

UK Research and Innovation Equality Impact Assessment Form

About your activity

Title of your activity

OPP01394 Manufacturing scale up network plus

Council or business area

EPSRC/UKRI

Aims and objectives

This opportunity aims to establish a Network Plus that initiates a UK collaboration in overcoming manufacturing scale up challenges in the aerospace, advanced materials and automotive sectors.

Who is affected?

UK Academics

Panel members

Post Award staff

Sustainable Manufacturing Theme staff

BIT team

Industrial Partners



What data and consultation have you used?

Initial scoping activities for the call included

- consultation with several SMT SAT members
- consultation of the UK govt Modern Industrial Strategy document
- consultation with the Advanced Manufacturing Programme Board
- Reviewing EPSRC policies
- Using previous equality impact consultations, outcomes or lessons learned from similar projects.

Impact on specific groups

Are there general impacts on multiple groups?

Positive Impacts:

The call will be open to all, and applications are welcome from any eligible UK-based organisations with relevant expertise. Contact details will be provided alongside the call document. EPSRC will engage with the successful grant holders to monitor the project and learn challenges and successes.

As a funder of research, EPSRC remains committed to attracting the best potential researchers from a diverse population into research careers.

For this funding activity EPSRC will aim to:

- Ensure all participants in the process are asked to inform staff if they have any additional needs to enable attendance or participation.
- Clearly communicate the timeline and key milestones for funding activities and 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 minimise 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 clear guidance for assessors.
- Handle personal sensitive information in compliance with General Data Protection.

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

No impact

Applicants are not asked to disclose any information regarding their protected characteristics at any stage of the process. Standard EPSRC policies regarding protected characteristics will be followed.

Negative impact

Unconscious bias on the part of panel members may disadvantage individuals of specific protective characteristics (e.g. race, sexual orientation, gender, age), if this is known to the panel.

Action

Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings and as an additional assurance to help ensure unbiased assessment. EPSRC will utilise standard protocols and clearly published assessment criteria.

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	None Identified		Standard EPSRC policies will be followed
Disability	Negative	Holding in person interviews	All applicants invited to interview will be asked to inform EPSRC if they have specific requirements and reasonable adjustments will be made to ensure that any circumstances which could affect participation can be accommodated as far as possible.
Gender reassignment	None Identified		Standard EPSRC policies will be followed



Marriage or civil partnership	None Identified		Standard EPSRC policies will be followed
Pregnancy and maternity	Negative	Depends on individual circumstances. Applicants may be on parental leave when the funding opportunity is open and/or assessment takes place. Panel members may have additional requirements associated with caring responsibilities or pregnancy.	EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and applicants will be made aware of these. Provision for parental leave (including maternity leave, paternity leave and leave related to surrogacy and adoption) are covered in the UKRI terms and conditions. Any reasonable adjustments will be made in regard to attendance at in person panels if required and fully justified.
Race	None Identified		Standard EPSRC policies will be followed
Religion or belief	Potentially Negative	Meeting/panel dates might coincide with religious holidays	Dates for meetings/panels will be checked with applicants/panel members.
Sex	None Identified		Standard EPSRC policies will be followed
Sexual orientation	None Identified		Standard EPSRC policies will be followed

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	Negative	None identified. Standard EPSRC policies will be followed. Interviews are planned as in person to be held at UKRI Swindon offices.	Assessment Criteria for the funding opportunity do not include geographical location as a factor. The application process is open to all. Reasonable adjustments will be made regarding interview attendance where possible and fully justified.
Socio-economic status	none	None identified. Standard EPSRC policies will be followed.	The application process is open to all who meet the EPSRC eligibility criteria.
Education background	none	None identified. Standard EPSRC policies will be followed.	The application process is open to all who meet the EPSRC eligibility criteria.
Parent or guardian responsibilities	Negative	Depends on individual circumstances. Applicants may have caring responsibilities when the funding opportunity is open and/or assessment takes place. Panel members may have additional requirements associated with caring responsibilities.	EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and applicants will be made aware of these. Where possible we will not put funding opportunity deadlines in School holidays. We will openly advertise the funding opportunity, and it will be open for an extended period to account for national holidays and to allow applicants time to apply and open access to the funding.
Carer responsibilities	Negative	Depends on individual circumstances. Applicants may have caring responsibilities when the funding opportunity is open and/or assessment takes place. Panel members may have additional requirements associated with caring responsibilities.	EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and applicants will be made aware of these. Where possible we will not put funding opportunity deadlines in School holidays. We will openly advertise the funding opportunity, and it will be open for an extended period to account for national holidays



			and to allow applicants time to apply and open access to the funding.
Political opinion (Northern Ireland only)	None	None identified. Standard EPSRC policies will be followed.	The application process is open to all who meet the EPSRC eligibility criteria.
Other characteristics	none		

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.

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

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 this EIA accordingly.

Review and sign off

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

We will review the EIA as part of any closure or lessons learned activity. We may also amend plans during the activity, if significant issues arose that had not been identified.

What is the EIA review date?

On or after December 2026.

Contact

Sustainable Manufacturing team at EPSRC – sustainablemanufacturing@epsrc.ukri.org

Will the EIA be published?

yes

Who has this been signed off by?

Jane Sykes Joint Head Sustainable Manufacturing 17 September 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
		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?