



# UK Research and Innovation Equality Impact Assessment Form

## About your activity

### Title of your activity

UKRI Translation: EPSRC Impact Acceleration: CHERI IKC

### Council or business area

EPSRC Resilience and Security

### Aims and objectives

This funding activity is to establish an Innovation and Knowledge Centre focused on the digital security by design technology, CHERI. The aim is to support continued diffusion of the technology, create critical towards adoption in key sectors, and drive the technology towards market through engagement with government, industry, and standards organisations.

### Who is affected?

Academics and private-sector employees working in the security-by-design community, as well as policymakers in related fields.

Applicants, reviewers and panel members.

### What data and consultation have you used?

The funding activity was created following discussions with the Cyber Innovation team at the Department for Science, Innovation, and Technology. Further scoping was undertaken with EPSRC colleagues and Innovate UK. Lessons were learned from the previous ICT-run Semiconductors IKC opportunity.

## Impact on specific groups

### Are there general impacts on multiple groups?

The peer-review process for this opportunity includes an interview, which may lead to accessibility challenges and increased risk of unconscious bias. This has the potential to have a negative impact on a number of protected characteristics.



To increase accessibility (e.g. for disabled people and/or those with caring responsibilities) we intend to hold the interview online. Applicants have access to an email address for the team through which they can raise any accessibility requirements. Changes will be made where possible to accommodate any requests that will improve accessibility,

To combat the potential for bias, unconscious bias briefings are provided at multiple stages throughout the review process. EPSRC staff will monitor discussion at panel to ensure decisions are made according to agreed assessment criteria.

## Impact on protected characteristics

Protected characteristic	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Age	Negative	Track record section is required as part of the proposal. This may disadvantage early career researchers due to their relative degree of expertise and amount of experience. More established researchers may already have a wider network than early career researchers which would advantage them for putting together broad-ranging consortia.	This opportunity is open and equally available to any researchers eligible for funding with the relevant expertise regardless of their age or career stage. Peer review process and guidance for reviewers/panel members aims to prevent bias against protected characteristics.
Disability	Negative	The funding opportunity is hosted on the UKRI website, and the funding service TFS, applicants may have accessibility requirements that are not currently supported by these systems.  The assessment process also includes an interview which may lead to accessibility challenges and increased risk of	Applicants should seek support from their RO's research support office and let EPSRC know as soon as possible if they have any accessibility requirements that we can support. A team contact is provided as part of the opportunity for any queries. Panel members will be asked to inform us of any accessibility requirements.  Adjustments will be made to enable attendance at interview (in-person or online) in response to any requirements made known to us.



		unconscious bias. There could be potential discrimination due to knowledge or perception of disability, particularly due to the use of an interview panel (this can apply to any of a peer reviewer, panel member, a research applicant).	Unconscious bias briefings are provided at multiple stages throughout the review process.
Gender reassignment	Negative	UKRI records may show incorrect or out-of-date gender. People who are transitioning may be absent from work as a consequence of transition. There could be potential discrimination due to knowledge or perception of gender identity, particularly due to the use of an interview panel (this can apply to any of a peer reviewer, panel member, a research applicant)	UKRI terms and conditions are flexible in nature and include absence as a result of medical treatment. We would expect that absence related to transition would be covered by the RO's sick policy and encourage ROs to treat absence relating to transition like any other sick absence. Consideration must be given at UKRI level to ensure all records are up to date and adjusted accordingly. Unconscious bias briefings are provided at multiple stages throughout the review process.
Marriage or civil partnership			
Pregnancy and maternity	Negative	The timescales of the call could impact those currently on parental leave or those who are soon to be going onto maternity leave. This impact could be by falling within the leave period or by reducing the time available to prepare an application on their return. The assessment process also includes an interview which may lead to challenges around attendance due to caring responsibilities and	Provision for parental leave (including maternity leave, paternity leave, and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions. The call timeline will be designed to try and mitigate these issues as best as possible. Support will be offered to those with caring responsibilities, and reasonable adjustments made wherever possible. Unconscious bias briefings are provided at multiple stages throughout the review process.



		increased risk of unconscious bias.	
Race	Negative	There could be potential discrimination due to knowledge or perception of race, particularly due to the use of an interview panel (this can apply to any of a peer reviewer, panel member, a research applicant)	Peer reviewers and panel members are appointed based on expertise, but we will aim to appoint a diverse reviewer pool and panel membership. Peer review process and guidance for applicants/reviewers/panel members aims to prevent bias against protected characteristics. This opportunity is open to all academics equally so long as they are eligible for funding with the relevant expertise, regardless of their race. Unconscious bias briefings are provided at multiple stages throughout the review process
Religion or belief	Negative	There could be potential discrimination due to knowledge or perception of religious belief, particularly due to the use of an interview panel (this can apply to any of a peer reviewer, panel member, a research applicant)	Peer review process and guidance for reviewers/panel members aims to prevent bias against protected characteristics. Panels will be organised with understanding and empathy of periods of religious holidays. This opportunity is open to all academics equally so long as they are eligible for funding with the relevant expertise, regardless of their religious beliefs. Unconscious bias briefings are provided at multiple stages throughout the review process.
Sex	Negative	There is a gender imbalance across the area of relevance to this funding opportunity. There is a possibility that there will be an imbalance in the consortia and applicants for the proposals, as well as the make-up of the panels.	This opportunity is open to all academics equally so long as they are eligible for funding with the relevant expertise, regardless of their sex (gender). Peer reviewers and panel members are appointed based on expertise, but we will aim to appoint a diverse reviewer pool and panel membership. Peer review process and guidance for reviewers/panel members aims to



		There could be potential discrimination due to knowledge or perception of sex (gender), particularly due to the use of an interview panel (this can apply to any of a peer reviewer, panel member, a research applicant)	prevent bias against protected characteristics.
Sexual orientation	Negative	There could be potential discrimination due to knowledge or perception of a particular sexual orientation, particularly due to the use of an interview panel (this can apply to any of a peer reviewer, panel member, a research applicant)	Peer reviewers and panel members are appointed based on expertise, but we will aim to appoint a diverse reviewer pool and panel membership. Peer review process and guidance for reviewers/panel members aims to prevent bias against protected characteristics. This opportunity is open to all academics equally so long as they are eligible for funding with the relevant expertise, regardless of their sexual orientation. Unconscious bias briefings are provided at multiple stages throughout the review process.

### **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			
Socio-economic status			
Education background			



Parent or guardian responsibilities	Negative	<p>This opportunity is open over the summer holidays, during which applicants with parent/guardian responsibilities may have reduced availability.</p> <p>The review process includes a scheduled interview, which may disadvantage those with caring responsibilities.</p>	<p>The time period in which applicants may submit an application has been extended by 2 weeks to accommodate.</p> <p>A team contact is provided for applicants or panel members to inform us of any accommodations needed. Accommodations will be made to ensure applicants and panel members are able to attend and participate fully in the review process.</p> <p>Unconscious bias briefings are provided at multiple stages throughout the review process</p>
Carer responsibilities	Negative	The review process includes a scheduled interview, which may disadvantage those with caring responsibilities	<p>A team contact is provided for applicants or panel members to inform us of any accommodations needed. Accommodations will be made to ensure applicants and panel members are able to attend and participate fully in the review process.</p> <p>Unconscious bias briefings are provided at multiple stages throughout the review process</p>
Political opinion (Northern Ireland only)			
Other characteristics			

## Final decision

### Make a decision on whether to proceed with the activity

Adapt or change the activity in a way which will eliminate negative impact or promote equality



We are mindful that there are lots of potential barriers that could impact the outcomes of the funding opportunity. We are implementing what we reasonably can to mitigate any of these negative impacts through the above implementations. If this is found to be insufficient and the correct outputs are not obtained, we will tweak and adapt these so that we get suitable outputs. See the mitigations and actions above that justify this choice.

## **Review and sign off**

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

The EIA will be reviewed after applications are received before the panel process

### **What is the EIA review date?**

25/09/2026

### **Contact**

Resilience and Security Theme, [resilienceandsecurity@epsrc.ukri.org](mailto:resilienceandsecurity@epsrc.ukri.org)

### **Will the EIA be published?**

Yes

### **Who has this been signed off by?**

Dr John G Baird, Interim Head of the Resilience and Security Theme, 2 July 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](mailto: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?