



**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	National Fellowships in Fluid Dynamics (NFFDy)
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	To fund a cohort of up to 12, 3-year postdoctoral researchers to work on research relating to fluid dynamics. The aim is to better link up the UK Fluid dynamics community. The Fellowship is a personal award which enables applicant to design a flexible package to facilitate delivery of a novel and outstanding piece of world-leading research. Fellowships also support training for the duration of the award to enable them to develop research leadership skills, raise the profile of STEM and EPSRC and gain the experience required to enable them to advance their career
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	UK fluids network consulted to design call, NFFDys hub Network consulted – will be overseeing the summer programmes offered to the cohort. EPSRC fellowships team consulted when planning the call. Engineering SAT have discussed the planned call to provide feedback at meetings.
<b>4. Who is affected by the policy/funding activity/event?</b>	Postdoctoral level researchers in the field of fluid dynamics who want to apply for funding from EPSRC (applicants), reviewers, panel members, ROs.
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	Discussion at future SAT meetings – how many were funded, at what institutions, progress of the summer schools etc.

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	None identified		<ul style="list-style-type: none"> <li>• Advanced notification of the call on the EPSRC website and NFFDy Hub site (which will be published as early as possible).</li> <li>• Publish and promote the new policy and guidance process on the EPSRC website for everyone to access. EPSRC will also publish guidance that will be used by staff to make a judgement on eligibility.</li> <li>• Eligibility criteria specifically promotes flexibility in working patterns and career history so that there should not be any barriers for applicants based on a protected characteristic.</li> <li>• Adjustments are made to enable attendance to interview and virtual</li> </ul>
Gender reassignment	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	None identified		
Race	None identified		
Religion or belief	None identified		
Sexual orientation	None identified		
Sex (gender)	None identified	Ensure assessment panels are mixed gender	
Age	Positive	No time based eligibility criteria will allow for greater flexibility in acceptance to the scheme	

			interviews will be offered when required.
<b>Additional aspects (not covered by a protected characteristic)</b>	Caring responsibilities	May impact attendance to interviews and panels	Panel dates are published in advance and costs for carrying responsibilities beyond normal carrying responsibilities can be covered by EPSRC. Virtual interviews will also be offered where required.

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	To provide support for Postdoctoral level researchers with awards for up to 3-years worth of research and support for linked cohort activities. Yes, due to the interview there is potential that issues around unconscious bias may be higher when compared with other funding opportunities. All panels are briefed on unconscious bias and the situations in which bias can become more prevalent, this is especially focused on at interview.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .	Yes	No barriers or negative impacts have been identified. Adjustments can be made to take into account of the potential negative impacts and virtual interviews will also be offered where required.
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> 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 <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	09/02/022
<b>Review date</b> (if applicable):	

### Change log

Name	Date	Version	Change
Grace Belshaw	When published	1	