



**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	<i>Research and Partnership Hubs for Health Technologies</i>
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	<p>Funding to establish a large-scale, multidisciplinary research hub in an area of importance to the delivery of <a href="#">EPSRC's strategy for health technologies</a> with a focus of research and partnership working.</p> <p>Proposals should address strategic, long-term research challenges and plans for partnership working to maximise the impact from this investment.</p>
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	<p>Consultation to develop the Health Technologies strategy was used to inform this funding opportunity. This involved a series of workshops with community engagement, consultation with the healthcare technologies strategic advisory team and consultation with a high level advisory group.</p> <p>Consultation with EPSRC Business Improvement and Infrastructure teams has also been held.</p>
<b>4. Who is affected by the policy/funding activity/event?</b>	<p>Researchers in the Healthcare Technologies community University staff UKRI</p>
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	<p>Activity will be reviewed by:</p> <ul style="list-style-type: none"> <li>- Healthcare Technologies team</li> <li>- Healthcare Technologies SAT</li> <li>- A mid term review will be conducted on each successful hub</li> </ul> <p>The assessment process has been reviewed and designed to ensure any unconscious bias and challenges to participation will be identified and managed. All EPSRC staff involved in the call have received unconscious bias training. All Panel Chairs and members will receive an unconscious bias briefing.</p>

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	<p>All information provided is in written format.</p> <p>For in-person panels, travel may be a barrier.</p> <p>A virtual panel may have a negative impact on those with dyslexia or hearing impairments.</p>	<p>Virtual participation is being considered.</p> <p>In cases of in-person attendance, all venues selected will be accessible and reasonable adjustments made to logistics and facilitation plans to support participation. Information will be made available for those physically not able to attend such as a webinar or transcripts. EPSRC offers support available for people</p>

			<p>with caring responsibilities.</p> <p>Additional care requirements could occur if individuals are required to:  Participate in events on what would normally be a non-working day. Work extended hours on a normal working day. Attend meetings with overnight stays and/or travel overseas. It is an individual's responsibility to check with EPSRC and confirm what costs can be reimbursed prior to attendance at a panel/interview.</p>
<b>Gender reassignment</b>	No known negative impact		Gender neutral language will be used throughout and will be encouraged at panel meetings.
<b>Marriage or civil partnership</b>	No known negative impact		Standard EPSRC policies will be followed.
<b>Pregnancy and maternity</b>	Potentially Negative	<p>Participation in the funding opportunity may be negatively affected, if potential applicants or peer reviewers are unavailable at key assessment stages.</p> <p>Access to events and panels for panel members and applicants could have a negative impact on participation.</p>	<p>Full timeline provided of all key milestones on publication of the funding opportunity, allowing early engagement with EPSRC on specific mitigations.</p> <p>EPSRC policies for offering support to those with caring responsibilities will be followed and panel members will be made aware of these. Provision for parental leave (including maternity leave, paternity leave and</p>

			leave related to surrogacy and adoption) are covered in the UKRI terms and conditions.
<b>Race</b>	No known negative impact		Standard EPSRC policies will also be followed
<b>Religion or belief</b>	Potentially Negative	Participation in call may be affected, if potential applicants or peer reviewers are unavailable at key assessment stages. (Activities could coincide with religious holidays).	A full timeline will be provided in the opportunity document of all key milestones, allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments.
<b>Sexual orientation</b>	No known negative impact		
<b>Sex (gender)</b>	No known negative impact		Gender neutral language will be used throughout and will be encouraged at panel meetings. Efforts will be made to select gender diverse panellists and reviewers. Panel members and EPSRC staff will have received Unconscious Bias training.
<b>Age</b>	No known negative impact		For panels, the diversity of the group will be actively considered.
<b>Additional aspects (not covered by a protected characteristic)</b>			

## 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 have been identified and actively considered as part of the call design. These risks have been mitigated as far as possible.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .		
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	X	Possible risks and bias associated with this activity have been identified and activities adapted accordingly. We will ensure active consideration of ED&I aspects throughout the activity and will review this EIA accordingly.
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:	<b>Yes</b>
<b>Date completed:</b>	<b>06 March 2023</b>
<b>Review date (if applicable):</b>	

## Change log

Name	Date	Version	Change
	When published	1	