



UK Research
and Innovation

UK Research and Innovation Equality Impact Assessment Form



*See guidance document for detailed support.

* Delete the guidance text in the response column when completing your EIA.

Overview of activity

	Response
Name of activity being assessed	OPP1032 US-UK and Germany-UK Collaborative Research Seed Funding in Semiconductor Security
Council/department/project team	EPSRC/Research Base/ICT Theme
Aims and objectives of the activity	<p>This Department of Science, Innovation and Technology (DSIT) funded opportunity will support development of US-UK and Germany-UK collaborations in semiconductor security.</p> <p>This opportunity will provide seed funding to initiate collaborative research and innovation projects as short-term visits (up to 3 months) to the US or Germany to foster collaborative linkages or facilitate knowledge exchange, or short-term projects that advance research in semiconductor security.</p> <p>Applications will have a principal investigator based at a UK research organisation eligible for UKRI funding.</p> <p>Projects must address the key research challenges.</p> <p>We envisage funding ten projects with US and ten projects with German collaborators. Projects can start from 1 October 2025 and must be completed by 31 March 2026. The funding available in total is £1,875,000 (100% FEC). Each project may be up to £100,000 (100% FEC). EPSRC will fund 80% of the full economic cost (FEC).</p> <p>Early career researchers are particularly encouraged to apply to develop new collaborations with the US or Germany and to support the pipeline of researchers in semiconductor security in the UK.</p> <p>The aspects of the activity that need to be covered by this EIA are to consider equality as part of advertising, application process, external review, building a panel, hosting panel meetings</p>

Who is affected by your policy/funding activity/event?	Research council staff, members of the research community, applicants, panel members, awardees.
What data and consultation have you undertaken?	<p>The following evidence has been used in relation to the equality impact of this activity:</p> <ul style="list-style-type: none"> • This opportunity has been developed by EPSRC, in consultation with Department of Science, Innovation and Technology (DSIT) Semiconductors Unit and the UK Research Institute in Secure Hardware and Embedded Systems (RISE) • Consultation with EPSRC and UKRI policy teams • Previous equality impact consultations, outcomes or lessons learned from similar projects • Previous EIAs both within and outside UKRI

Analysing your impact

In addition to data gathering and consultation, the guidance materials should be used to assist in identifying impacts on different groups.

Are there general or overarching impacts on multiple groups ? What actions will you take to increase positive impact, or reduce/mitigate negative impact?	<p>Positive Impacts:</p> <p>The call will be open to all, and applications are welcome from any eligible UK-based researchers with expertise in the area. Contact details will be provided alongside the call document. EPSRC and DSIT will engage with the successful grant holders to monitor the projects and learn challenges and successes.</p> <p>As a funder of research, EPSRC remains committed to attracting the best potential researchers from a diverse population into research careers.</p> <p>For this funding activity EPSRC will aim to:</p> <ul style="list-style-type: none"> • 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.
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	<ul style="list-style-type: none"> • Ensure diversity of peer review assessment and interview panels. Staff will adhere to a mixed panel policy and endeavour 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 <p>No impact</p> <p>Applicants are not asked to disclose any information regarding their protected characteristics at any stage of the process. Standard EPSRC policies regarding protected characteristics will be followed.</p> <p>Negative impact</p> <p>The call open window is dictated by DSIT's fund spend profile. UKRI aims to avoid setting opening and closing dates that may disadvantage certain applicants. In this case it is not possible to avoid the call open window and evaluation period falling over the school holidays due to the financial constraints of DSITs funding. These constraints also require a short submission window and rapid peer review process.</p> <p>Applicants may be unable to apply if they are unavailable/have limited availability during the time the call is open – for example reasons of pregnancy / parental leave / religious holidays / school holidays.</p> <p>Action</p> <p>The timetable of key dates will be made available to applicants and panellists in advance, as early as possible. Advance warning of the call will be circulated as soon as possible using the RISE network, website and the EPSRC newsletter.</p> <p>The call will remain open for four weeks, a period which has been maximised by adjusting EPSRC processes to a simple, short application and expert peer review panel. This has been adapted by UKRI to provide appropriate evaluation of applications while minimising the burden on applicants. These application requirements have been managed proportionately to the time</p>
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	<p>available to submit high-quality applications and this has been discussed with policy teams at both EPSRC and UKRI.</p> <p>The processes proposed are in line with section 6 of the UKRI Application Submission Policy.</p> <p>Religious observances will be taken into account when meeting dates are chosen.</p> <p>Negative impact Unconscious bias on the part of panel members may disadvantage individuals of specific protective characteristics (e.g. race, sexual orientation, gender, age), if this is known to the panel.</p> <p>Action Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings and as an additional assurance to help ensure unbiased assessment.</p>
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Protected characteristics

Protected characteristic	Positive impact or opportunity to benefit	Negative impact	Please explain the impact or why there is no impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible). Detail how you plan to measure the relevant outcomes and outputs of your activity.
	Leave blank if there is no impact or unknown			
Age	<input type="checkbox"/>	<input type="checkbox"/>		
Disability	<input type="checkbox"/>	<input type="checkbox"/>		
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input type="checkbox"/>		
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>		
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>		
Race	<input type="checkbox"/>	<input type="checkbox"/>		
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>		
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>		
Sex	<input type="checkbox"/>	<input type="checkbox"/>		

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Additional characteristics

Additional characteristics	Positive impact or opportunity to benefit	Negative impact	Please explain the impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible).
	Leave blank if there is no impact or unknown			
Geographical location and place (consider UK and international offices)	<input type="checkbox"/>	<input type="checkbox"/>		
Socio-economic status	<input type="checkbox"/>	<input type="checkbox"/>		
Education background	<input type="checkbox"/>	<input type="checkbox"/>		
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The timeline of the funding opportunity means that it will be open over the school summer holidays. This may negatively impact those with holidays planned or time off for caring responsibilities of school aged children.	We have maximised the length of time that the funding opportunity will be open within the financial constraints. We have adjusted the application requirements to be proportional to the time allowed and the value of the opportunity. It is not possible to further extend the call open period due to the restrictions of DSIT's funding.
Carer/parent carer responsibilities	<input type="checkbox"/>	<input type="checkbox"/>		
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>		
Other characteristics	<input type="checkbox"/>	<input type="checkbox"/>		

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Evaluation

Final Decision:	Select the relevant box	Include any explanation / justification required
1. No negative or positive impact identified; therefore, activity will proceed .	<input type="checkbox"/>	
2. Adapt or change the activity in a way which you think will eliminate negative impact or promote equality.	<input checked="" type="checkbox"/>	The activity has been adapted following the actions described in the previous section.
3. Stop the activity because the evidence shows bias or negative impact towards one or more groups.	<input type="checkbox"/>	
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the activity (e.g. in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this activity knowing that it may favour some people less than others, providing justification for this decision.	<input type="checkbox"/>	

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Review and sign off

What are the arrangements for monitoring and reviewing the impact of your activity?	<p>An EIA is a live document and should regularly be reviewed throughout the life cycle of an activity</p> <p>Consider how you monitor the impact identified in your EIA. Put a plan in place to ensure that the impact is being monitored throughout the activity and evaluate the outcomes of any actions identified in the EIA. For example, you could:</p> <ul style="list-style-type: none"> • Plan regular reviews of the EIA and action plan • Review the EIA as part of any closure or lessons learned activity. • Be transparent: continue to consult with the groups affected by your activity and use new insights to review you EIA.
Next review date:	<p>July/August 2025 – during peer review and panel preparation.</p>
Will this EIA be published? * Yes/Not required	<p>Yes</p> <p>*EIA's should be published alongside relevant funding activities for example funding opportunities and events.</p>
Point of contact	<p>ICT theme, ICT.Theme@epsrc.ukri.org</p>
Signed off by (name and date):	<p>Glenn Goodall, Head of ICT (budget holder), 17 June 2025</p>

Before publishing or archiving your EIA, please remove any sensitive or confidential information such as personal identifiable data.

Once your EIA is completed or updated:

1. Email it to your [council](#) EDI team and
2. Upload it to the UKRI central repository via [the EIA submission form](#)

EIAs for ODA and non-ODA ISPF programmes should be emailed to: ISPF@ukri.org

Change log

Name	Date	Version	Change
Joanna Watt	16-6-2024	1	Completion of EIA assessment for activity.
		2	
		3	E.g. Based on input received from x at the investment authorisation stage, added/removed/edited x

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Action plan

Use the table below to define the actions you intend to take (or have taken) to address the indications of negative impact you have identified or to promote equality. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound).

Action	Deadline	Owner	How will it be monitored?	What is/will be the impact/outcome?
Advance warning of the call via EPSRC newsletter, RISE website and email distribution.	June 2025	SPM in charge of call writing, Project lead of RISE.	Information shared in the three described methods ahead of the call open date.	The research community and applicants have advance warning that the call is going to launch.
Action The timetable of key dates will be made available to applicants and panellists in advance, as early as possible.	July 2025	PM and SPM in charge of onboarding the call to TFS, ICT Theme	Key dates included in call announcement.	Applicants have as much notice as possible to plan for the opportunity.
Action Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings and as an additional assurance to help ensure unbiased assessment.	July / August 2025	PM and SPM in charge of running the call, ICT Theme	Inclusion of unconscious bias training within the panel briefing. Arranging for EPSRC presence at panel meeting.	Ensuring unconscious bias does not form part of the panel discussion.