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**EPSRC - Equality Impact Assessment**

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| **Question** | **Response** |
| 1. **Name of policy/funding activity/event being assessed** | UK Japan Civil Nuclear Research Programme Phase 8. This activity is a call for proposals. |
| 1. **Summary of aims and objectives of the policy/funding activity/event** | To allocate up to £1m for up to 2 projects for collaborative work between UK-based and Japan based researchers in the area of nuclear decommissioning. |
| 1. **What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)* | This call and panel are the next phase of an ongoing relationship with Japanese funders and the UK which occurs annually. MEXT in Japan, JAEA/CLADS in Japan and UK academics have been consulted in the development of this call. Researchers were involved in the scope of this call at the JUNO Network workshop in January 2021. |
| 1. **Who is affected by the policy/funding activity/event?** | MEXT/JAEA/CLADS staff, UK and Japan research community working in the area of decommissioning and nuclear waste management Institutions involved. EPSRC staff. |
| 1. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?** | The call will be open to all, and applications will be  welcome from any eligible UK-based researcher  working in collaboration with Japan-based  researchers. Contact details will be provided  alongside the call document. EPSRC will engage  with all grant holders to monitor the projects and  learn challenges and successes. |

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](https://epsrc.ukri.org/links/councils/uk-research-and-innovation-ukri/diversity-ukri/) 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](https://epsrc.ukri.org/funding/applicationprocess/basics/caringresponsibilities/)
* 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

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| **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** | None identified |  |  |
| **Gender reassignment** | None identified |  |  |
| **Marriage or civil partnership** | None identified |  |  |
| **Pregnancy and maternity** | None identified |  |  |
| **Race** | None identified |  |  |
| **Religion or belief** | None identified |  |  |
| **Sexual orientation** | None identified |  |  |
| **Sex (gender)** | None identified |  |  |
| **Age** | None identified |  |  |
| **Additional aspects (not covered by a protected characteristic)** | None identified |  |  |

**Evaluation:**

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| **Question** | **Explanation / justification** | |
| Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people? | No. The application will be open to the wider UK  community and applications will be assessed following  the process described in the call document. | |
| **Final Decision:** | **Tick the relevant box** | **Include any explanation / justification required** |
| 1. No barriers identified, therefore activity will **proceed**. | X |  |
| 1. You can decide to **stop** the policy or practice at some point because the data shows bias towards one or more groups |  |  |
| 1. You can **adapt or change** the policy in a way which you think will eliminate the bias |  |  |
| 1. 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. |  |  |

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| **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:** | **18/03/2021** |
| **Review date** (if applicable): |  |

**Change log**

| **Name** | **Date** | **Version** | **Change** |
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