



UK Research
and Innovation

UK Research and Innovation Equality Impact Assessment Form

About your activity

Title of your activity

Funding opportunity- Centre for Quantum Commercialisation Skills

Council or business area

EPSRC

Aims and objectives

Give an outline of your activity in two or three sentences, including the aspects of it which need to be covered by the EIA.

This activity is for delivering the funding for a centre for Quantum Commercialisation skills. The centre will provide structured opportunities for researchers to develop commercialisation and entrepreneurial skills, engage with industry, and explore new career pathways

Who is affected?

Affected groups include applicants, grant holders, staff and researchers in academia, industry, public sector research establishments, investment bodies.

What data and consultation have you used?

Give details of the evidence you've used, for example, survey results, UKRI reports, external data, legal precedents

Relevant EPSRC and UKRI guidance and best practice for EDI.

Consultation with Department for Science, Innovation and Technology (DSIT)

Lessons learned from similar projects

Consultation with EPSRC Business Improvement Team



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
Disability	Potentially negative	In person interview planned as part of the process which could lead to accessibility issue.	Applicants are not asked to disclose whether they have a disability. Standard EPSRC policies will be followed. All participants in the process are asked to inform staff if they have any additional needs to enable attendance or participation. Participants who can't travel due to disability reasons have the option to attend virtually. Ensure the venue has accessibility facilities and put resources in place



			for virtual interview if required/preferred.
Gender reassignment	None identified		Applicants are not asked to disclose whether they have undergone gender reassignment.
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	<p>The process requires interview attendance.</p> <p>Also, a researcher on parental leave during the open call may be unable to apply.</p>	<p>Timetable of key dates will be made available to applicants and panellists in advance as early possible.</p> <p>EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and applicants will be made aware of these.</p> <p>Extra time is provided for review due to Easter and bank holidays.</p> <p>Interviews are scheduled after summer holiday to cater for candidates with caring responsibilities.</p> <p>There is option to support virtual</p>



			<p>interview if there are last minute changes required to support candidates.</p> <p>Applicants are not asked to disclose pregnancy</p>
Race	Potentially negative	Unconscious bias on the part of panel members may disadvantage individuals of specific race, if this is known to the panel.	<p>Applicants are not asked to disclose their ethnicities</p> <p>Unconscious bias is discussed with the panels during panel briefings to ensure panel members are aware and able to identify and challenge any unconscious bias with the support of EPSRC staff</p>
Religion or belief	Potentially negative	Key dates (open call closing, interview) coinciding with specific religious festivals/ events could disadvantage specific religious groups	<p>Ensure religious observances are considered when meeting dates are chosen.</p> <p>Applicants are not asked to disclose their religious beliefs</p>
Sexual orientation	Potentially negative	Unconscious bias on the part of panel members may disadvantage individuals of specific sexual orientations, if this is known to the panel.	<p>Applicants are not asked to disclose their sexual orientation. Standard EPSRC policies will be followed.</p>
Sex (gender)	Potentially negative	Unconscious bias on the part of panel members may disadvantage	<p>Applicants are not asked to disclose their gender. Standard EPSRC</p>



		applicants on the basis of gender.	<p>policies will be followed.</p> <p>In line with EPSRC policies, the assessment panel will be mixed gender.</p>
Age	Potentially negative	Unconscious bias on the part of panel members may disadvantage applicants from specific age groups.	<p>Applicants are not asked to disclose their age. Standard EPSRC policies will be followed.</p> <p>Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings and during interviews acts as an additional assurance to help ensure unbiased assessment.</p>

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	Potentially Negative	Disability or travel plans can be impacted during in-person interview panel	The Expert Panel is planned to be virtual, but if we have international panellists, then we will aim to find a time which is acceptable for all. For the in-person Interviews, the venue is likely to be Polaris House, but virtual attendance will be considered for those that may be unduly impacted by in person attendance
Socio-economic status	Negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of their socio-economic status	Aim for diversity in the panel to minimise risk of bias.
Education background	Negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of their education background	Aim for diversity in the panel to minimise risk of bias.
Parent or guardian responsibilities	Negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of their parental responsibilities	For virtual panel: make panellists and attendees aware that some attendees may require flexibility and make reasonable accommodations if needed. For in-person panel: make reasonable accommodations if needed and aim to run at a time which is most suitable for all. Aim for diversity in the panel to minimise risk of bias.
Carer responsibilities	Negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of their carer responsibilities	For virtual panel: make panellists and attendees aware that some attendees may require flexibility and make reasonable accommodations if needed. For in-person panel: make reasonable accommodations if needed and aim to run at a time which is most suitable for all. Aim for diversity in the panel to minimise risk of bias.



Political opinion (Northern Ireland only)	Negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of their political opinion	Aim for diversity in the panel to minimise risk of bias.
Other characteristics		N/A	As above, panel will be briefed on and told to look out for, unconscious bias. Also, we will aim for diversity in the panel to minimise bias.

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

This activity can progress via outcome 2. 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 accordingly.

Review and sign off

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

We will apply all reasonable mitigations as described above and adapt further where any unforeseen issues arise during the process. The assessment process has been reviewed and designed to ensure any unconscious bias and challenges to participation will be identified and



managed. All EPSRC staff involved in the call have received unconscious bias training. All Panel Chairs and members will receive an unconscious bias briefing.

What is the EIA review date?

The EIA is a live document and will be regularly reviewed throughout the life cycle of the activity and at important points - see action plan.

The EIA will also be reviewed as part of any closure or lessons learned activity.

Contact

Quantum Technologies Theme – QuantumTechnologies@epsrc.ukri.org

Will the EIA be published?

Yes, this EIAs will be published alongside the funding opportunity

Who has this been signed off by?

Tracy Keys, Joint Head of Quantum Technologies, 27/03/2026

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
Ajinkya Rao	13/03/2026	1	

Commented [AR1]: [@Liam Behbehani Boyle - EPSRC UKRI](#) please check if it is correct?

Commented [LU2R1]: Linked in to the action plan so we don't need to commit to any specific date but evaluate throughout



Action plan

Add the actions you intend to take (or have taken) to address the negative impact you have identified. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound).

Commented [LB3]: @Ajinkya Rao - EPSRC UKRI could you have a go filling this out as well please based on what was identified in the impact section

Action	Deadline	Owner	How will it be monitored?	What is the outcome?
Review diversity information in this funding opportunity	TBC	Ajinkya	Will ensure requirements from EIA will be embedded in the funding opportunity	Inform inclusive design of the activity
Review when inviting reviewers for expert and interview panel	TBC	Ajinkya	Through the use of this document and review date updated	A diverse panel will be recruited which will reflect the diversity of our research community
Planning for in-person interview panel	TBC	Liam	Through the use of this EIA and onboarding folder documents and review date updated	EDI is embedded in the planning materials for interview panel
Interview panel	TBC	Liam	Through the use of this EIA and incorporation of EDI into interview panel guidelines and documents	The chair will run an inclusive panel meeting in which everyone has chance to fully participate. The design will be assessed internally by the team to ensure diversity requirements are in line with the funding opportunity