



UK Research and Innovation Equality Impact Assessment Form

About your activity

Title of your activity

UKRI-Translation – EPSRC ACT Proof of Concept

Council or business area

Engineering and Physical Sciences Research Council

Aims and objectives

This is an opportunity to apply for follow on funding for early to mid-stage commercialisation of research in Advanced Connectivity Technologies.

This opportunity will support projects that build on engineering and physical sciences outputs to deliver economic, societal, policy and environmental benefits for a more sustainable and resilient UK. Funded topics must align with DSIT's Sustainable Networks and Secure and Resilient Networks connectivity challenge themes.

Aspects that need to be covered by the EIA:

- how people might be impacted by the application process
- inclusive timelines
- panel selection and process

Who is affected?

- Applicants
- project partners
- businesses
- panel members
- awardees
- wider beneficiaries



What data and consultation have you used?

- [EPSRC three-year EDI action plan: 2022 to 2025](#)
- [UKRI Diversity data for funding applicants and awardees 2020-21](#)
- Previous consultations, outcomes or lessons learned from similar projects
- Previous EIAs both within and outside UKRI

Impact on specific groups

Are there general impacts on multiple groups?

Give details of an impact which affects multiple groups, include the actions you will take to increase positive impact, or mitigate negative impact.

Impact on protected characteristics

Complete the table for all characteristics. You only need to add details if there is a positive or negative impact.

Protected characteristic	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Age	Negative	Panel members might be biased by age of applicants	Applicants are not asked to disclose their age. Panel members will be provided with an unconscious bias document and will be briefed by EPSRC staff.
Disability	Negative	Unconscious bias on the part of panel members may disadvantage individuals who have a disability, if an applicant's possession of such protected characteristics is known to the panel. The panel meeting could affect members with a disability. However, we are	Applicants are not asked to disclose whether they have a disability. Panel members will be provided with an unconscious bias document and will be briefed by EPSRC staff. Panel meeting will be virtual and have regular scheduled breaks.



		aware that they may not want to disclose this information.	Panel members have the option to use close captions. Panel members will be asked if they have any additional requirements or adjustments.
Gender reassignment	Negative	Unconscious bias on the part of panel members may disadvantage individuals who have undergone gender reassignment or whose gender identity differs from their sex assigned at birth, if an applicant's possession of such protected characteristics is known to the panel.	Applicants are not asked to disclose whether they have undergone gender reassignment. Panel members will be provided with an unconscious bias document and will be briefed by EPSRC staff.
Marriage or civil partnership	None		Applicants are not asked to disclose their marital status.
Pregnancy and maternity	Negative	A researcher on maternity leave may be disadvantaged if the application period is short. Panel members may have breastfeeding schedules.	Applicants will have nine weeks to complete their application. The panel meeting will have sufficient breaks built into the schedule.
Race	Negative	Unconscious bias on the part of panel members may disadvantage individuals due to their ethnicity if it is known to the panel.	Applicants will not be asked to disclose their ethnicity. Panel members will be provided with an unconscious bias document and will be briefed by EPSRC staff. EPSRC has undertaken an analysis to better understand the disparity of gender and race in our funding portfolio. Our aim is to ensure that the ethnic diversity in our grant portfolio and of those who engage in our peer review, advisory and governance processes is at least as representative of the engineering and physical sciences academic researcher population.



Religion or belief	Negative	The opportunity will be open for applications during a period that includes notable days/periods for specific religious groups (Easter). Unconscious bias on the part of panel members may disadvantage specific religious groups, if applicants' religious affiliation/ belief is known to the panel	The opportunity will be open for nine weeks. It is expected that this will be sufficient time for applicants to apply. Applicants will not be asked to disclose their religious belief.
Sex	Negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of gender.	Panel members will be provided with an unconscious bias document and will be briefed by EPSRC staff. We will ensure EPSRC's mixed gender panel policy is followed.
Sexual orientation	Negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of sexual orientation.	Applicants are not asked to disclose their sexual orientation. Panel members will be provided with an unconscious bias document and will be briefed by EPSRC staff.

Impact on additional characteristics

Complete the table for all characteristics. You only need to add details if there is a positive or negative impact.

Additional characteristics	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Geographical location and place	Unknown		



Socio-economic status	Unknown	Underrepresented groups may be less likely to apply due to lower confidence or limited access to networks.	<p>The opportunity will run for nine weeks to provide sufficient time for applicants to prepare proposals and develop partnerships.</p> <p>A webinar will also be held to provide clarity, answer questions, and support broader engagement from researchers who may be less familiar with EPSRC processes.</p>
Education background		Underrepresented groups may be less likely to apply due to lower confidence or limited access to networks.	<p>The opportunity will run for nine weeks to provide sufficient time for applicants to prepare proposals and develop partnerships.</p> <p>A webinar will also be held to provide clarity, answer questions, and support broader engagement from researchers who may be less familiar with EPSRC processes.</p>
Parent or guardian responsibilities		Applicants with caring responsibilities may need more time to apply, particularly as the application period will coincide with the Easter holiday.	Applicants will have nine weeks to complete the application form.
Carer responsibilities		Applicants with caring responsibilities may need more time to apply, particularly as the application period will coincide with the Easter holiday.	Applicants will have nine weeks to complete the application form.
Political opinion (Northern Ireland only)	Unknown		
Other characteristics	Unknown		



Final decision

Make a decision on whether to proceed with the activity

State which one of the following outcomes applies and give a reason for your decision.

1. No negative or positive impact identified therefore, activity will proceed
- 2. Adapt or change the activity in a way which will eliminate negative impact or promote equality**
3. Stop the activity because the evidence shows bias or negative impact towards one or more groups.
4. Barriers and impact identified, there appear to be no other proportionate ways to achieve the activity. Proceed with caution with this activity knowing the impact

There are possible impacts but in general this funding opportunity has a low risk of discriminating or unfairly disadvantaging anyone.

The activity has been adapted following the actions described in the previous section.

Review and sign off

How will you monitor and review the impact of your activity?

Lessons learned from the application period and the panel process will be captured and used to update the EIA where relevant.

What is the EIA review date?

30/06/2026

Contact

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Will the EIA be published?

Yes

Who has this been signed off by?

Maisie England, Head of Future Communication Systems EPSRC. 19/3/26

Submitting the form

You need to [submit the form to the central repository](#)

EIAs for the International Science Partnership Funds should be emailed to: ISPF@ukri.org

Change log

Include changes as you've reviewed the EIA. For example, based on input received from x at the announcement of opportunity stage, x was added

Name	Date	Version	Change
		1	
		2	
		3	