EPSRC - Equality Impact Assessment

	Question	Response
1.	Name of policy/funding activity/event being assessed	Lead Agency Agreements with Ireland (SFI), Luxembourg (FNR), Sao Paulo, Brazil (FAPESP) and United States of America (NSF)
2.	Summary of aims and objectives of the policy/funding activity/event	To encourage and support applications that cut across national boundaries involving collaborative teams. The lead agency agreement enables researchers to submit a single joint proposal from applicants in both countries.
3.	What involvement and consultation has been done in relation to this policy? *(e.g. with relevant groups and stakeholders)*	EPSRC's International Strategy is discussed with Council. FNR and FAPESP agreements are UKRI-side Two of the agreements are UKRI agreements
4.	Who is affected by the policy/funding activity/event?	Applicants, reviewers, panel members, partner international agencies
5.	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Updates to the processes and policies are made following feedback from applicants, reviewers, panel members and colleagues at partner international agencies. Reviews are planned for each agreement.

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 endeavour 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	Potential negative impact	Typically, international collaboration requires investigators and staff to travel nationally and internationally. This may discourage individuals with additional requirements relating to physical or mental impairments from applying. There may be differences in accessibility standards and provision in collaborator countries.	Applicants can request support for resources associated with maintaining international relationships that reduce the need to travel. EPSRC has published guidance on support for carers or caregivers when travelling.
Gender reassignment	N/A		
Marriage or civil partnership	N/A		
Pregnancy and maternity	Potential negative impact	Typically, international collaboration requires investigators and staff to travel nationally and internationally, this may impact investigators or staff members who are pregnant or on parental leave. Pregnant women are unable to travel by aeroplane during	Applicants can request support for resources associated with maintaining international relationships that reduce the need to travel. EPSRC has published guidance on support for carers or caregivers when travelling.

		latter stages of pregnancy.	
Race	N/A		
Religion or belief	N/A		
Sexual orientation	N/A		
Sex (gender)	N/A		
Age	N/A		
Additional aspects (not covered by a protected characteristic)			

Evaluation:

Question	Explanation / justification
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No

Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified; therefore activity will **proceed**.	Y	Possible risks have been identified but current policies and guidance on eligible costs should provide the necessary mitigations.
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 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:	**09/07/20**
Review date (if applicable):	

Change log

Name	Date	Version	Change
Clare Williamson	09/07/20	1	