

**EPSRC - Equality Impact Assessment**

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| **Question** | **Response** |
| 1. **Name of policy/funding activity/event being assessed** | EPSRC ICT funding opportunity- Enabling human-centred decision making through data visualisation |
| 1. **Summary of aims and objectives of the policy/funding activity/event** | This opportunity aims to support novel research into how interactions with data and visualisations could improve human centred decision making. |
| 1. **What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)* | This funding opportunity was created following discussion with the ICT research community were a need for funding in this area was highlighted. The background and scope were discussed with some members of the ICT SAT. This opportunity has also been discussed with other themes at EPSRC, and with ESRC and AHRC. |
| 1. **Who is affected by the policy/funding activity/event?** | Researchers in the ICT and social sciences community. |
| 1. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?** | Standard peer review for the funding opportunity. Standard reporting and monitoring conditions on any grants funded. |

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** | Potentially Negative | The funding opportunity is hosted on the UKRI website, Je-S and Siebel, applicants may have accessibility requirements that are not currently supported by these systems. | Applicants should seek support from their RO’s research support office and let EPSRC know if they have any accessibility requirements that we can support. |
| **Gender reassignment** | Potentially Negative | UKRI records may show the wrong gender. Trans people may be absent from work as a consequence of transition. | Consideration needs to be given at UKRI level as to how records (including Gateway to Research and other communications materials) might be adjusted. UKRI terms and conditions are flexible in nature and include absence as a result of medical treatment. We would expect that absence related to transition would be covered by the RO’s sick policy and encourage ROs to treat absence relating to transition like any other sick absence. |
| **Marriage or civil partnership** | No |  |  |
| **Pregnancy and maternity** | Potentially Negative | The timescales of the call may impact those currently on parental leave by falling within the leave period or by reducing the time available to prepare an application on their return. | Provision for parental leave (including maternity leave, paternity leave, and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions. |
| **Race** | Potentially negative | There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular race. | Peer reviewers and panel members are appointed based on expertise, but we will aim to appoint a diverse reviewer pool and panel membership. Peer review process and guidance for reviewers/panel members aims to prevent bias against protected characteristics. |
| **Religion or belief** | Potentially negative | There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular belief or faith. | Peer review process and guidance for reviewers/panel members aims to prevent bias against protected characteristics. Panels should not be arranged during periods of religious holidays. |
| **Sexual orientation** | Potentially negative | There could be potential for discrimination because it is known to somebody (either a peer reviewer, panel member, a research applicant) has a particular sexual orientation. | Peer reviewers and panel members are appointed based on expertise, but we will aim to appoint a diverse reviewer pool and panel membership. Peer review process and guidance for reviewers/panel members aims to prevent bias against protected characteristics. |
| **Sex (gender)** | Potentially negative | As there is a gender imbalance in some of the areas of relevance to this funding opportunity, it is possible that there will be an imbalance in the applicants. | This opportunity is open and equally available to any researchers eligible for funding with the relevant expertise regardless of their sex (gender). Peer reviewers and panel members are appointed based on expertise, but we will aim to appoint a diverse reviewer pool and panel membership. Peer review process and guidance for reviewers/panel members aims to prevent bias against protected characteristics. |
| **Age** | Potentially negative | Track record section is required as part of the proposal, which could potentially be a disadvantage to early career researchers. More established researchers may already have a wider network than early career researchers. | This opportunity is open and equally available to any researchers eligible for funding with the relevant expertise regardless of their age or career stage. Peer review process and guidance for reviewers/panel members aims to prevent bias against protected characteristics. |
| **Additional aspects (not covered by a protected characteristic)** | No |  |  |

**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? |  | |
| **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 | X | As per actions to address above. |
| 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. |  |  |

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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:** | **10 May 2022** |
| **Review date** (if applicable): |  |

**Change log**

| **Name** | **Date** | **Version** | **Change** |
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|  | When published | 1 |  |