Equality Impact Assessment

Question	Response
1. **Name of policy/funding activity/event being assessed**	Access to High Performance Computing Call
2. **Summary of aims and objectives of the policy/funding activity/event**	To provide open access to EPSRC's HPC services for EPSRC remit researchers, through 3 streams: • Feasibility • Main • Pioneers
3. **What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)*	• The call is the successor to the ARCHER RAP, Pioneers and Tier-2 Open access calls. • EPSRC's HPC services have been consulted regarding changes in process.
4. **Who is affected by the policy/funding activity/event?**	• Computational researchers in EPSRC remit • EPSRC's HPC services • Peer review members
5. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?**	• Diversity monitoring data will be collected regarding applications and awards. • Computational researchers have routes for raising concerns with both the services and EPSRC directly.

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	Potential negative and positive	Panels will be held online, so members with sensory disabilities could find it harder to partipate. Those with mobility disabilities may find it easier to participate in the panel meetings.	Recognise cognitive load of information and the amount of work. Regular breaks will be included in the agenda. Panel members will be encouraged to request additional breaks.
Gender reassignment	No additional identified impacts.	Gender neutral language is used in communications.	
Marriage or civil partnership	No additional identified impacts.	This information is only used for assessing potential conflicts of interest.	
Pregnancy and maternity	Potential negative	Individuals may not have the opportunity to participate in this specific process.	The call will be running twice a year ensuring future opportunities.
Race	No additional identified impacts		
Religion or belief	No additional identified impacts.	The dates of major religious events will be taken into account in the call planning.	
Sexual orientation	No additional identified impacts		
Sex (gender)	No additional identified impacts	Gender neutral language is used in communications.	
Age	No additional identified impacts	The call is open to all career stages. However due to the relative size of Pioneer bids there may be unconscious bias against early career applicants.	EPSRC will endeavour to have representation from across career stages in the reviewing process. Panel members will be briefed regarding unconscious bias.
Parent/guardian responsibilities	Potentially negative	The dates of major holidays will be taken into account in the call planning	

Evaluation:

Question	Explanation / justification
Is it possible the new/proposed change in policy, funding activity or event could discriminate against or unfairly disadvantage people?	Yes, but these are mitigated sufficiently through the actions described above.

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/against 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.	X	This access route to EPSRC HPC compute provides the most open route, without the requirements set through other EPSRC-led access routes. The regular running of the call also ensures that any issues identified can be addressed with each iteration and that applicants will have further opportunities to apply.

Will this EIA be published* Yes/Not required	Yes
Date completed:	22/03/2023
Review date (if applicable):	Next Access to High Performance Computing Call

Change log

Name	Date	Version	Change
Billy McGregor	21/06/2022	1	
Richard Bailey	22/03/2023	2	Updated for new call process
Richard Bailey	27/09/2023	3	Reviewed