



EPSRC - Equality Impact Assessment

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>Global Centers: Use-Inspired Research Addressing Global Challenges on Climate Change and Clean Energy</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<p>The Global Centers program is an NSF-led effort, implemented in partnership with like-minded international funders, to encourage and support large-scale collaborative research on use-inspired themes in climate change and clean energy.</p> <p>Here, the “used-inspired” nature of the research refers to project outcomes leading to foreseeable benefits to society. These outcomes should help the assessment and/or mitigation of climate-change impacts on society, people, and communities, and/or the development of clean-energy solutions. NSF partner countries in this inaugural Global Centers competition are Australia, Canada, and the United Kingdom. International funding organizations are as follows:</p> <ul style="list-style-type: none"> • Australia: Commonwealth Scientific and Industrial Research Organization (CSIRO) • Canada: Natural Sciences and Engineering Research Council (NSERC) and Social Science and Humanities Research Council (SSHRC) • United Kingdom: UK Research and Innovation (UKRI) <p>This solicitation launches an ambitious new program to fund international, interdisciplinary collaborative research centers that will apply best practices of broadening participation and community engagement to develop use-inspired research on climate change and clean energy. This program will prioritize research collaborations fostering team science, community-engaged research, and use knowledge-to-action frameworks. The proposed research work should maximize the benefits of international, interdisciplinary collaborations.</p>
<p>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</p>	<p>UK specific scope was developed through community engagement at universities, at the Engineering Net Zero showcase and through cross-UKRI discussion.</p>

	<p>The opportunity aims, objectives, topics and process have been agreed and signed off by respective agencies in UK, Canada, US and Australia.</p> <p>A webinar will be held once the solicitation is published to highlight the opportunity.</p>
<p>4. Who is affected by the policy/funding activity/event?</p>	<p>UK applicants (individuals who work within the relevant research communities) Research office/institutions and staff UKRI staff Stakeholders across policy, business and third sectors Individuals involved in the review and assessment process led by the NSF in the US</p>
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>Research outcomes will be collected through Researchfish and other reporting mechanisms. A member of UKRI staff will be appointed as the Project Officer for the UK investments. There will be additional monitoring and evaluation conditions as required by UKRI Building a Green Future.</p>

As a funder of research, EPSRC remains committed to attracting the best potential researchers from a diverse population into research careers. The Research Councils have together developed the ambitious [RCUK Equality, Diversity and Inclusion Action Plan](#) to outline our collective aspirations for working with the research community, and partners throughout the sector. 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	Accessibility of information needs to be considered.	Planned webinar will improve accessibility to information for those with visual disabilities.
Gender reassignment	Potentially negative		<p>Gender-neutral language will be used where possible in our documents.</p> <p>Applicants are not asked to disclose whether they have undergone gender reassignment when submitting to UKRI.</p> <p>Standard EPSRC policies will be followed.</p>
Marriage or civil partnership	None identified.	N/A	<p>Applicants are not asked to disclose their marital status when submitting to UKRI.</p> <p>Provision for parental leave (including maternity leave, paternity leave and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions.</p> <p>Standard EPSRC policies will be followed.</p>
Pregnancy and maternity	Potentially negative	A researcher on parental leave during the open call maybe unable to apply.	<p>Timetable of key dates will be made available in advance as early possible.</p> <p>Applicants are not asked to disclose pregnancy when submitting to UKRI.</p>
Race	Potentially negative		

Religion or belief	Potentially negative	Key dates (open call closing, interview) coinciding with specific religious festivals/ events could disadvantage specific religious groups.	Key dates will be checked and chosen to avoid clashes with major religious events wherever possible. Applicants are not asked to disclose their religious beliefs when submitting to UKRI.
Sexual orientation	Potentially negative		Applicants are not asked to disclose their sexual orientation when submitting to UKRI.
Sex (gender)	Potentially negative	Use of gendered language can present a barrier to participation.	Gender-neutral language will be used where possible in our documents.
Age	Potentially negative		
Additional aspects (not covered by a protected characteristic)	None identified		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	A number of risks and potential negative impacts have been identified and mitigations have been considered and outlined. Reasonable adjustments will be made wherever possible.	
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	Barriers have been identified but all actions to address negative impact have been highlighted above and mitigations have been considered and outlined. ED&I aspects will be considered throughout the activity and EPSRC will review this EIA accordingly. Reasonable adjustments will also be made wherever possible.

Will this EIA be published* Yes/Not required *EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
Date completed:	12/01/2023
Review date (if applicable):	

Change log

Name	Date	Version	Change
Ruqaiyah Patel	When published	1	