

Equality Impact Assessment

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>International Centre-to-Centre Research Collaborations</p>
<p>2. Council/department/project team</p>	<p>EPSRC</p>
<p>3. Summary of aims and objectives of the policy/funding activity/event</p>	<p>Research is an international endeavour and many challenges that we face are global. As well as maintaining the strength of UK research, we want UK researchers to be able to work with the best collaborators around the world. This opportunity is the third round of an EPSRC funding initiative, which aims to provide opportunities for leading UK research groups to work in partnership with the best international researchers for their research. The objectives of this call are:</p> <ul style="list-style-type: none"> • To enable high-profile, world-leading international collaborations focused on excellent research with impact • To contribute to EPSRC's strategy by supporting high-quality research collaborations which align with our research area strategies and address priorities related to our strategic delivery plan • To further the UK's strategic needs in international science and innovation partnerships
<p>4. What involvement and consultation has been done in relation to this policy? <i>(e.g. with relevant groups and stakeholders) Provide a brief summary of the consultation, methods and outcomes. Detailed Outcomes for each group can be detailed in under the protected characteristic table.</i></p>	<p>The first International Centre to Centre Call was developed with involvement from and in consultation with EPSRC Council, EPSRC Executive Leadership Team, EPSRC Peer Review Policy Team and EPSRC Themes.</p> <p>This third round of the call has been updated based on feedback received during the first call process and was highlighted in EPSRC's delivery plan for 2022-2025, which was designed in consultation with Council and EPSRC Strategic Leadership Board.</p> <p>There has been feedback from university engagement that this call is of significant interest to the research community.</p>

<p>5. Who is affected by the policy/funding activity/event?</p>	<p>Applicants are required to hold a strategic research grant or a portfolio of grants over £3M. Established academic researchers are expected to form the core of applicant consortia. Applicants will be encouraged to create diverse consortia, which include early career researchers and, where appropriate, industrial partners. Postdocs will be employed on the grant.</p> <p>Overseas partners at universities, public sector research organisations or publicly funded research institutes can be based in any country outside the UK and are an essential part of the application.</p>
<p>6. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>Research outcomes will be collected via ResearchFish. Additional monitoring of the international partnerships and overseas partners' funding arrangements will be carried out to inform future calls in this area.</p> <p>Once projects are more established, we will seek feedback from funding recipients on successes and barriers to the activity. We will analyse the call applicant diversity to inform future activities.</p>

<p>Protected Characteristic Group</p>	<p>Is there a potential for positive or negative impact?</p>	<p>Please explain the impact including details of any evidence/data used</p>	<p>Action to address negative impact (e.g. adjustment to the policy)</p>
<p>Disability</p>	<p>Potential negative impact</p>	<p>Typically, international collaboration requires investigators and staff to travel nationally and internationally, this may discourage individuals with additional requirements relating to physical or mental impairments from applying.</p>	<p>We will encourage applicants to explore options to build and maintain international collaboration that reduce the need to travel and make clear that associated resources can be requested.</p> <p>Highlight EPSRC guidance on support for carers or caregivers when travelling</p>

		There may be differences in accessibility standards and provision in international countries.	
Gender reassignment (Trans identity)	Potential negative impact	Depending on the country there may be travel restrictions for transgender travellers.	<p>We will encourage applicant to explore options to build and maintain international collaboration that reduce the need to travel and make clear that associated resources can be requested.</p> <p>There are no requirements within the call to collaborate with researchers in particular countries.</p>
Marriage or civil partnership	None identified		N/A
Pregnancy and maternity	Potential negative impact	<p>Typically, international collaboration requires investigators and staff to travel nationally and internationally, this may impact investigators or staff members who are pregnant or on parental leave.</p> <p>Pregnant women are unable to travel by aeroplane during latter stages of pregnancy.</p>	<p>We will encourage applicants to explore options to build and maintain international collaboration that reduce the need to travel and make clear that associated resources can be requested.</p> <p>Highlight EPSRC guidance on support for carers or caregivers when travelling</p>
Race	Potential negative impact	<p>EPSRC's Ethnicity report found that 'The award rate for PI, CI and Fellowship applicants who identify as White is higher than that of applicants from ethnic minority groups in most reporting years.</p> <p>The requirement that applicants have a strategic research portfolio of £3M/lead a strategic research</p>	<p>We have made changes to the eligibility criteria compared to the previous two rounds of this opportunity.</p> <p>Previously the PI of the International centre to centre grant needed to be the PI on the strategic grant that makes the project team eligible. We have now</p>

		grant may therefore mean that those from ethnic minorities are less likely to meet the eligibility criteria.	opened this up so that, providing the majority of the centre-to-centre project team were on the strategic grant, there are no requirements to who the PI is. This widens the eligibility pool.
Religion or belief	None identified		N/A
Sexual orientation	Potential negative impact	Depending on the country there may be travel restrictions for LGBTQ+ people.	<p>We will encourage applicants to explore options to build and maintain international collaboration that reduce the need to travel and make clear that associated resources can be requested.</p> <p>There are no requirements within the call to collaborate with researchers in particular countries.</p>
Sex (gender)	Potential negative impact	<p>Our gender report found that ‘Women are consistently under-represented in EPSRC’s Principal Investigator (PI) applicant pool across our portfolio’ and ‘Application numbers from women for large grants are particularly low’.</p> <p>The requirements for a £3M strategic research portfolio may mean women are less likely to be eligible.</p>	<p>We have made changes to the eligibility criteria compared to the previous two rounds of this opportunity.</p> <p>Previously the PI of the International centre to centre grant needed to be the PI on the strategic grant that makes the project team eligible. We have now opened this up so that, providing the majority of the centre-to-centre project team were on the strategic grant, there are no requirements to who the PI is. This widens the eligibility pool.</p>

Age	Potential negative impact	A track record of winning EPSRC funding is required across applicant consortia.	No timescale is specified except that qualifying grants must be active on 09 March 2023. There is no requirement based on applicants' years of experience. Not all the Investigators within the research consortia are required to be involved in existing research grants.
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Additional diversity characteristics	Is there a potential for positive or negative impact?	Please explain the impact including details of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Geographical location (consider UK and international offices)	Potential positive impact	This funding opportunity actively promotes the inclusion of international collaborations.	
Socio-economic status	None identified		N/A
Education background	None identified		N/A
Parent/guardian responsibilities	Potential negative impact	Typically, international collaboration requires investigators and staff to travel nationally and internationally, this may impact investigators or staff members who have parent/guardian responsibilities.	We will encourage applicants to explore options to build and maintain international collaboration that reduce the need to travel and make clear that associated resources can be requested. Highlight EPSRC guidance on support for carers or caregivers when travelling
Carer/parent carer responsibilities	Potential negative impact	Typically, international collaboration requires investigators and staff to travel nationally and internationally,	We will encourage applicants to explore options to build and maintain international collaboration that reduce the need to

		this may impact investigators or staff members who have carer/parent carer responsibilities.	travel and make clear that associated resources can be requested. Highlight EPSRC guidance on support for carers or caregivers when travelling
Political opinion (Northern Ireland)	None identified		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No	
Final Decision:	Tick the relevant box	Include any explanation / justification required. (See Annex 1 for template action plan)
1. No barriers identified, therefore activity will proceed .	Y	Possible risks associated with this call have been identified and the guidance has been adapted accordingly.
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		

<p>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.</p>		
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<p>Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events. Consider whether data might need to be redacted before publication)</p>	<p>Yes</p>
<p>Person completing EIA</p>	<p>Ellen Guest</p>
<p>Responsible owner (e.g. project board, committee):</p>	<p>EPSRC International Team</p>
<p>Date signed off by owner:</p>	<p>24/02/2023</p>
<p>Review date (if applicable): (An EIA is a live document and should regularly be reviewed throughout the life cycle of an activity)</p>	

Change log

Name	Date	Version	Change
Ellen Guest	24/02/2023	1	