

EPSRC - Equality Impact Assessment

Question	Response
1. Name of funding activity being assessed	Turing AI World-Leading Researcher Fellowships: Round 2
2. Summary of aims and objectives of the funding activity	<p>This programme, part of a broader UK government investment in Turing Artificial Intelligence (AI) Fellowships; aims to build capability and capacity in AI research through the retention and and international recruitment of world-leading researchers in AI.</p> <p>This funding activity is the second round of the Turing AI World-Leading Researcher Fellowships.</p>
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<p>Engagement with partners in UKRI, BEIS, the Office for AI and the Alan Turing Institute.</p> <p>Support from EDI and People, and Business Improvement teams.</p>
4. Who is affected by the funding activity?	Turing AI World-Leading Researcher Fellowship applicants and staff at their host organisations. EPSRC staff delivering the activity.
5. What are the arrangements for monitoring and reviewing the actual impact of the funding activity?	<p>Staff running the call will, where possible, monitor delivery of each round including:</p> <ul style="list-style-type: none"> • Reviewers and panel members are monitored by gender, age and ethnicity. Panel membership for each meeting is published on the EPSRC website and EPSRC's GoW • Mid-term review of the programme • Ongoing monitoring and fellow engagement • Review of outcomes and benefits and continued monitoring for several years after the end of the grant • Research outcomes will be collected via ResearchFish.

As a funder of research, EPSRC remains 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](#) 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. 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	Potentially negative impact	Dependant upon the selected event location and specific disability	<p>All key dates will be provided in advance.</p> <p>All venues selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation.</p> <p>All parts of the selection process, i.e. panel meetings or interviews, will be ran virtually, or offer the ability to be attended virually if in-person events are held. In-person events will comply with the above stagements.</p> <p>Unconscious bias briefing will be given as part of the panel guidance and panel presentation.</p> <p>EPSRC presence at assessment meetings and during interviews acts as an additional assurance to help ensure unbiased peer review.</p>
Gender reassignment	Potentially negative impact	Attendance of panel meetings and interviews	Unconscious bias briefing will be given as part of the panel guidance and panel presentation.

			EPSRC presence at assessment meetings and during interviews acts as an additional assurance to help ensure unbiased peer review.
Marriage or civil partnership	Potentially negative impact	Relocation and potential visa issues for partners	<p>Relocation costs are eligible as part of the application.</p> <p>If applicants are successful they will be eligible to apply for a tier 1 visa (exceptional promise) which provides greater flexibility than a tier 2 visa.</p> <p>International researchers and specialists who are named, or have their position listed, on a successful grant may be eligible for the Global Talent visa.</p>
Pregnancy and maternity	Potentially positive or negative impact	<p>The call actively encourages an inclusive selection process by host organisations.</p> <p>Potential applicants or peer reviewers may be unavailable at key stages due to parental leave.</p> <p>Panel members and applicants may find it difficult to travel to venues if pregnant or on parental leave.</p>	<p>Where possible the needs of the applicant will be accommodated i.e. timings of interview, accommodation for partner and baby, caring costs over and above the applicant's standard costs can all be covered.</p> <p>Applicants will be asked to inform us if they wish for any changes to be made and we will discuss what adjustments they would like EPSRC to make.</p> <p>Unconscious bias briefing will be given as part of the panel guidance and panel presentation.</p> <p>EPSRC presence at assessment meetings and during interviews acts as an additional assurance to help ensure unbiased peer review. Standard Research Council Terms and conditions will apply with regards to maternity leave.</p> <p>Applicants may apply for the fellowship to be held part time.</p>
Race	Potentially positive impact	The call will actively encourage an inclusive selection process by host organisations.	Unconscious bias briefing will be given as part of the panel guidance and panel presentation.

Religion or belief	Potentially negative impact	Activities could coincide with religious holidays therefore participation may be affected if potential applicants or panel members are unavailable at key assessment stages.	Key deadlines of the call have been adjusted to take into account religious holidays. The outline proposal opening date falls a few weeks before Easter, however, sufficient time is available after the Easter period before the closing date for outline proposals.
Sexual orientation	Potentially negative impact	Attendance of panel meetings and interviews	Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings and during interviews acts as an additional assurance to help ensure unbiased peer review.
Sex (gender)	Potentially negative impact	Statistically more females have caring responsibilities and may be more affected by some of the short time scales involved in this call.	Where caring responsibilities affect the return of reviews, PI response or interview attendance, extensions and adjustments will be made where possible. There will be at least a 30% membership of the under-represented gender for all panels occurring during this call. Where possible the call timeline has been adjusted so that key dates don't coincide with UK school holidays. Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings and during interviews acts as an additional assurance to help ensure unbiased peer review. Key aspects of the call, notably sections 'Who can apply?' and 'What we are looking for' have been put through a Gender Decoder toolkit (Gender Decoder: find subtle bias in job ads (katmatfield.com)) and amendments have been made, within reason, to avoid gender-coded language.
Age	Potentially positive or negative	The scheme is aimed at world-leading	There are no age bound eligibility criteria for this call, rather, the call

		researchers which could affect individuals from some age categories.	focuses on the qualities of the applicant. Other opportunities are available via other schemes for individuals at other career stages,.
Additional aspects (not covered by a protected characteristic)	Those with caring responsibilities – potential negative	Applicants and panel members will need to travel to interview and meetings.	EPSRC will not to hold interviews over school holiday periods and will adapt the approach according to other caring responsibilities. Details of help EPSRC can provide is on the website.

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in funding activity could discriminate or unfairly disadvantage people?	No. The application will be open to the wider UK community and applications will be reviewed and scored against assessment criteria. Reasonable adjustments will be made to the logistics to facilitate those with disabilities.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	x	
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:	11/03/2022
Review date (if applicable):	

Change log

Name	Date	Version	Change
	When published	1	