

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Turing AI World-Leading Researcher Fellowships: Round 3
2. Council/department/project team	Artificial Intelligence and Robotics Team, EPSRC
3. Summary of aims and objectives of the policy/funding activity/event	Funding to undertake world-leading research to advance the field of artificial intelligence in the UK.
4. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders) <i>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>	<ul style="list-style-type: none"> • AI and Robotics theme • Mathematical Sciences theme • ICT theme • Turing AI fellows • Contacts at universities and Institutes • EPSRC advisory groups • Community engagement workshop attended by academics from different institutions and leading figures within the AI community
5. Who is affected by the policy/funding activity/event?	UK's research community and industrial sector concerned with AI; as these awards can be multi-disciplinary, individuals from other fields may also be affected by the funding opportunity; governmental representatives; UKRI staff
6. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>Call is only open to individuals who consider themselves to be 'world leading' in AI but they could also be working in different areas such as neuroscience, computer science, statistics and applied probability etc</p> <p>All panel members will receive information about unconscious bias.</p>

	The activity will be monitored by the AI and Robotics theme in EPSRC.
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Protected Characteristic Group	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)
Disability	Potential to have both positive and negative impact	<p>The decision on whether this will be virtual or in person panel has not been made yet.</p> <p>If the panel is virtual then there may be a positive impact to do with accessibility although there may be a negative impact if people have hearing impairments etc.</p>	<p>Reasonable adjustments will be made to ensure that any circumstances which could affect participation can be accommodated wherever possible.</p> <p>Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence during outline, invited assessment panels and interviews acts as an additional assurance to help ensure unbiased peer review.</p>
Gender reassignment (Trans identity)	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	Potentially negative for those with caring responsibilities.	Caring issues could occur due to the time that is taken during panels and preparation for panels.	Support will be offered for those with caring responsibilities and reasonable adjustments will be made wherever possible.
Race	Potentially negative	Racial bias may be perceived	Unconscious bias briefing will be given as part of the panel guidance and panel

			presentation. EPSRC presence during outline, invited assessment panels and interviews acts as an additional assurance to help ensure unbiased peer review.
Religion or belief	Potentially negative		We have tried to avoid all major religious holidays when devising a timeline. All panel members will be asked to highlight any personal circumstances that may affect their ability to participate and we will consider how these circumstances can be accommodated.
Sexual orientation	None identified		
Sex (gender)	Potentially negative	Gender bias may be perceived	As EPSRC policies states, panels will be mixed gender at all stages of applications.
Age	Potentially negative	Age-related bias may be perceived	Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence during outline, invited assessment panels and interviews acts as an additional assurance to help ensure unbiased peer review.

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)	Potentially positive	Round 3 has been updated to include a reference to encouraging individuals from different geographical locations, and those who currently reside overseas to apply for this opportunity.	

Socio-economic status	Potentially positive	This opportunity welcomes applications from individuals who have not followed standard education paths and individuals from all socio-economic backgrounds.	
Education background	Potentially positive.	This opportunity welcomes applications from individuals who have not followed standard education paths.	
Parent/guardian responsibilities	Potentially negative for those with caring responsibilities.	Caring issues could occur due to the time that is taken during panels and preparation for panels. Caring issues could also occur due to the work and time it takes to submit a proposal.	Support will be offered for those panel members with caring responsibilities and reasonable adjustments will be made wherever possible. Applicants are free to contact EPSRC to explore reasonable adjustments that can be put in place when appropriate.
Carer/parent carer responsibilities	N/A		
Political opinion (Northern Ireland)	N/A		

Evaluation:

Question	Explanation / justification
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	

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 .		
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	x	Possible risks and bias associated with this activity have been identified and activities adapted accordingly. ED&I aspects will be considered throughout the activity and will be reviewed accordingly. Reasonable adjustments will be made wherever possible and appropriate.
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.		

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)	yes
Person completing EIA	Rhian Jacob-Barclay
Responsible owner (e.g. project board, committee):	Artificial Intelligence and Robotics Theme
Date signed off by owner:	17/03/2023
Review date (if applicable): (An EIA is a live document and should regularly be reviewed throughout the life cycle of an activity)	At outline stage, full proposal stage and at interview stage.

Change log

Name	Date	Version	Change
Rhian Jacob-Barclay	When published	1	Version Created

Annex 1:

Action Plan If you have identified a need to adapt your activity, use the table below to define the actions you intend to take (or have you taken) to address the indications of negative impact you have identified. NB: Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound), highlighting reasonable adjustments you will take within the scope of your activity.

Action	To be completed by when?	Owner	How will it be monitored?	What is/will be the impact/outcome?

