

**EPSRC - Equality Impact Assessment**

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| **Question** | **Response** |
| 1. **Name of policy/funding activity/event being assessed** | *High End Computing Consortia call*. This activity is a call for proposals. |
| 1. **Summary of aims and objectives of the policy/funding activity/event** | EPSRC on the behalf of UKRI, plan to allocate up to £3 million to support a range of High-End Computing (HEC) Consortia, spanning EPSRC’s remit, for communities that currently gain significant benefit, or are seeing rapidly increasing benefit, from the use of high performance computers (HPC) for modelling and simulation.  A High-End Computing (HEC) Consortium is defined by EPSRC to be a network of computational researchers who are provided with a portion of EPSRC’s Tier-1 High Performance computing resource, currently ARCHER2, which it distributes among its members. Each HEC Consortium must be associated with a different research area within EPSRC’s remit and serve as a forum to share knowledge and develop software.  The aims are to:  • Provide key Engineering and Physical Sciences research communities with flexible science-led access to the UK national HPC service that will enable world-class and world-leading scientific output.  • Support community networks that promote the highest quality science and provide leadership in developing a strategic agenda for the representative communities.  • Ensure greater scientific productivity on the UK national HPC service by making sure that the code base for computational science and engineering is fit for purpose, and internationally competitive and responsive to technological developments.  • Broaden the HPC user base and provide appropriate training, expanding the UK computational science and engineering skills base.  • Maximise the impact that the UK national HPC service is having by promoting strong links with industrial collaborators and users.  The call is an open call to all qualifying individuals and groups. |
| 1. **What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)* | This call has had previous iterations and a meeting with the current Consortia occurs every 6 months, where some overall monitoring of the overall programme occurs. In the last few iterations, these Consortia have been consulted about the upcoming call including future aims and objectives.  CoSeC representatives have been consulted to look over certain parts of the funding document. |
| 1. **Who is affected by the policy/funding activity/event?** | UK research communities and industrial sector involved with the current and future modelling and simulation applications of high end computing resources in the UK, including research and development of software and hardware |
| 1. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?** | The assessment process has been designed to ensure unconscious bias is minimised and managed. All panel members will receive an unconscious bias briefing.  The activity will be monitored by the Research Infrastructure Theme in EPSRC. |

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](https://epsrc.ukri.org/funding/applicationprocess/basics/caringresponsibilities/).
* 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.

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| **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 | As the panel will be held virtually, the accessibility of a venue may have a positive impact. However, this may also have a negative impact on those with dyslexia or hearing impairments. | Panel will be held virtually. Reasonable adjustments will be made to ensure that any circumstances which could affect the  participation can be  accommodated  wherever possible.  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. |
| **Gender reassignment** | None Identified |  |  |
| **Marriage or civil partnership** | None Identified |  |  |
| **Pregnancy and maternity** | Potentially negative on those with caring responsibilities |  | Support will be offered for people with caring responsibilities, and reasonable adjustments will be made wherever possible. |
| **Race** | Potentially negative | Racial bias may be percieved | 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. |
| **Religion or belief** |  |  | We have tried to avoid major religious holidays when setting 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** | None identified |  |  |
| **Sex (gender)** | Potentially negative |  | In line with EPSRC policies, the assessment panel will be mixed gender. |
| **Age** | Potentially negative |  | 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. |
| **Additional aspects (not covered by a protected characteristic)** | Potentially negative | The call will be open during school holidays .Those with caring responsibilities may be impacted. | Following feedback on timescales of previous calls, we have extended the opening time for this call to allow for additional time in these cases. |

**Evaluation:**

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| **Question** | **Explanation / justification** | |
| Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people? | A number of risks and potential negative impacts have been identified and considered as part of the call design. Reasonable adjustments will be made and by adhering to the standard peer review principles and the risks have been mitigated as far as possible. | |
| **Final Decision:** | **Tick the relevant box** | **Include any explanation / justification required** |
| 1. No barriers identified, therefore activity will **proceed**. |  |  |
| 1. You can decide to **stop** the policy or practice at some point because the data shows bias towards one or more groups |  |  |
| 1. You can **adapt or change** the policy in a way which you think will eliminate the bias |  |  |
| 1. 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. | x | Possible risks and bias associated with this activity have been identified and activities adapted accordingly. ED&I aspects will be considered throughout the activity and EPSRC will review this EIA accordingly. Reasonable adjustments will also be made wherever possible. |

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| **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:** | **07/03/2022** |
| **Review date** (if applicable): |  |

**Change log**

| **Name** | **Date** | **Version** | **Change** |
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| Billy McGregor | 08/03/2022 | 1 | version created |
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