



**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	Artificial intelligence innovation to accelerate health research – Funding Opportunity
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	To fund proposals from multidisciplinary teams within priority areas in AI for health from across the UKRI remit.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	The funding opportunity has been advertised online on the UKRI website, the funding opportunity was developed in consultation with UKRI and the community (as part of the UKRI AI programme)
<b>4. Who is affected by the policy/funding activity/event?</b>	UK Research Organisations (RO) Non-academic stakeholders Academics RO Admin Staff NHS staff UKRI staff
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	The call will be reviewed as part of the wider UKRI AI programme.  The call and all associated documents will be available on UKRI websites and available to all interested parties to support their applications. Contact details will be provided to support queries related to the call. The assessment process has been designed to ensure unconscious bias is minimised and managed.

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.

<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the policy)</b>
<b>Disability</b>	Potentially positive and negative	A virtual webinar will be held to inform applicants about the funding opportunity. This virtual event will reduce travel and level of physical activity required. Allows people to remain at home with access to appropriate care or facilities.	Any reasonable adjustments for specific requirements will be made. Slides and documents for the webinar will be produced in line with EPSRC formatting guidelines. Transcript can be enabled for the webinar and the webinar will be recorded.
<b>Gender reassignment</b>	No known negative impact		Gender neutral language will be used throughout.
<b>Marriage or civil partnership</b>	No known negative impact		Standard EPSRC policies will be followed.
<b>Pregnancy and maternity</b>	Potentially negative	Depends on individual circumstances. Applicants may be on parental leave when the webinar is scheduled or the funding opportunity is live.	We will record the webinar for those unable to attend.  We have published a pre-announcement for the funding opportunity to allow extra time for applicants to be aware of the opportunity. The call will be open for 10 weeks to allow

			planning for submission.
<b>Race</b>	No known negative impact		Standard EPSRC policies will also be followed
<b>Religion or belief</b>	Potentially negative	Depends on individual circumstances.  Participation could be affected by coincidence with religious holidays.	EPSRC endeavours to select closing dates that a cognisant of major holidays (e.g. dates will try to avoid being held during religious holidays.)
<b>Sexual orientation</b>	No known negative impact		Standard EPSRC policies will also be followed
<b>Sex (gender)</b>	No known negative impact		Gender neutral language will be used throughout.
<b>Age</b>	No known negative impact		Standard EPSRC policies will also be followed. All staff are trained in unconscious bias, and the principles of this training upheld in any events/panel meetings run.
<b>Additional aspects (not covered by a protected characteristic)</b>	Caring Responsibilities – Potentially negative There might be a reduction in the ability of applicants with caring responsibilities to be able to apply and/or attend Panel meeting.	Applicants may have reduced availability due to caring responsibilities.	Efforts have been made to keep the call open for as long as feasible.  The information webinar will be recorded for those unable to attend.

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	There is a potential, as outlined above, that some individuals may be disadvantaged.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
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	✓	See the mitigations outlined above.
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:	Yes
<b>Date completed:</b>	15/12/2022
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
Katherine Freeman	When published	1	NA