

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	UK Japan Civil Nuclear Research Programme Phase 9. This activity is a call for proposals.
2. Summary of aims and objectives of the policy/funding activity/event	To allocate up to £1m for up to 2 projects for collaborative work between UK-based and Japan based researchers in the area of nuclear decommissioning.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	This call and panel are the next phase of an ongoing relationship with Japanese funders and the UK which occurs annually. MEXT in Japan, JAEA/CLADS in Japan and UK academics have been consulted in the development of this call. Researchers were involved in the scope of this call at the JUNO Network workshop in January 2022.
4. Who is affected by the policy/funding activity/event?	MEXT/JAEA/CLADS staff, UK and Japan research community working in the area of decommissioning and nuclear waste management Institutions involved. EPSRC staff.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The call will be open to all, and applications will be welcome from any eligible UK-based researcher working in collaboration with Japan-based researchers. Contact details will be provided alongside the call document. EPSRC will engage with all grant holders to monitor the projects and learn challenges and successes.

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 [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.
- Offer 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 e.g. cover letter and joining instructions
- 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
- 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		Applicants are not asked to disclose whether they have a disability. Standard EPSRC policies will be followed.
Gender reassignment	None identified		Applicants are not asked to disclose whether they have undergone gender reassignment.
Marriage or civil partnership	None identified		Applicants are not asked to disclose their marital status. Standard EPSRC policies will be followed.
Pregnancy and maternity	Potentially negative	A researcher on parental leave during the open call maybe unable to apply.	<p>Timetable of key dates will be made available to applicants and panellists in advance as early possible.</p> <p>EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and applicants will be made aware of these.</p> <p>Applicants are not asked to disclose pregnancy</p>

		Unconscious bias on the part of panel members may disadvantage pregnant people, if this status is known to the panel.	
Race	Potentially negative	Unconscious bias on the part of panel members may disadvantage individuals of specific race, if this is known to the panel.	Applicants are not asked to disclose their ethnicities
Religion or belief	Potentially negative	Key dates (open call closing, interview) coinciding with specific religious festivals/ events could disadvantage specific religious groups. Unconscious bias on the part of panel members may disadvantage specific religious groups, if applicants' religious affiliation/ belief is known to the panel.	Key dates will be checked and chosen to avoid clashes with major religious events wherever possible. Applicants are not asked to disclose their religious beliefs
Sexual orientation	Potentially negative	Unconscious bias on the part of panel members may disadvantage individuals of specific sexual orientations, if this is known to the panel.	Applicants are not asked to disclose their sexual orientation. Standard EPSRC policies will be followed.
Sex (gender)	Potentially negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of gender.	Applicants are not asked to disclose their gender. Standard EPSRC policies will be followed. In line with EPSRC policies, the assessment panel will be mixed gender.
Age	Potentially negative	Unconscious bias on the part of panel	Applicants are not asked to disclose their

		<p>members may disadvantage applicants from specific age groups.</p>	<p>age. Standard EPSRC policies will be followed.</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 assessment.</p>
<p>Additional aspects (not covered by a protected characteristic)</p>	<p>None identified.</p>		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No. The application will be open to the wider UK community and applications will be assessed following the process described in the call document.	
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:	14/03/2021
Review date (if applicable):	

Change log

Name	Date	Version	Change