EPSRC - Equality Impact Assessment

	Question	Response
1.	**Name of policy/funding activity/event being assessed**	UK National Clean Maritime Research Hub
2.	**Summary of aims and objectives of the policy/funding activity/event**	The aim of these call will be to award funding for 1 Hub investment, with co-funding from the Department for Transport through their UK SHORE Programme. The Hub will funded following an open call with an expression of interest stage, postal peer review from a pool of standing reviewers, a possible sift panel and full interview peer review panel. UK SHORE will: • Provide a coordinated package of interventions, each targeted at specific outcomes and impacts to decarbonise the UK's maritime sector • Prime the market for new clean maritime technologies by sending a strong signal to industry and investors, leveraging their joint investment • Provide real world data of solutions being tested in real world operational environments, helping to prove solutions work. As part of its activities, the hub should expect to: • Conduct research that supports the sector to develop clean maritime solutions • Facilitate academic, industrial, and civic stakeholder knowledge exchange and networking • Support capacity building and skills development in the clean maritime research community across all career stages • Deliver papers with policy recommendations for the clean maritime sector for DfT and wider UK Government to consider • Support a flexible fund focusing on fundamental and applied research, networking, and engagement
3.	**What involvement and consultation has been done in relation to**	UK SHORE - Engagement and discussions within and and across the EPSRC and Department for Transport programme contacts has taken place. A webinar will be held once the call is open to highlight the opportunity.

	this policy? *(e.g. with relevant groups and stakeholders)*	External stakeholder engagement has taken place, such as a workshop on shipping decarbonisation, hosted at UCL in July 2022. The workshop involved ~40 attendees from across academia, governance (UK, IMO, NGO) and industry. Sessions included: • Problem framing (what is the scale of the challenge to decarbonise UK domestic shipping, what is domestic shipping) • Potential solutions and the timeframes for their development • System interdependencies and what lessons can be learnt from other sectors' transitions • What are the most critical knowledge gaps and challenges
4.	**Who is affected by the policy/funding activity/event?**	• Individuals who work within the relevant research communities • Research office/institutions and staff • Research councils and staff • External reviewers (outline panel, postal peer reviewers, prioritisation panel) • Stakeholders across policy, business and third sectos
5.	**What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?**	Research outcomes will be collected through Researchfish. An EPSRC Portfolio Manager will be a member of the Hub advisory board. There will be additional monitoring and evaluation conditions as required by the UK SHore programme and DfT as required. The assessment process is 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.

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	All information provided is in written format. For in-person panels, travel may be a barrier.	Any reasonable adjustments for specific requirements will be made. Documents will be produced in line with EPSRC formatting guidelines. • Panels are likely to be virtual. If not fully virtual, the option to attend virtually will be available. • All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support (closed captions etc) A Webinar will be held virtually to allow maximum participation. The briefing will recorded to enable wider dissemination of information
Gender reassignment	None Identified		Gender neutral language will be used throughout and will be encouraged at panel meetings. Efforts will be made to select gender diverse panellists.
Marriage or civil partnership	None Identified		Standard EPSRC policies will be followed
Pregnancy and maternity	Potentially Negative	Depends on individual circumstances. Applicants may be on parental leave during the application process or grant. Panel members may have additional requirements associated with caring responsibilities or pregnancy.	Timetable of key dates will be made available to applicants and panellists as far in advance as possible. Arrangements have been made for call windows to be as long as possible • EPSRC policies for offering support to those support with caring responsibilities will be followed and panel

			members will be made aware of these. • All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support. • Webinar will be held virtually to allow maximium participation. The briefing will recorded to enable wider dissemination of information
Race	None identified		• Standard EPSRC policies will also be followed
Religion or belief	Potentially Negative	Depends on individual circumstances. Panel members may have dietary requirements or require access to prayer faciltiies.	Key dates have been checked and chosen to avoid clashes with major religious events where possible. The Peer review period will be launched after the Christmas holiday. We have plans in place to approach reviewers in advance in order to allocate review periods which do not coincide with the Easter holiday. Panels are likely to be virtual. If held in person, dietary requirements will be catered for and a prayer room available on request. All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support or specific adjustment to meeting times
Sexual orientation	None Identified		Standard EPSRC policies will be followed
Sex (gender)	Potentially negative		Gender neutral language will be used throughout and will be encouraged at panel meetings. Ensure diversity of peer review assessment and interview panels. Staff will adhere to a mixed panel policy.
Age	None identified		Standard EPSRC policies will also be followed. All staff are trained in unconscious bias, and the principles of this

			training upheld in panel discussions.
Additional aspects (not covered by a protected characteristic)	Caring Responsibilities – Potentially Negative There might be a reduction in the ability of applicants with caring responsibility to apply.	Panellists and applicants may have reduced availability due to summer holidays.	The closing date falls around Easter time. Panellists will be informed if a panel meeting is to be held virtually in advance. Timetable of key dates will be made available to applicants and panellists as far in advance as possible by inclusion in the call document.
	Zoom Panel Meetings – Potentially Negative effect on ability of panels to uphold principles of peer review	Panellists may experience higher cognitive load than at an in-person panel. This could increase the likelihood of unconscious bias.	Guidance will be provided to panellists – best practice and tools that can be used such as the hand raising and mute functions. 'Test runs' will be offered to those who have not used Zoom before. Extra time will be allowed for panel to assist with 'short term' technical difficulties Contingency plans will be put in place if Zoom cannot be used Learning from virtual panels held prior to this, will be incorporated to improve the process.

Evaluation:

Question	Explanation / justification
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 call would discriminate or unfairly disadvantage people.

Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will **proceed**.		
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.	Y	Possible risks and biases associated with the call have been identified and activities adapted accordingly. ED&I aspects will be considered throughout the process and lifetime of the grant, and this EIA will be reviewed accordingly

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	**Not required**
Date completed:	**24/10/2022**
Review date (if applicable):	**09/01/2023**

Change log

Name	Date	Version	Change
	When published	1	