Equality Impact Assessment

	Question	Response
1.	**Name of policy/funding activity/event being assessed**	The funding activity is a call for a Network+ in Decarbonising Transport as part of the Energy Program.
2.	**Summary of aims and objectives of the policy/funding activity/event**	EPSRC is aiming to four to five networks+ which should foster networks with the wider energy community and strengthen those that currently exist within the community. Funds should be used to bring the relevant groups together to explore new directions relevant to decarbonising the transport sector These should be appropriate that they will result in new challenges and proposals suitable for future EPSRC and UKI investment to tackle the move to cutting carbon emissions by 80% and to take advantage of the economic activity world leadership in low carbon technologies represents.
3.	**What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)*	The call was developed from a scoping workshop with the academic, policy and business community in early 2018. This was followed with strategic input from the department of transport.
4.	**Who is affected by the policy/funding activity/event?**	There are no specific eligibility criteria so applicants are welcome from all career stages. PDRAs may be employed by the network+. There will be significant interaction with industry and the wider innovation landscape. Support staff will also be employed on the grant.
5.	**What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?**	Research outcomes will be collected through Researchfish and additional data through an annual data return. EPSRC Portfolio Managers will be members of nay network advisory boards. An annual report is produced by the network+.

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 [UK Research and Innovation Equality, Diversity and Inclusion Action Plan](#) 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.
- Offers support available for people with caring responsibilities, further details are available [here](#)
- Clearly communicate the timeline and key milestones for funding activities
- Ensure attendees have an opportunity to raise any specific requirements in advance
- 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

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	Potentially negative		EPSRC will select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation. EPSRC will offer support for people with caring responsibilities, further details are available here All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support.
Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and maternity	Potentially negative		EPSRC will select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation. EPSRC will offer support for people with caring responsibilities,

			further details are available here All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support.
Race	No known negative impact		
Religion or belief	Potentially negative		EPSRC will select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation. All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support.
Sexual orientation	No known negative impact		
Sex (gender)	No known negative impact		
Age	No known negative impact		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	**There has been no evidence found to show that this call would discriminate or unfairly disadvantage people.**	
Final Decision:	**Tick the relevant box**	**Include any explanation / justification required**
1. No barriers identified, therefore activity will **proceed**.	✓	**With the specific actions that need to be taken already integrated in the design of the call, this would be seen as this category rather than category 3.**
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:	**17 August 2018**
Review date (if applicable):	

Change log

Name	Date	Version	Change
Luke Davis	17 August 2018	1	