



EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Adventurous manufacturing round 2 follow on (funding opportunity)
2. Summary of aims and objectives of the policy/funding activity/event	This follow on opportunity aims to fund excellent manufacturing research that will contribute to realising the transformative potential of the projects funded through the adventurous manufacturing round 2 call held in 2020. The projects must take forward, and be clearly linked to, the transformative research vision of the original project and build on its research outputs. The ongoing research vision may be adapted in response to emerging research findings, priorities, or opportunities, as well as the addition of new partners where appropriate.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Internal – discussion with Manufacturing and the Circular Economy, Business Improvement, and Strategic Leadership Board External – Manufacturing and the Circular Economy team SAT during the inception of round 1
4. Who is affected by the policy/funding activity/event?	<ul style="list-style-type: none"> <li>• Applicants at research organisations</li> <li>• Research office staff</li> <li>• UKRI staff</li> <li>• External reviewers (postal peer reviewers, prioritisation panel)</li> <li>• Support staff may be employed on successful grants</li> <li>• Students may be aligned to successful grants, although not directly funded through the grants</li> </ul>
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Research outcomes are collected through Researchfish

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](#).
- 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)
<b>Disability</b>	Potentially negative	All information provided is in written format  Travel may be a barrier if holding an in-person panel  Potential for unconscious bias	Any reasonable adjustments for specific requirements will be made. Documents will be produced in line with EPSRC formatting guidelines.  If panels are not fully virtual, the option to attend virtually will be available. Accessibility will be considered when choosing a physical venue.  Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.
<b>Gender reassignment</b>	Potentially negative	Potential for unconscious bias	Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.
<b>Marriage or civil partnership</b>	None identified		Standard EPSRC policies will be followed.
<b>Pregnancy and maternity</b>	Potentially negative	Participation in activity could be restricted by lack of availability due to parental leave/caring responsibilities/pregnancy	Accommodations will be made for individuals if required at all stages of the process.

		Potential for unconscious bias	<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>Panellists will be informed if a panel meeting is to be held virtually as far in advance as possible. If this happens, we reserve the right to change the timetable of the meeting to take into account individual circumstances and allow additional time for breaks.</p> <p>Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.</p>
<b>Race</b>	Potentially negative	Potential for unconscious bias	Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.
<b>Religion or belief</b>	Potentially negative	Funding opportunity will be open over Christmas, which is a major religious holiday	<p>Eligible applicants have been emailed to give advance notice of this call and the submission window has been extended to account for the Christmas break.</p> <p>Key dates have been checked and chosen to avoid clashes with major religious events where possible. Breaks during the panel can be scheduled to coincide with any prayer times. Panels are likely to be virtual. If held in person, dietary requirements will be catered for and a prayer room available on request.</p>
<b>Sexual orientation</b>	None identified		Standard EPSRC policies will be followed.
<b>Sex (gender)</b>	Potentially negative	Potential for unconscious bias	<p>Gender neutral language will be used throughout and will be encouraged at panel meetings. Efforts will be made to select gender diverse panellists.</p> <p>Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.</p>

<b>Age</b>	Potentially negative	Potential for unconscious bias	Evidence requirements for applicants are only about the suitability of their track record and expertise, and do not refer to years of experience.  Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.
<b>Additional aspects (not covered by a protected characteristic)</b>	Caring responsibilities – potentially negative	Panellists and applicants may have reduced availability	Dates for panel will be outside of school holidays wherever possible.  Panellists will be informed in advance if a panel meeting is to be held virtually.  Timetable of key dates will be made available to applicants and panellists as far in advance as possible.

**Evaluation:**

<b>Question</b>	<b>Explanation / justification</b>	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	There is a potential that some individuals may be disadvantaged; however, mitigating steps will be taken to minimise any impact.	
<b>Final Decision:</b>	<b>Tick the relevant box</b>	<b>Include any explanation / justification required</b>
1. No barriers identified, therefore activity will <b>proceed</b> .		
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> 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 <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.	X	This activity needs to proceed at this time. Everything has been done to be as fair and flexible as possible to all applicants - eligible applicants have already been informed of this funding opportunity in advance of opening. Circumstances will be taken into due account when necessary.

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	02/12/2022
<b>Review date (if applicable):</b>	

#### Change log

Name	Date	Version	Change
Becky Cheesbrough	02/12/22	1.0	First draft