

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Accelerating the Medicines Revolution
2. Council/department/project team	EPSRC
3. Summary of aims and objectives of the policy/funding activity/event	Providing funding to revolutionise the development of future medicines. We will fund a diverse portfolio of projects, bringing a wealth of exciting, transformative ideas to solve bottlenecks across the whole pipeline, from discovery to deployment. Proposals must address the grand challenge of delivering an accelerated, more sustainable pathway to future medicines.
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>	This has been discussed with the Healthcare, Physical Sciences and Manufacturing/Circular Economy Strategic Advisory Teams. Workshops with the wider academic community have also taken place.
5. Who is affected by the policy/funding activity/event?	Applicants, reviewers, panel members and EPSRC staff
6. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>Feedback is sought from those involved in the process, and changes are considered based on feedback received. Research outcomes are collected through ResearchFish</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>

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 Negative	All information is provided in a written format.	Any reasonable adjustments for specific requirements will be made. Documents will be produced in line with EPSRC formatting guidelines.
Gender reassignment (Trans identity)	None Identified		Gender neutral language will be used throughout and will be encouraged at panel meetings.
Marriage or civil partnership	None Identified		Standard EPSRC Policies will be followed.
Pregnancy and maternity	Potentially Negative	Depends on individual circumstances. Applicants may be on parental leave during the grant. Panel members may have additional requirements associated with caring responsibilities or pregnancy.	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 leave related to surrogacy and adoption) are covered in the UKRI terms and conditions.
Race	None Identified		Standard EPSRC Policies will be followed.
Religion or belief	Potential Negative	Depends on individual circumstance. Participation could be affected by coincidence with religious holidays.	EPSRC endeavours to select dates that are cognisant of major holidays (e.g., panel dates will try to avoid being held during religious holidays.)
Sexual orientation	None Identified		Standard EPSRC Policies will be followed.

Sex (gender)	None Identified		Gender neutral language will be used throughout and will be encouraged at panel meetings.
Age	None Identified		Standard EPSRC policies will also be followed. All staff are trained in unconscious bias, and the principles of this training upheld in panel discussions.

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)	No known negative impact		Panels will be held virtually. Any reasonable adjustments for specific requirements will be made.
Socio-economic status	None Identified		Standard EPSRC Policies will be followed.
Education background	None Identified		Standard EPSRC Policies will be followed.
Parent/guardian responsibilities	Potentially Negative	Depends on individual circumstances. Applicants or Panellists may have additional requirements associated with parental/guardian responsibilities.	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 leave related to surrogacy and adoption) are covered in the UKRI terms and conditions.
Carer/parent carer responsibilities	Potentially Negative	Depends on individual circumstances. Applicants or Panellists may have additional requirements associated with carer responsibilities.	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 leave related to surrogacy and adoption) are covered in the UKRI terms and conditions.

Political opinion (Northern Ireland)	None Identified		N/A
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Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	There is a potential, as outlined above, that some individuals may be disadvantaged.	
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	✓	See mitigations as outlined above.

<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>John Baddeley</p>
<p>Responsible owner (e.g. project board, committee):</p>	
<p>Date signed off by owner:</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
John Baddeley	When published	1	N/A

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?

