

EQUALITY AND INCLUSION IMPACT ASSESSMENT

1. Policy / activity being assessed	GridPP7 Proposal Review- A full proposal, coordinated by the GridPP collaboration, is invited for the next phase of GridPP operations, GridPP7, for the period April 2024 – March 2028.
2. Summary of aims and objectives of the policy / activity	The peer review of the GridPP7 proposal is to ensure that the resources requested are well justified and align with the recommended UK experimental programme.
3. What involvement and consultation has been done in relation to this policy?	<p>GridPP is in the operational phase supporting the deployment of the UK Production Grid as part of the WLCG infrastructure in direct support of the LHC experiments. It also provides computing resources, expertise and training to other particle physics experiments.</p> <p>In 2014 Science Board recommended that since GridPP was established in an operational phase, its funding cycle should be aligned to that of the particle physics experimental consolidated grant. This was to ensure that Grid computing requirements could be tensioned against the awarded experimental programme. GridPP6 was reviewed in 2019 and funding was awarded from April 2020 to March 2024. The GridPP7 proposal should support the programme funded in the 2021 consolidated grant. The four-year GridPP7 funding period is April 2024-March 2028.</p> <p>STFC is dedicated to ensuring that the peer review process is open and inclusive. Those engaged in the process endeavour to conduct each stage in a fair manner, without prejudice or bias, in line with this we follow the Nolan Principles. Additionally, comments and suggestions received as part of the peer review survey are implemented where possible to improve the process.</p> <p>For Applicants:</p> <ul style="list-style-type: none"> • The call text and guidance provide detailed guidelines to Applicants about the process and links to the Guidance for Applicants, which has clear eligibility and assessment criteria. • STFC will make available hard copies of documents when required. • The STFC website conforms to accessibility requirements for websites. • STFC will support Applicants throughout the process, from pre-submission right through to informing them of the outcome. • STFC will make all reasonable efforts to accommodate the requirements of any applicant who is selected to attend an interview, considering issues of accessibility, travel restrictions and alternative working patterns. The STFC team will request details of any such requirements when an applicant is invited for interview. <p>For Reviewers:</p> <ul style="list-style-type: none"> • A wide range of reviewers will be approached, and usage and spread is monitored. • Written guidance is available and reviewed annually. • STFC guidance clearly states our expectations of reviewers.

	<ul style="list-style-type: none"> • STFC will provide all reasonable support to our reviewers in order to ensure they understand the aims, objectives, and processes of the GridPP7 review. <p>For Panel Members:</p> <ul style="list-style-type: none"> • Pre-meeting discussions take place — STFC staff will work closely with the Panel Chair to agree approaches that are designed to minimise opportunities for bias and improve transparency of the decision-making process. • A presentation on Objective Decision making will be presented reminding panel members of the roles and responsibilities required for them and office staff and to highlight best practice. • STFC will ensure that assessment criteria are clear and easily accessible throughout the process, including at the meeting. • Everyone involved in the decision-making process is aware of Unconscious Bias and encouraged to undertake training. • STFC endeavour to achieve the minimum 30% female participation and will justify if this isn't the case. • STFC enable participation for people with alternative work patterns, including reduced working hours. • Panel members are asked to inform STFC if they have any additional needs to enable attendance or participation. • STFC will schedule appropriate breaks and provide refreshments for Panel members. <p>For STFC Staff:</p> <ul style="list-style-type: none"> • All STFC staff involved in the process will be made aware of unconscious bias to raise awareness of conditions that may impact upon decision making. <p>General:</p> <ul style="list-style-type: none"> • Venue arrangements when required will be selected for ease of accessibility; will not conflict with different cultures, religions or beliefs; and will offer a full range of sensory accessibility relating to visual and hearing impairments. • Catering will be arranged with clear labelling and be appropriate to those who have specific cultural, religious, health or disability needs.
<p>4. Who is affected by the policy/funding activity/event?</p>	<p>Applicants, panel members, external reviewers, external and internal stakeholders involved in the assessment process.</p>
<p>5. Arrangements for monitoring and reviewing actual impact of the policy</p>	<ul style="list-style-type: none"> • STFC will review this equality impact assessment annually to identify any actions or interventions that are required to improve diversity and inclusion. • The Applicants will embed impact into the case for support. This will be monitored by the Oversight Committee put in place by STFC. The Oversight Committee also monitors risk, finances and schedules. • Panel membership for each meeting is published on the website.

	<p>GridPP has been reviewed by a separate review panel since 2014. The gender balance of the 2014 review panel was 100% male. In 2015, the gender balance of the panel was 14% female and 86% male. In 2019, the review panel was 100% male. In 2023 the gender balance of the panel is 44% female and 55% male.</p> <p>In 2014, the PI and all of the Co-Is were male. In 2015, the PI was male and 3 of 12 Co-Is were female. In 2019, the PI was male and 1 of 11 Co-Is were female.</p>
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Group	Potential for positive or negative impact?	Examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	Yes – negative impact	<p>Applicants and/or reviewers with visual disabilities or impairments may find it difficult to access and review electronic documentation.</p> <p>Applicants or panel members with mobility disabilities may face difficulties in attending the panel meetings.</p>	<p>STFC will take all reasonable steps to make adjustments to the assessment process in order to enable participation. As examples, this may include the use of video conferencing or equivalent tools, tailored timing of the meeting schedule, or provision of specific facilities to enable an applicant or panel member to be comfortable in the meeting environment.</p> <p>STFC will take all reasonable steps to make adjustments to enable participation in virtual meetings. This can include, for example, use of screen readers, closed captioning, automatic transcripts and keyboard accessibility. More frequent breaks will be scheduled in virtual meetings.</p> <p>Electronic information is accessible and STFC will investigate the ability for the potential use of screen readers for personnel who are visually impaired. For virtual meetings, Zoom follows the latest accessibility standards to ensure it is fully accessible for the latest screen readers. Where other VC programmes are to be used, we will ensure this is also the case.</p> <p>STFC will respond to individual support needs on a case by case basis.</p> <p>STFC will ensure the meeting venue is compatible with the use of hearing aid loops and will work with individuals to understand what other help can be provided. For virtual meetings, STFC use of closed captioning and automatic transcripts is available</p>

		<p>Panel members with hearing difficulties may find it hard to engage in discussions.</p> <p>Attendees with neuro-disabilities may experience difficulties with concentration during panel assessments.</p>	<p>with Zoom. We will make sure this is also the case where other VC Programmes are to be used.</p> <p>STFC will select a room that is light and airy, ensure that plenty of breaks are built into the agenda and ensure that colours chosen don't trigger migraines, different colours may assist in this if personnel don't bring their own laptops. More frequent breaks will be scheduled into the agenda for virtual meetings to allow adequate time away from the screen.</p> <p>STFC consult with all Panel members to understand any specific requirements for participation and will accommodate where required.</p>
Gender reassignment ¹	Neutral	<p>Information regarding gender reassignment is not made available throughout the peer review process. However, this may become apparent during the meeting stage or it may be possible that panel members already know this information or could endeavour to seek it out.</p>	<p>Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC staff presence during meetings acts as an additional assurance to ensure unbiased peer review</p>
Marriage or civil partnership	Yes – negative impact	<p>Bias may be voiced in relation to new partners starting a family therefore not given as a high a priority.</p>	<p>Panel members are required to follow best practice in taking positive steps to safeguard funding decisions and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.</p>
Pregnancy, Maternity, Paternity, Nursing mothers, Caring responsibilities?	Yes – negative impact	<p>Panel members who are pregnant or on parental leave may find it difficult to</p>	<p>Panel members are required to follow best practice in taking positive steps to safeguard funding decisions and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.</p> <p>STFC consult with all Panel members to understand and cater for their requirements for participation. As a general principle, venues are easily accessible to main rail links.</p>

		<p>access the venue and /or participate in meetings.</p> <p>Nursing mothers may need additional support in terms of suitable accommodation or childcare</p> <p>An applicant's career path and track record may be criticised due to the existence of a number of career breaks due to maternity/paternity.</p> <p>Panel members may face additional childcare costs if having to work outside of their normal hours.</p>	<p>Meetings are timetabled to allow for adequate breaks.</p> <p>Ensure suitable accommodation provided for nursing mothers and additional childcare.</p> <p>STFC recognise this issue and the potential impact and will consider as part of the review. The Chair will appropriately moderate discussions and ensure the objective application of the assessment criteria.</p> <p>STFC will reimburse additional childcare costs, above any beyond that required during normal working hours.</p>
Race	Yes – negative impact	Information regarding race is not made available throughout the peer review process. However, it may be possible that panel members already know this information or could endeavour to seek it out.	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.
Religion or belief	Yes – negative impact	Information regarding religion is not made available throughout the peer review process. However, it may be possible that panel members already know this information or could endeavour to seek it out.	<p>Panel members are required to follow best practice in taking positive steps to safeguard funding decisions and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.</p> <p>Consideration will be given to the timing of interviews/panel meetings so that Panel members (and applicants) from different religious communities can attend if requested.</p>

		<p>Panel members may be unable to participate in meetings due to religious observances</p> <p>Panel members or attendees may have specific dietary requirements due to religious belief.</p>	<p>STFC consult with all Panel members to understand and cater for their requirements for participation. Ensure the venue caters for all dietary requirements.</p>
Sexual orientation	Yes – negative impact	<p>Information regarding sexual orientation is not made available throughout the peer review process. However, it may be possible that panel members already know this information or could endeavour to seek it out.</p>	<p>Panel members are required to follow best practice in taking positive steps to safeguard funding decisions and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.</p>
Sex (gender) ²	Yes – negative impact	<p>Panel members or reviewers may criticise track record, publication history which could be as a result of extended maternity, paternity leave.</p> <p>Negative perceptions of an applicant's gender may be expressed by a peer reviewer or a panel member.</p>	<p>STFC are committed to ensuring that Panel Chairs are briefed on how to handle such situations.</p> <p>Panel members are required to follow best practice in taking positive steps to safeguard funding decisions and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.</p>
Age	Yes – negative impact	<p>Panel members or reviewers may cite age in terms of lack of experience or in terms of near retirement.</p>	<p>Panel members are required to follow best practice in taking positive steps to safeguard funding decisions and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.</p> <p>The assessment criteria are not linked to age.</p>

¹ 'A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. **Gender reassignment also includes a person who identifies as non-binary or gender fluid.**'

² Although the definitions of the Equality Act 2010* are set out as per above comment, at UK Research and Innovation we recognise all gender identities and sexualities including asexual and intersex people. The definition of gender reassignment was extended in September 2020 to include people who identify as non-binary or gender fluid – recognising that gender is a spectrum.