EPSRC - Equality Impact Assessment

	Question	Response
1.	**Name of policy/funding activity/event being assessed**	Funding opportunity: Collaborating at the Quantum Computing / ICT interface
2.	**Summary of aims and objectives of the policy/funding activity/event**	The aim of this call is to fund core collaborative teams of quantum computing and ICT experts to address identified challenge areas. These teams will utilise the networking element of the award to co-create a research project that will build a cohesive UK community who via feasibility and research project funding will accelerate progress in quantum computing.
3.	**What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)*	Workshop held on 28 June 2021 bringing together expertise in quantum computing and ICT to identify challenges. Consultation with ICT subgroup to discuss the challenges and finalise these for the funding opportunity
4.	**Who is affected by the policy/funding activity/event?**	Researchers in quantum computing and ICT research areas
5.	**What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?**	A stage gated year one review by an expert panel will ensure that the funded awards are continuing to meet the objectives of the call.

As a funder of research, EPSRC remains committed to attracting the best potential researchers from a diverse population into research careers. 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	No	The funding opportunity is open to any researchers eligible for funding with the relevant expertise and track record	
Gender reassignment	No	The funding opportunity is open to any researchers eligible for funding with the relevant expertise and track record	
Marriage or civil partnership	No	The funding opportunity is open to any researchers eligible for funding with the relevant expertise and track record	
Pregnancy and maternity	Yes	The timescales of the call may impact those currently on parental leave by falling within the leave period or by reducing the time available to prepare an application on their return	As this call is for a small core team that will grow, new investigators will be able to join throughout the award.
Race	No	The funding opportunity is open to any researchers eligible for funding with the relevant	

		expertise and track record	
Religion or belief	No	The funding opportunity is open to any researchers eligible for funding with the relevant expertise and track record	
Sexual orientation	No	The funding opportunity is open to any researchers eligible for funding with the relevant expertise and track record	
Sex (gender)	Yes	As there is a gender imbalance in some of the areas of relevance to this funding opportunity, it is possible that the core team will have a geneder imbalance.	As this call is for a small core team that will grow, it is a requirement that new investigators will join throughout the award, and it is an expectation that all EPSRC investments consider EDI.
Age	Yes	As there is an expectation of an established track record, generally it is more likely that the people able to lead this application will be middle to later career researchers	As this call is for a small core team that will grow, it is a requirement that new investigators will join throughout the award. This would be based on relevant expertise not established track record.
Additional aspects (not covered by a protected characteristic)	No	The funding opportunity is open to any researchers eligible for funding with the relevant expertise and track record	

Evaluation:

Question	Explanation / justification
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	As this funding opportunity is for a core team that will grow throughout the award, it is not anticipated that anyone would be unfairly advantaged by the timing or type of funding opportunity.

Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will **proceed**.	X	
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:	**5 August 2021**
Review date (if applicable):	

Change log

Name	Date	Version	Change
	When published	1	