



EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	1.2 GHz NMR
2. Summary of aims and objectives of the policy/funding activity/event	To identify a host to run a Bruker 1.2 GHz NMR system as a facility for the whole of the UKRI NMR research community. One award of between £15m and £17m will be made. This will cover the cost of a spectrometer, probes and some costs of procurement and installation. Funding will be via the UKRI Infrastructure Fund and the call will be managed by EPSRC.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Consultation with other Councils within UKRI (BBSRC, MRC, NERC, STFC) via a Project Board. Consultation with an independent Advisory Board made up of leading national and international researchers with experience of the technique and the technology. Consultation with the wider research community via two virtual Town Hall meetings held in November and December 2021.
4. Who is affected by the policy/funding activity/event?	Researchers with an interest in ultra-high field NMR and the opportunities it presents across a wide range of science disciplines
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	EPSRC (or representatives from other Councils) will be part of a management committee for the project during its procurement and subsequent operation.

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	Potential for both	<p>It is expected that the panel will be held virtually, though it is possible that it may be in person. The issue of selecting an accessible venue may have a positive impact.</p> <p>Site visits may present an issue of accessibility depending on their condition and any mobility issues among the group.</p> <p>Virtual assessments may have a negative impact on those with dyslexia or hearing impairments.</p>	<p>If the panel is held virtually, reasonable adjustments will be made to ensure that any circumstances which could affect participation can be accommodated wherever possible.</p> <p>Likewise, in a physical interview, any issues of access or mobility will be accommodated wherever possible.</p> <p>For site visits, hosts will be asked to ensure the site is as accessible as possible for all concerned in advance of the visit.</p> <p>Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings acts as an additional assurance to help ensure unbiased peer review.</p>
Gender reassignment	No known negative impact.	Gender neutral language will be used	

		throughout and will be encouraged at panel meetings and within reviewer comments.	
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 on those with caring responsibilities.	Availability to apply for call – pregnancy and maternity leave may be over duration call is open.	Support will be offered for people with caring responsibilities, and reasonable adjustments will be made wherever possible.
Race	Potentially negative	Potential risk –lack of diversity of ethnicity and race of panel members and/or applicants.	Diversity will be taken into consideration when drawing up the panel membership Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings acts as an additional assurance to help ensure unbiased peer review.
Religion or belief	No known negative impact		Major religious holidays will be taken into consideration when setting panel dates. All panel members will be asked to highlight any personal circumstances that may affect their ability to participate and how this can be accommodated.
Sexual orientation	No known negative impact		
Sex (gender)	No known negative impact		Diversity will be taken into consideration when drawing up the panel membership. This has already been taken into account

			with the project Advisory Board Gender neutral language will be used throughout and will be encouraged at panel meetings and within reviewer comments.
Age	Potentially negative		Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings acts as an additional assurance to help ensure unbiased peer review.
Additional aspects (not covered by a protected characteristic)			

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?		
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:	19/01/22
Review date (if applicable):	

Change log

Name	Date	Version	Change
	When published	1	