



UK Research
and Innovation

UK Research and Innovation Equality Impact Assessment Form

About your activity

Title of your activity

EPSRC Hybrid Algorithms for Quantum Advantage

Council or business area

EPSRC

Aims and objectives

This funding opportunity supports research to advance the theoretical capabilities required for the design and implementation of hybrid quantum algorithms, enabling progress towards achieving quantum advantage and supporting the aims of the UK National Quantum Strategy Mission 1.

This Equality Impact Assessment considers the funding opportunity design, application, assessment and award processes delivered via the UKRI Funding Service.

Who is affected?

Applicants (project leads, project co-leads, researchers and other team members), Eligible UK research organisations, UK Quantum computing research and innovation communities, Project partners and end-user organisations, National Quantum Computing Centre (NQCC), EPSRC and UKRI staff involved in delivery, assessment and award management



What data and consultation have you used?

UKRI and EPSRC equality, diversity and inclusion policies and guidance, Standard EPSRC funding opportunity templates and assessment processes, Evidence and learning from previous EPSRC funding opportunities, Internal engagement with programme, policy and delivery colleagues, including the National Quantum Computing Centre (NQCC), Previous EIAs both within and outside UKRI, Consultation with EPSRC Business Improvement Team

Impact on specific groups

Are there general impacts on multiple groups?

Impact: The funding opportunity is open to organisations with standard EPSRC eligibility and uses established UKRI expert review and panel assessment processes. The opportunity recognises diverse career paths and personal circumstances, including career breaks, caring responsibilities, flexible working and alternative working patterns.

Actions to increase positive impact or mitigate negative impact: Clear and accessible opportunity documentation, Delivery via the UKRI Funding Service with consistent guidance for all applicants, Signposting to UKRI disability and accessibility support for applicants and grant holders, Assessment processes aligned with UKRI principles of assessment and decision-making

Impact on protected characteristics

Protected characteristic	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Age	None	N/A	Unconscious bias guidance for panellists. Aim for diversity in the panel to minimise risk of bias.
Disability	None	UKRI provides disability and accessibility support during application and assessment.	Clear signposting. Unconscious bias guidance for panellists. Aim for diversity in the panel to minimise risk of bias.
Gender reassignment	None	N/A	Unconscious bias guidance for panellists. Aim for diversity in the panel to minimise risk of bias.



Marriage or civil partnership	None	N/A	N/A
Pregnancy and maternity	None	Career breaks and flexible working are recognised in assessment.	Panel guidance. Unconscious bias guidance for panellists. Aim for diversity in the panel to minimise risk of bias.
Race	None	No specific barriers identified within opportunity design.	Unconscious bias guidance for panellists. Aim for diversity in the panel to minimise risk of bias.
Religion or belief	None	N/A	Unconscious bias guidance for panellists. Aim for diversity in the panel to minimise risk of bias.
Sex	None	No explicit barriers identified.	Unconscious bias guidance for panellists. Aim for diversity in the panel to minimise risk of bias.
Sexual orientation	None	N/A	Unconscious bias guidance for panellists. Aim for diversity in the panel to minimise risk of bias.

Impact on additional characteristics

Additional characteristics	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Geographical location and place	None	Opportunity is UK-wide and open to eligible organisations across the UK.	If feasible, monitor distribution of applications to see if there is any pattern.
Socio-economic status	Unknown	Potential indirect barriers reflect wider sector challenges.	Proportionate process
Education background	None	Standard EPSRC eligibility applies.	N/A



Parent or guardian responsibilities	None	Flexible and alternative working patterns are recognised.	Clear Messaging
Carer responsibilities	None	Caring responsibilities are recognised in assessment.	Panel guidance
Political opinion (Northern Ireland only)	None	N/A	N/A
Other characteristics	None	No additional impacts identified.	Unconscious bias guidance for panellists. EPSRC members of staff assisting the process must have completed the unconscious bias training. Aim for diversity in the panel to minimise risk of bias.

Final decision

Make a decision on whether to proceed with the activity

Decision: No negative or positive impact identified therefore, activity will proceed.

Reason: The funding opportunity aligns with UKRI and EPSRC equality, diversity and inclusion principles. No disproportionate negative impacts have been identified, and appropriate mitigations are in place.

Review and sign off

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

Monitoring of application and award data where available. Review of applicant feedback and delivery experience, Review of this EIA if the funding opportunity scope or delivery approach changes

What is the EIA review date?



22/02/2027 (after completion of delivery), or immediately if the opportunity parameters change significantly before launch or during delivery.

Contact

EPSRC Quantum Technologies Team Quantumtechnologies@epsrc.ukri.org

Will the EIA be published?

Yes

Who has this been signed off by?

John FitzGerald; 29/04/2026; Senior Portfolio Manager, EPSRC Quantum Technologies.

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	



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).

Action	Deadline	Owner	How will it be monitored?	What is the outcome?