



UK Research
and Innovation

UK Research and Innovation Equality Impact Assessment Form



Overview of activity

	Response
Name of activity being assessed	Access to High Performance Computing facilities – autumn 2025
Council/department/project team	EPSRC, Research Infrastructure
Aims and objectives of the activity	<p>This opportunity provides an open and flexible route to computational support for high quality projects across the entire UK Research and Innovation (UKRI) remit. This opportunity is a successor to the ARCHER RAP, Pioneers and Tier-2 Open access opportunities.</p> <p>The aspects covered by the EIA include the:</p> <ul style="list-style-type: none">• application process• expert review process
Who is affected by your policy/funding activity/event?	<ul style="list-style-type: none">• Computational researchers in UKRI remit• EPSRC's HPC services• Expert review members
What data and consultation have you used?	<ul style="list-style-type: none">• Diversity monitoring data will be collected regarding applications and awards• Computational researchers have routes for raising concerns with both the services and EPSRC directly

Analysing your impact

Are there **general or overarching impacts on multiple groups**? What actions will you take to increase positive impact, or reduce/mitigate negative impact?

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.
- 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 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 Regulation 2018.

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"/>	No additional identified impacts. This opportunity is open to all career stages.	EPSRC will endeavour to have representation from across career stages in the reviewing process
Disability	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts.	More information on disability and accessibility support for UKRI applicants and grant holders can be found here .
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts. Gender neutral language is used in communications	
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts. This information is only used for assessing potential conflicts of interest	
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potentially negative Participation in the application process may be negatively affected if potential applicants or expert reviewers are unavailable at key assessment stages.	
Race	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts	
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Participation could be affected by religious holidays.	The dates of major holidays have been considered in the opportunity planning.

Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts.	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts.	Gender neutral language is used in communications.

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"/>	No additional identified impacts.	
Socio-economic status	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts.	
Education background	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts.	
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potentially negative Participation in the application process may be negatively affected if potential applicants or expert reviewers are unavailable at key assessment stages.	
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potentially negative Participation in the application process may be negatively affected if potential applicants or	



			expert reviewers are unavailable at key assessment stages.	
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts.	
Other characteristics	<input type="checkbox"/>	<input type="checkbox"/>	No additional identified impacts.	



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 type="checkbox"/>	
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 checked="" type="checkbox"/>	Potential negative impacts have been identified. Reasonable adjustment will be made to minimise the negative impacts. The potential risks have been mitigated as far as possible.

Review and sign off

What are the arrangements for monitoring and reviewing the impact of your activity?	<p>The following arrangements will enable the monitoring and reviewing of the impact of this activity:</p> <ul style="list-style-type: none"> • regular review of the EIA • continued consultation with the EPSRC HPC services
Next review date:	N/A

Will this EIA be published? * Yes/Not required	Yes
Point of contact	Christian Oganbule Caitlin McAuley
Signed off by (name and date):	Sophie Liddell, Joint Head of Research Infrastructure, EPSRC 15 August 2025

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. 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
Caitlin McAuley	15/08/2025	0.1	First draft of EIA



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?