Name	Date	Version	Change
Matthew Weaver	When published	1	N/A