

ISCF Faraday Battery Challenge Advisory Group Refresh Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	ISCF Faraday Battery Challenge Advisory Group refresh and Associate Member recruitment
2. Summary of aims and objectives of the policy/funding activity/event	<p>The Advisory Group provides strategic leadership and guidance on the appropriateness of the overall ISCF Faraday Battery Challenge activity, in order to ensure wide stakeholder support and transparency. The vacancies are listed on the UKRI website.</p> <p>Objectives of this activity:</p> <ul style="list-style-type: none"> • To refresh the membership of the FBC Advisory Group. • To fill gaps in the FBC Advisory Group's expertise reflecting developments within the battery R&D sector. • To recruit Associate Members to the Advisory Group who can constructively challenge established thinking. • To ensure diversity of the FBC Advisory Group and promote inclusivity to the battery and manufacturing industries.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Internal consultation with the Faraday Battery Challenge Team. Internal consultation with members of EPSRC staff responsible for the SAT and SAN recruitment exercise to learn best practise. Internal consultation with the Head of EDI within ISCF. External consultation with the FBC Advisory Group Chair.
4. Who is affected by the policy/funding activity/event?	<ul style="list-style-type: none"> - Individuals from businesses. - Academics working in battery technology or similar, related fields. - Government representatives from relevant fields. - Individuals from learned societies/professional bodies.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The number of high-quality applications submitted in this recruitment round. All vacancies being filled by suitable candidates. The appropriate diversity in applications in terms of discipline and underrepresented groups. Review policy after the new member selection meeting.

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	<p>Potentially negative for some disabilities e.g. blindness but also potentially positive for other disabilities e.g. deafness.</p> <p>Potentially negative for some disabilities but also potentially negative for other disabilities.</p>	<p>For applicants - all information provided is in written format.</p> <p>For applicants – Inability to attend meetings and concerns about ability to attend meetings may put them off applying.</p>	<p>Documents will be provided produced in black and white and in line with best practise formatting guidelines. There is no interview as part of the application process.</p> <p>Dates of meetings set in advance and members will be contacted before meetings to allow time to identify additional requirements (travel, access or other). Attendance at events is possible virtually. Applicants will be informed of this in the recruitment process. Timetables for virtual meetings will take into account individual circumstances.</p> <p>2 Associate Member positions have been created to increase the diversity of the board.</p>
Gender reassignment	No known negative impact	Gender neutral language will be used throughout. Application forms will be anonymised after submission for the purpose of selection.	
Marriage or civil partnership	No known negative impact	No disclosure of marital status required for any stage of the process.	

Pregnancy and maternity	Potentially negative	<p>For applicants – availability to apply to vacancies.</p> <p>Availability to attend future meetings.</p>	<p>Recruitment is open to applicants for 4 weeks and will be widely advertised.</p> <p>Membership can be extended if members are unable to attend meetings due to maternity or shared parental leave. Attendance at events is also possible virtually and will be only virtual throughout the pandemic.</p> <p>Timetables for virtual meetings with take into account individual circumstances.</p>
Race	Potential negative	<p>Potential risk – lack of diversity of ethnicity and race of applications and successful candidates.</p>	<p>Applications from underrepresented groups are actively encouraged.</p> <p>Ethnicity is recorded solely for the purpose of monitoring diversity of applications and will not be made available to assessors. This will be made clear in the application. A candidate is not obligated to disclose their ethnicity.</p> <p>Applications will be anonymised after submission.</p> <p>After meeting the essential criteria and person specification diversity will be taken into account when selecting applicants.</p>

			<p>The vacancies will be widely advertised to reach as many groups as possible.</p> <p>2 Associate Member positions have been created to increase the diversity of the board.</p>
Religion or belief	Potentially negative	<p>No disclosure of religion is required for any stage of the process.</p> <p>Potential dietary requirements or other requirements e.g. access to prayer facilities for meeting venues.</p> <p>Risk of key dates clashing with religious holidays.</p>	<p>All panel members will be asked for dietary or other requirements in advance of meetings. During the pandemic all meetings are virtual and therefore inherently more inclusive regarding personal circumstances.</p> <p>The application process does not coincide with any religious holidays (in so far as the Team is aware). The application deadline is just before the Easter holidays. The dates of the Advisory Group meetings will be chosen in consultation the group members to avoid religious holidays where possible.</p>
Sexual orientation	None	No disclosure of sexual orientation required for any stage of the process.	
Sex (gender)	Potential negative	<p>Lack of gender diversity in applicants.</p> <p>Risk of bias in selection process.</p>	<p>Applications from underrepresented groups are actively encouraged and the vacancies will be advertised widely.</p> <p>Gender neutral language will be used throughout and will be</p>

			<p>encouraged at meetings.</p> <p>Applications will be anonymised after submission.</p> <p>After meeting the essential criteria, diversity will be taken into account when selecting applicants.</p> <p>2 Associate Member positions have been created to increase the diversity of the board.</p>
Age	Potential negative	Proposals will be reviewed and members selected irrespective of age.	<p>Applicants will be selected on the basis of the breadth and depth of their experience, rather than age.</p> <p>Applications will be anonymised after submission.</p> <p>2 Associate Member positions have been created to increase the diversity of the board.</p>

Additional diversity characteristics	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)
Regional location	Potential positive and potential negative	<p>Opportunity to increase regional representation on the board.</p> <p>The selection process may result in over-representation of regions.</p>	<p>An applicant's location is not assessed as part of the application process, but the region may be communicated as part of the Applicant's response.</p> <p>Candidates will be assessed based on the breadth and depth of their experience relevant to the vacancy applied for, rather than the region.</p> <p>Applications will be anonymised after submission.</p> <p>After meeting the essential criteria, diversity will be taken into account when selecting applicants.</p>
SME's	Potential positive and potential negative	<p>Opportunity to increase SME representation on the board.</p> <p>The selection process may result in under-representation of SMEs.</p>	<p>Company size is not assessed as part of the application process, but the companies worked for may be included as part of the Applicant's response.</p>

			<p>Candidates will be assessed based on the breadth and depth of their experience relevant to the vacancy applied for, rather than the company size.</p> <p>Applications will be anonymised after submission.</p> <p>After meeting the essential criteria, diversity will be taken into account when selecting applicants.</p>
Socio-economic status	Potential positive and potential negative	The posts recruited for required advanced technical knowledge as well as strategic leadership experience which may be associated with a higher socio-economic status.	<p>Socioeconomic status is not assessed as part of the application process.</p> <p>Candidates will be assessed based on the breadth and depth of their experience relevant to the vacancy applied for.</p> <p>Applications will be anonymised after submission.</p>
Education level	Potential positive and potential negative	The posts recruited for require advanced technical knowledge as well as strategic leadership experience which may be associated with a higher level of education.	<p>Education level is not an assessment criterion for the application. This information is therefore not requested as part of the process.</p> <p>Candidates will be assessed based on the breadth and</p>

			<p>depth of their experience relevant to the vacancy applied for.</p> <p>Applications will be anonymised after submission.</p>
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<p>Caring responsibilities</p>	<p>Potential negative</p>	<p>Recruitment is open over the Covid-19 lockdown period where many have additional caring responsibilities.</p>	<p>Efforts to advertise the vacancies through as many channels as possible will be made and the window for application left open for a sufficient length of time.</p> <p>Timetables for virtual meetings will take into account individual circumstances.</p> <p>Applications will be anonymised after submission.</p> <p>2 Associate Member positions have been created to increase the diversity of the board.</p>
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Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	There is a risk that the Faraday Battery Challenge Advisory Group refresh and Associate Member recruitment could discriminate or unfairly disadvantage people. However, adjustments and steps have been put in place to try and minimise this risk and the opportunity for bias.	
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		
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.	X	The recruitment process that the Faraday Battery Challenge team is implementing is based on lessons learned from Advisory Stream recruitment conducted by the EPSRC. The FBC team aims to increase the diversity of the Advisory Group through this recruitment process and steps have been taken to reduce the opportunity for bias as outlined in this document. The FBC team is passionate about equality, diversity and inclusion and strongly advocates for best practise to forward the EDI agenda.

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:	10/02/2021
Review date (if applicable):	July 2021

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Change log

Name	Date	Version	Change
Jennifer Channell	10/02/2021	1	Published

Annex 1: Examples of recently completed EIA templates

Council	Activity
EPSRC	Inclusion Matters Call
EPSRC	New Investigator Awards
EPSRC	Policy change: Limit to the number of applications at a standard panel
BBSRC	BBSRC Future Leader Fellowships (FLF) Scheme
BBSRC	BBSRC/STFC/Innovate UK Biofilms programme