Equality Impact Assessment

	Question	Response
1.	**Name of policy/funding activity/event being assessed**	EPSRC Centres for Doctoral Training Call 2018
2.	**Summary of aims and objectives of the policy/funding activity/event**	To invest in Centres for Doctoral Training (CDT) that develop skilled people aligned to UK training needs and complement existing EPSRC investments and UK engineering and physical sciences research activity more broadly. In particular we aim to: - fund a balanced portfolio of CDTs that are aligned to identified skills needs for the UK in the Engineering and Physical Sciences, in partnership with others including other Research Councils; - produce highly skilled and talented researchers, and future leaders, by funding world leading innovative centres that are aligned to major research strengths; - support high quality research training environments led by robust leadership teams to train internationally competitive doctoral students through a cohort training approach.
3.	**What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)*	External stakeholders: - Council-SAN CDT working group; - EPSRC Council; - Strategic Advisory Teams (SATs); - Strategic Advisory Network (SAN); - Key business and university partners; - Key business contributors to current CDTs; Internal stakeholders: - UKRI - EPSRC Executive Leadership Team; - Theme Leads; - CDT contacts group; - All EPSRC staff.
4.	**Who is affected by the policy/funding activity/event?**	- UK HEIs; - Admin Staff - Exec Level - Academics - Students wishing to pursue doctoral training; - Third parties with interest in UK research and UK skills training at the doctoral level; - International academics (largely in EPS areas); - Other Research Councils and UKRI;

	• Government, particularly BEIS. • EPSRC Staff;
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	External: The call and all associated documents will be available on the EPSRC website and available to all interested parties to support their applications. Contact details are provided to support queries related to the call. This activity represents a significant peer review activity during a busy period. The load on academics during the assessment process, as applicants, reviewers, and panel members has been considered as the process has been designed. Reflecting on feedback from the 2013 call, the impact of the activity on businesses has been considered in the design of the processes. Advice is available on how to reduce the workload for project partners. The impact on other Research Councils has been considered in designing the process, including discussions of potential co-funding and sharing of the priority areas developed. Equality, Diversity and Inclusion (E,D&I) plans will be a part of the formal assessment of the full proposals. This will ensure that university led activities such as recruitment, flexible working and other activities promote equality and inclusive participation. Once funded, a monitoring and evaluation framework will be put in place to monitor the Centres throughout their lifetime. Each centre will have an EPSRC portfolio manager contact who will attend steering committee meetings and provide support. A mid-term review of all centres is intended at this stage, which will include capturing student feedback and assessment against E,D&I criteria. Internal: EPSRC staff –A project plan has been created for the development of the call, and thoughts given to the resources involved in these activities. These resources will support staff and ensure consistency across the whole time scale of the activity. Both: The assessment process has been reviewed and designed to ensure any unconscious bias will be identified, challenged and managed. All EPSRC staff involved in the call have received unconscious bias training. All Panel Chairs and members will receive an unconscious bias briefing.

| | Demand management options have been implemented to manage workloads within EPSRC and HEIs, this is to ensure that a high quality peer review process is delivered |
| | The impact on Government will be discussed as part of additional funding bids and in discussions of ministerial announcements around the funding decision date. |

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	Access to events and panels for panel members and applicants could have a negative impact on participation.	Dependant on location selected	All venues selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation. Information will be made available for those physically not able to attend such as a webinar or transcripts.
			EPSRC offers support available for people with caring responsibilities.
			Additional care requirements could occur if individuals are required to:
			Participate in events on what would normally be a non-working day. Work extended hours on a normal working day. Attend meetings with overnight stays and/or travel overseas. It is an individual's responsibility to check with EPSRC and confirm what costs can be reimbursed prior to attendance at a panel/interview.

			EPSRC will highlight student support available (DSA payments).
Gender reassignment	It is not expected that this policy will have any particular impact		
Marriage or civil partnership	It is not expected that this policy will have any particular impact		
Pregnancy and maternity	Participation in the call may be negatively affected, if potential applicants or peer reviewers are unavailable at key assessment stages. Access to events and panels for panel members and applicants could have a negative impact on participation.	Dependant on individual circumstances	Full timeline provided of all key milestones, allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments, such as virtual presence or deputising. All venues selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation. Information will be made available for those physically not able to attend such as a webinar or transcripts. EPSRC offers support available for people with caring responsibilities. Additional care requirements or facilities could be required if individuals need to: Participate in events on what would normally be a non-working day. Work extended hours on a normal working day. Attend meetings with overnight stays and/or travel overseas. It is an individual's responsibility to check with EPSRC and confirm what costs can

			be reimbursed prior to attendance at a panel/interview.
Race	Universities vary in the diversity of their populations, institutional restrictions could have potentially negative impacts Reviewers and panel members selection- positive		The demand management policy allows all eligible organisations to submit to the call, allowing a broad range of institutions to participate. Equality, Diversity and Inclusion will be a part of the formal assessment of the full proposals. This will ensure that university led activities such as recruitment promote diversity and inclusive participation. Ensure diversity of peer review assessment and interview panels.
Religion or belief	Participation in call may be affected, if potential applicants or peer reviewers are unavailable at key assessment stages. (Activities could coincide with religious holidays).		A full timeline will be provided of all key milestones, allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments.
Sexual orientation	It is not expected that this policy will have any particular impact		
Sex (gender)	Reviewers and panel members selection- positive Assessment process- probably positive		Ensure diversity of peer review assessment and interview panels. Assessment criteria language has been reviewed to ensure it is gender neutral. Peer

			Review guidance documents have been updated to remove the potential of unconscious bias
Age	Reviewers and panel members- positive	It is important that the assessment process is undertaken by a diverse community.	Ensure diversity in the peer review assessment and interview panels. Guidance will be provided to EPSRC staff when suggesting panel members and reviewers. For panels, the diversity of the group will be actively considered.
Across all Groups	Assessment of applicants		Reviewers and panel members will be given ED&I guidance to ensure applicants are not disadvantaged or advantaged based on any protected characteristics.

Panel chairs and convenors will undergo unconscious bias training. Where possible, college reviewers and panel members will be used (who will have also undergone this training). Panel briefings and chair briefings will cover this subject too. |
| | Outcomes of call: Probably positive due to incorporation of E,D&I assessment criteria and required plan for successful centres | Dependant on focus of individual E,D&I plan for successful centres | Universities will need to ensure staff and students are not disadvantaged and are supported to perform to their best. |

Evaluation:

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 have been identified and actively considered as part of the call design and internal management processes for call delivery. These risks have been mitigated as far as possible. Further risks could emerge once Centres are active, we will actively monitor the ED&I aspects via the mechanisms described in the call to minimise the likelihood that university processes are discriminatory.**

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	X	**Possible risks and bias associated with this activity have been identified and activities adapted accordingly. Given the scale of the activity we will ensure active consideration of ED&I aspects throughout the activity and will review this EIA accordingly.**
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:	**15 January 2018**
Review date (if applicable):	

Change log

Name	Date	Version	Change
Christina Turner	17 January 2018	1	N/A