

**EPSRC - Equality Impact Assessment**

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| **Question** | **Response** |
| 1. **Name of policy/funding activity/event being assessed** | Transforming prediction and early diagnosis in the community |
| 1. **Summary of aims and objectives of the policy/funding activity/event** | Provide funding to develop novel tools and technologies for patient-specific prediction, early and accurate diagnosis of physical and mental health conditions for use in the community. |
| 1. **What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)* | This call has been disussed with the Healthcare Technolgoies Strategic Advisory Team. Workshops and engagement events with the wider academic community have also informed this opportunity. |
| 1. **Who is affected by the policy/funding activity/event?** | Applicants, reviewers, panel members, EPSRC staff |
| 1. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?** | Research outcomes are collected through ResearchFish.  EPSRC will engage with grant holders to monitor the projects and learn challenges and successes. |

As a funder of research, EPSRC remains 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](https://www.ukri.org/files/legacy/documents/actionplan2016-pdf/) 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. 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](https://epsrc.ukri.org/funding/applicationprocess/basics/caringresponsibilities/).
* 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.

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| **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 | All information provided is in written format. | Any reasonable adjustments for specific requirements will be made.  Documents will be produced in line with EPSRC formatting guidelines. |
| **Gender reassignment** | None identified |  | Gender neutral language will be used throughout and will be encouraged at panel meetings. |
| **Marriage or civil partnership** | None identified |  | Applicants are not asked to disclose their marital status. Standard EPSRC policies will be followed. |
| **Pregnancy and maternity** | Potentially negative | Depends on individual circumstances. Applicants may be on parental leave when the call is open and/or assessment. 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 and applicants 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** | Potentially negative | Depends on individual circumstance.  Participation could be affected by coincidence with religious holidays. | EPSRC endeavours to select dates that a 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 identfied |  | 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. |
| **Age** | None identfied |  | 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 aspects (not covered by a protected characteristic)** |  |  |  |

**Evaluation:**

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| **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 **proceed**. |  |  |
| 1. You can decide to **stop** the policy or practice at some point because the data shows bias towards one or more groups |  |  |
| 1. 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. We will ensure active consideration of ED&I aspects throughout the activity and will review this EIA accordingly. |
| 1. 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. |  |  |

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| **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:** |  |
| **Review date** (if applicable): |  |

**Change log**

| **Name** | **Date** | **Version** | **Change** |
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|  | When published | 1 |  |