Engineering and Physical Sciences Research Council

EPSRC - Equality Impact Assessment

	Question	Response
1.	**Name of policy/funding activity/event being assessed**	Webinars on the EPSRC Doctoral Review
2.	**Summary of aims and objectives of the policy/funding activity/event**	To allow the community to respond to the findings of the EPSRC Doctoral Review and ask questions.
3.	**What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)*	The EPSRC SAN workstream has been engaged in developing the post publication comms strategy, in addition to the EPSRC comms business partner, UKRI comms team, and EDI&People team.
4.	**Who is affected by the policy/funding activity/event?**	Members of the community who wish to participate in the webinars. No sifting of applicants is anticipated. The webinars are virtual and there should be sufficient space for all who wish to attend to do so. Questions can be submitted in advance and the webinars will be recorded or the questions and answers provided online afterwards. This enables those unable to attend live to benefit from the material shared.
5.	**What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?**	The questions raised will be used by EPSRC to guide the development of the action plan for the EPSRC Doctoral Review.

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	As it is virtual, venue restrictions do not apply. The event will only require people to use their standard assistive technology for computer-based work	Closed captions will be made available.
Gender reassignment	No		
Marriage or civil partnership	No		
Pregnancy and maternity	No		
Race	No		
Religion or belief	No		
Sexual orientation	No		
Sex (gender)	No		
Age	No		
Additional aspects (not covered by a protected characteristic)	No		

Evaluation:

Question	Explanation / justification
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No – a number of dates are available and opportunities to feed into the event and access the event material afterwards will be available.

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.		

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:	**27/08/2021**
Review date (if applicable):	**Shyeni Paul**

Change log

Name	Date	Version	Change
Shyeni Paul	When published	1	