

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Adventurous Manufacturing Round 3 – Call
2. Summary of aims and objectives of the policy/funding activity/event	Aim of this call is to fund awards focussed on adventurous manufacturing research, to transform manufacturing through novel, high-risk, high-reward research projects. It will be a two-stage process: outline (anonymous) followed by interview
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Manufacturing and the Circular Economy Strategic Advisory Team (SAT) This call was originally developed with the SAT and a strategic decision for a third round was taken by M&tCE theme leads
4. Who is affected by the policy/funding activity/event?	Individuals who work within the manufacturing research community
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The result of this call will be reviewed within the team and the SAT. Researchfish and other outputs could also be used for an impact study if appropriate

As a funder of research, EPSRC remain 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:

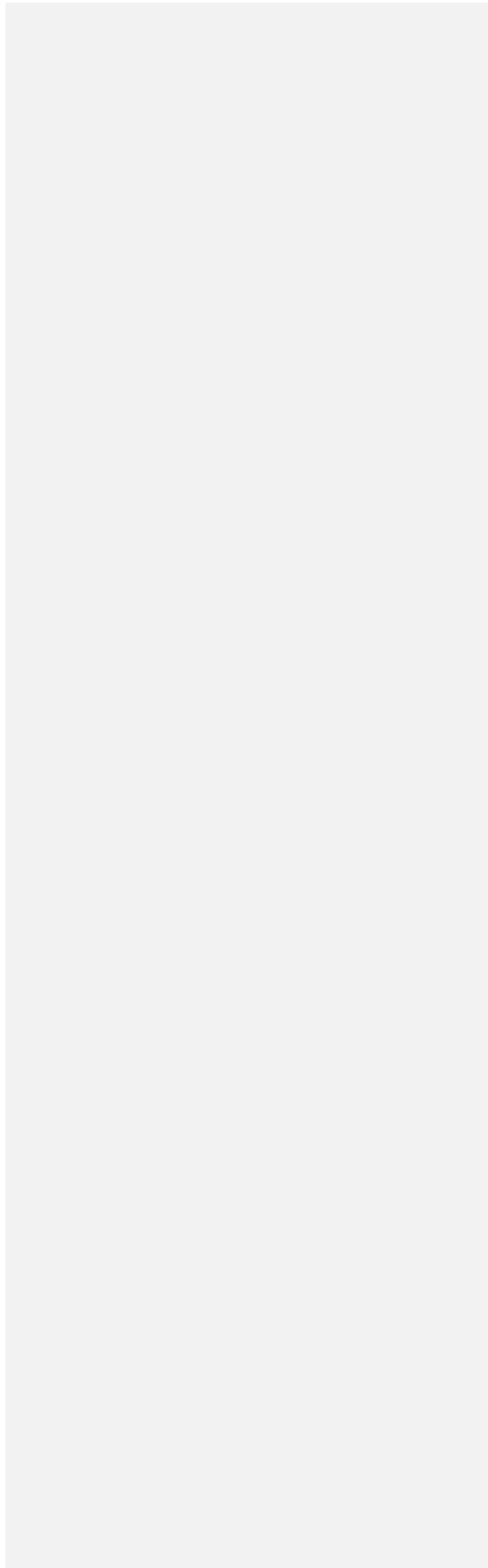
- Select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation.
- Offer support available for people with caring responsibilities, further details are available [here](#)
- Clearly communicate the timeline and key milestones for funding activities
- Ensure attendees have an opportunity to raise any specific requirements in advance e.g. cover letter and joining instructions
- Support for flexible working of stakeholders
- Ensure diversity of peer review assessment and interview panels
- Abide by the Principles of peer review
- Unconscious Bias training for EPSRC staff 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>Travel may be a barrier for any in-person panels (format to be determined).</p> <p>Potential for unconscious bias</p>	<p>All applicants invited to interview will be asked to inform EPSRC if they have specific requirements and reasonable adjustments will be made (e.g. additional time)</p> <p>If done in person, venues for panels (interview and shortlisting) will be chosen with any requirements taken into account.</p> <p>If the panel meeting will be held virtually, panellists and applicants will be informed in advance and tools such as 'Live Transcript' will be used.</p> <p>Full guidance in call document of EPSRC's policies. Documents will be produced in line with EPSRC formatting guidelines.</p>
Gender reassignment	Potentially Negative	Potential for unconscious bias	Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.
Marriage or civil partnership	None Identified		Standard EPSRC policies will be followed
Pregnancy and maternity	Potentially Negative	Participation in activity could be restricted by lack of availability due to parental leave/caring responsibilities/ pregnancy	<p>Accommodations will be made for individuals if required at all stages of the process.</p> <p>Timetable of key dates will be made available to applicants and panellists in advance as early possible.</p> <p>EPSRC policies for offering support to those with caring responsibilities will be</p>

		Potential for unconscious bias	<p>followed and panel members and applicants will be made aware of these.</p> <p>Panellists will be informed if a panel meeting is to be held virtually as far in advance as possible. If this happens we reserve the right to change the timetable of the meeting to take into account individual circumstances and allow additional time for breaks and technical issues.</p> <p>Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.</p>
Race	Potentially Negative	Potential for unconscious bias	<p>Anonymous Outline Stage</p> <p>Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.</p>
Religion or belief	Potentially Negative	Potential for unconscious bias	<p>Dates for interviews will be checked and chosen to avoid clashes with major religious events where possible</p> <p>Ensure religious observances are taken into account when meeting dates are chosen, and where possible that there is a prayer room available for panels held in person.</p>
Sexual orientation	Potentially negative	Potential for unconscious bias	<p>Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.</p>

Sex (gender)	Potentially Negative	Potential for unconscious bias	Anonymous Outline Stage Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.
Age	Potentially Negative	Potential for unconscious bias	Anonymous Outline Stage Standard EPSRC policies will be followed, including providing training materials for panellists on unconscious bias and empowering all panellists to challenge potential bias.
Additional aspects (not covered by a protected characteristic)	Caring Responsibilities – Potentially Negative	Panellists and applicants may have reduced availability, if they have to care for a vulnerable person or due to unexpected school or childcare closures	Dates for panels will be outside of school holidays wherever possible. Panellists will be informed in advance if a panel meeting is to be held virtually. Timetable of key dates will be made available to applicants and panellists as far in advance as possible. Panellists and applicants will be informed in advance if a panel meeting is to be held virtually.
Zoom Panel Meetings	Potentially Negative	Potential for screen use fatigue and increase to cognitive load as well as potential technical issues	Guidance will be provided to panellists and applicants – best practice and tools that can be used such as the hand raising and mute functions. ‘Test runs’ will be offered to those who have not used Zoom before. Extra time will be allowed for interviews to assist with cognitive load and ‘short term’ technical difficulties

			<p>Contingency plans will be put in place if Zoom cannot be used</p> <p>Learning from virtual panels held prior to this, will be incorporated to improve the process.</p>
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Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	There is a potential, as outlined above, that some individuals may be disadvantaged. All efforts will be made to minimise this.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
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		
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.	✓	This activity must go ahead and so everything has been done to be as fair and flexible as possible to all applicants. We will promote and inform as early as possible, and take circumstances into due account when necessary.

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
Date completed:	07/06/2023
Review date (if applicable):	

Commented [LU1]: let me know if you need any formal email sign off, but happy with this EIA

Change log

Name	Date	Version	Change
Katie Walker	When published	1	