



**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	EPSRC sponsored memberships to join the Women’s Engineering Society
<b>2. Summary of aims and objectives of the funding activity</b>	<p>EPSRC and the Women’s Engineering Society (WES) are partnering to support researchers with strong motivation to foster ED&amp;I in the Engineering research and innovation landscape.</p> <p>The initiative aims to promote understanding of gender inequalities and intersectionality in Engineering, and support researchers who wish to become EDI advocates in their networks. The awardees are expected to work independently and as a cohort to set an agenda for their personal and collective goals as members of WES.</p> <p>EPSRC will fund up to 15 WES memberships. Applicants must be based at a UK research organisation eligible for UKRI funding.</p>
<b>3. What involvement and consultation has been done in relation to this funding activity? (e.g. with relevant groups and stakeholders)</b>	Engineering SAT, Cross SAT-ECF EDI subgroup (advisory group that supports the Engineering Theme in EDI related activities). Engineering Heads of Theme. Women’s Engineering Society. Previous cohort of EPSRC sponsored WES members.
<b>4. Who is affected by the funding activity?</b>	Individuals eligible to apply for EPSRC funding. It is expected that applicants have a background in Engineering or work in Engineering related topics.
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the funding activity?</b>	Feedback will be sought from those involved in the process and future calls will be considered in light of feedback received.

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	Unconscious bias on the part of panel members may disadvantage individuals who have a disability, if an applicant's possession of such protected characteristics is known to the panel.	Applicants are not asked to disclose whether they have a disability.
Gender reassignment	Potentially negative	Unconscious bias on the part of panel members may disadvantage individuals who have undergone gender reassignment or whose gender identity differs from their sex assigned at birth, if an applicant's possession of such protected characteristics is known to the panel.	Applicants are not asked to disclose whether they have undergone gender reassignment.
Marriage or civil partnership	No known negative impact		Applicants are not asked to disclose their marital status.
Pregnancy and maternity	Potentially negative	A researcher on maternity leave may	Applicants will have eight weeks to

		be disadvantaged if the application period is short.	complete their application. The application form contains a few questions and no letters of support are required.
<b>Race</b>	Potentially negative	Unconscious bias on the part of panel members may disadvantage individuals due to their ethnicity if it is known to the panel.	Applicants will not be asked to disclose their ethnicity. Names will be removed from applications before the panel assessment.
<b>Religion or belief</b>	Potentially negative	<p>The call will be open for applications during a period that includes notable days/periods for specific religious groups (Easter, Ramadan).</p> <p>Unconscious bias on the part of panel members may disadvantage specific religious groups, if applicants' religious affiliation/ belief is known to the panel</p>	<p>The opportunity will be open for nine weeks, and the applicants will need to respond to a few questions. It is expected that this will be sufficient time for applicants to apply.</p> <p>Applicants will not be asked to disclose their religious belief.</p>
<b>Sexual orientation</b>	Potentially negative	Unconscious bias on the part of panel members may disadvantage individuals if their sexual orientation is disclosed to the panel.	Applicants will not be asked to disclose their sexual orientation.
<b>Sex (gender)</b>	Potentially negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of gender.	<p>Names will be removed from applications before the panel assessment.</p> <p>The panel will consist of members with significant awareness of gender related inequalities and biases, and strong interest in EDI.</p>
<b>Age</b>	Potentially negative	Unconscious bias on the part of panel members may	Applicants will not be asked to disclose their age

		disadvantage applicants from specific age groups.	
<b>Additional aspects (not covered by a protected characteristic)</b>	Potentially negative	Applicants with caring responsibilities may need more time to apply, particularly as the application period will coincide with the Easter holiday.	Applicants will have eight weeks to complete the application form.

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed funding activity could discriminate or unfairly disadvantage people?	No.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .	x	
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		
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>	7/02/2023
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
Maria Calderon Munoz	When published	1	