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**EPSRC - Equality Impact Assessment**

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| **Question** | **Response** |
| 1. **Name of policy/funding activity/event being assessed** | ICT Public Engagement Champions 2021 |
| 1. **Summary of aims and objectives of the policy/funding activity/event** | * This call aims to provide bespoke support to Information and Communication Technologies (ICT) researchers to undertake public engagement activities alongside their core research and to advocate for their discipline. * It aims to encourage the development of a research culture that inspires the public, attracts people to STEM careers, values interaction with the public in all stages of the research process and influences policy makers. * Applications should clearly articulate how the applicant will design, deliver and evaluate the proposed public engagement activities. * Applications should include a programme of activities aimed at a well-defined public/stakeholder audience, especially those that are typically underserved by the STEM sector. * Successful applicants will be expected to tangibly demonstrate how they have acted as advocates and leaders for engagement within their organisation, within their professional community and more widely. They will promote and champion ICT research including the impact of ICT research on society. |
| 1. **What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)* | ICT strategic advisory committee (SAT) members were consulted at the March 2021 meeting. |
| 1. **Who is affected by the policy/funding activity/event?** | The only group that cannot apply to this grant are academics that do not have permanent positions and this is in line with EPSRC eligibility guidance |
| 1. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?** | Successful candidates (calle PE champions) will be required to submit EIA report as a condition of the grant. |

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** | N/A |  |  |
| **Gender reassignment** | N/A |  |  |
| **Marriage or civil partnership** | N/A |  |  |
| **Pregnancy and maternity** | N/A |  |  |
| **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)** | 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? | None identifiied | |
| **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:** | **31/06/2021** |
| **Review date** (if applicable): |  |

**Change log**

| **Name** | **Date** | **Version** | **Change** |
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|  | When published | 1 |  |