

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Access to High Performance Computing Call
2. Summary of aims and objectives of the policy/funding activity/event	To provide standard access to EPSRC's HPC services to EPSRC researchers.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	The call is the successor to the ARCHER RAP and Tier-2 Open access calls, and continues the established best practice from these.
4. Who is affected by the policy/funding activity/event?	Computational researchers in EPSRC remit EPSRC's HPC services Panel members
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	EPSRC's HPC services are regularly included and consulted to improve and adjust the processes. Computational researchers have routes for raising issues or areas of improvement with both the services and EPSRC directly. Panel members are asked for feedback at the end of the process.

As a funder of research, EPSRC remain 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 available 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 for flexible working of stakeholders
- Ensure diversity of peer review assessment and interview panels
- Abide by the Principles of peer review
- Unconscious Bias training for EPSRC staff 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 and positive	Since the panels will likely be held online, those with sensory disabilities could find it harder to participate. Those with mobility disabilities may find it easier to participate in the panel meetings.	Leave additional time in meetings. Highlight the speech to text feature in Zoom, potentially use chat more extensively.
Gender reassignment	No additional identified impacts.	Gender neutral language is used in communications.	
Marriage or civil partnership	No additional identified impacts.	This information is not used in the process, unless specifically highlighted by applicants regarding conflicts.	
Pregnancy and maternity	Negative	Individuals may not have the opportunity to participate in this specific process.	The call will be running twice yearly ensuring future opportunity.
Race	No identified impacts beyond those already mitigated through general organisational policies (e.g. on panel diversity).		
Religion or belief	No additional identified impacts.		
Sexual orientation	No additional identified impacts.		
Sex (gender)	No identified impacts beyond those already mitigated through general organisational policies (e.g. on panel diversity).	Gender neutral language is used in communications.	
Age	No additional identified impacts.		
Additional aspects (not covered by a protected characteristic)	Parents with young children, or others with caring responsibilities, may not be as able to		Additional time has been allowed throughout the call process.

	participate due to COVID-19 impacts.		
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Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Yes, but these are mitigated sufficient through the actions described above. Moreover, this access route to EPSRC HPC is the most open available, and thus should mitigate unforeseen consequences of restrictions through other call processes. The regular running of the call also ensures that any issues identified can be addressed with each iteration and that applicants will have more opportunities to apply.	
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	
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:	18/01/2021
Review date (if applicable):	

Change log

Name	Date	Version	Change
Joseph Marriott	18/01/2021	1	