



EPSRC - Equality Impact Assessment

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	AI and Net Zero
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	The aim of the call is to support research that either used AI methodologies to address the challenges of net zero or develops AI methodologies and applies the new methodologies to address the challenges of reaching Net Zero. The outputs of this call will be up to six research projects.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	The AI activity has been developed with govt departments and through cross council liaison.
<b>4. Who is affected by the policy/funding activity/event?</b>	UK Academic community, potentially any sector in the UK that has a net zero challenge to which AI can be applied meaningfully.
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	The projects will be monitored post support to gauge their effectiveness.

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>	No known negative impact		EPSRC will select projects on the basis of the strength of their case for support.  Any meetings or workshops will be held either virtually or hybrid in order to ensure maximum participation.
<b>Gender reassignment</b>	No known negative impact		
<b>Marriage or civil partnership</b>	No known negative impact		
<b>Pregnancy and maternity</b>	Potential negative impact	Fixed start and end dates for the projects as stipulated by BEIS.	EPSRC is aware of this as a potential issue and has previously exceptionally extended deadlines for ED&I purposes on this type of activity.  All panel members will be asked to highlight any personal circumstances that will need additional support.  Any meetings or workshops will be held either virtually or hybrid in order to ensure maximum participation.

<b>Race</b>	No known negative impact		Projects will be chosen purely on their expertise.
<b>Religion or belief</b>	No known negative impact		<p>Projects will be chosen purely on their expertise.</p> <p>All panel members will be asked to highlight any personal circumstances that will need additional support or specific adjustment to meeting times.</p> <p>EPSRC will offer support for people with caring responsibilities, further details are available <a href="#">here</a></p>
<b>Sexual orientation</b>	No known negative impact		Projects will be chosen purely on their expertise.
<b>Sex (gender)</b>	No known negative impact		Projects will be chosen purely on their expertise.
<b>Age</b>	No known negative impact		Projects will be chosen purely on their expertise.
<b>Additional aspects (not covered by a protected characteristic)</b>			

**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?	We have identified potential risks which have been mitigated as far as possible. There has been no evidence found to show that this workshop would discriminate or unfairly disadvantage people	
<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	Y	Possible risks and biases associated with the call around pregnancy and maternity have been identified and mitigating actions can be taken to address them.
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.		

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	<b>Yes</b>
<b>Date completed:</b>	<b>12/09/2022</b>
<b>Review date (if applicable):</b>	

**Change log**

<b>Name</b>	<b>Date</b>	<b>Version</b>	<b>Change</b>
Neil Bateman	12/09/2022	1	