UK Research and Innovation

UK Research and Innovation Equality Impact Assessment Form

About your activity

Title of your activity

National Research & Training Hub for Electromagnetic Environment

Council or business area

EPSRC

Aims and objectives

Funding opportunity to deliver a research and training hub, offering both high quality research and cohort-based doctoral training in electromagnetic environment skills related to the defence section of the Government's Industrial Strategy and the protection of UK national security.

Who is affected?

External stakeholders:

• UK government

• Businesses who may wish to be project partners

• Universities, including academics, professional managers, research offices, technology transfer teams etc

• Current and potential doctoral students

Internal stakeholders:

• EPSRC, and UKRI NS&D programme team

• Colleagues who will support proposal assessment and awards

UK Research and Innovation

What data and consultation have you used?

Engagement with:

• Stakeholders on the UKRI NS&D programme board

• UK Government, particularly MOD and Dstl

Impact on specific groups

Are there general impacts on multiple groups?

Potentially negative impact of in person interviews, potentially impacting accessibility and caring responsibility for applicants, panel members and UKRI staff. The final dates will be communicated to applicants ASAP.

Potentially negative impact of call opening dates October half term school holiday period. Sift panel reading window may cover Christmas holiday period. Context:

• Due to delays in receipt of confirmation of funding and making final policy decisions, the opportunity could not open sooner

• The call closing date is restricted by the requirement to give award holders sufficient time to prepare and recruit students before the 2027/28 academic year. The closing date is as late as possible, while allowing sufficient time for a fair assessment process

• Applications open for longer than the minimum recommended in UKRI, to compensate for being open over October half term

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	Positive	Encourages wide participation from a variety of career stages	The funding opportunity explicitly encourages attracting students from more diverse career paths. This is likely to improve the diversity of ages of UKRI-funded doctoral students. The funding opportunity also

			encourages a leadership team from varying career stages. We will also look to ensure diversity in the outline application assessment and full application interview panels. Guidance will be provided to UKRI staff when suggesting panel members.
Disability	Positive	Virtual panel meetings UKRI training grant conditions offer flexibilities and funding for disabled students	Sift and interview panels will be held virtually to support participation (both by those being interviewed and panels). Equality, Diversity and Inclusion (EDI) requirements have been embedded in the opportunity. It will be a requirement for all funded proposals to develop an EDI plan. This will ensure that university led activities such as recruitment, flexible working and other activities promote equality and inclusive participation. UKRI will highlight student support available (disabled students allowance payments, disability leave etc)
Gender reassignment	None		
Marriage or civil partnership	None		
Pregnancy and maternity	Negative	Participation in the funding opportunity may be negatively affected, if potential applicants or panel members are unavailable at key assessment stages. Access to events and panels for panel members and applicants could have a	Timeline provided of all key milestones (with interview dates to be provided ASAP), allowing early engagement with UKRI on specific mitigations. UKRI will do its best to accommodate adjustments. UKRI has taken into consideration the funding opportunity opening and closing dates, panels and interviews to provide additional time where these unavoidably cross school

		negative impact on participation.	holidays. The opening period has been extended beyond the standard 8 weeks to mitigate being open over school holidays Panel meetings and interviews will be held virtually, to reduce the barriers associated with in-person meetings. Equality, Diversity and Inclusion (EDI) requirements have been embedded in the opportunity. It will be a requirement for all funded proposals to develop an EDI plan. This will ensure that university led activities such as recruitment, flexible working and other activities promote equality and inclusive participation. UKRI offers support available for people with caring responsibilities. Additional care requirements or facilities could be required if individuals need to: • Participate in events on what would normally be a non-working day. • Work extended hours on a normal working day. • Attend meetings with overnight stays and/or travel overseas. It is an individual's responsibility to check with UKRI and confirm what costs can be reimbursed prior to attendance at a panel or interview.
Race		Potential unconscious bias of panel members	We will also look to ensure diversity in the assessment and interview panels. Guidance will be provided to UKRI staff when suggesting panel members. Panel guidance documents have been updated to reduce the potential of unconscious bias.

			Equality, Diversity and Inclusion (EDI) requirements have been embedded in the call. It will be a requirement for all funded proposals to develop an EDI plan. This will ensure that university led activities such as recruitment, flexible working and other activities promote equality and inclusive participation.
Religion or belief	Negative	Activities could coincide with religious holidays and festivals	The opening period has been extended beyond the standard 8 weeks to mitigate being open over religious holidays and festivals. A timeline will be provided of all key milestones (with interview dates to be provided ASAP), allowing early engagement with UKRI on specific mitigations. UKRI will work to mitigate any conflicts that arise.
Sex		Potential unconscious bias of panel members	We will also look to ensure diversity in the assessment and interview panels. Guidance will be provided to UKRI staff when suggesting panel members. Panel guidance documents have been updated to reduce the potential of unconscious bias. Equality, Diversity and Inclusion (EDI) requirements have been embedded in the call. It will be a requirement for all funded proposals to develop an EDI plan. This will ensure that university led activities such as recruitment, flexible working and other activities promote equality and inclusive participation.
Sexual orientation	None		

UK Research and Innovation

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	Students can only be based at organisations that are part of the successful consortium, limiting the amount of opportunities.	Provision of funded studentships and ability to provide enhanced stipends have the potential to allow students to relocate if necessary.
Socio-economic status	Positive	Encourages students from various socio-economic backgrounds.	Provision of funded studentships, explicit encouragement to attract students from more diverse career paths and ability to provide enhanced stipends, all have the potential to attract students from lower income backgrounds.
Education background	Positive	Encourages students from various educational backgrounds.	Provision of funded studentships, explicit encouragement to attract students from more diverse career paths and ability to provide enhanced stipends, all have the potential to attract students from more diverse education backgrounds.
Parent or guardian responsibilities	Negative	Participation in the funding opportunity may be negatively affected, if potential applicants or panel members are unavailable at key assessment stages. Access to events and panels for panel members and applicants could have a	Timeline provided of all key milestones (with interview dates to be provided ASAP), allowing early engagement with UKRI on specific mitigations. UKRI will do its best to accommodate adjustments. UKRI has taken into consideration the funding opportunity opening and closing dates, panels and interviews to provide additional

		negative impact on participation.	time where these unavoidably cross school holidays. The opening period has been extended beyond the standard 8 weeks to mitigate being open over school holidays Panel meetings and interviews will be held virtually, to reduce the barriers associated with in-person meetings. Equality, Diversity and Inclusion (EDI) requirements have been embedded in the opportunity. It will be a requirement for all funded proposals to develop an EDI plan. This will ensure that university led activities such as recruitment, flexible working and other activities promote equality and inclusive participation. UKRI offers support available for people with caring responsibilities. Additional care requirements or facilities could be required if individuals need to: • Participate in events on what would normally be a non-working day. • Work extended hours on a normal working day. • Attend meetings with overnight stays and/or travel overseas. It is an individual's responsibility to check with UKRI and confirm what costs can be reimbursed prior to attendance at a panel or interview.
Carer responsibilities	Negative	As above	As above

Political opinion (Northern Ireland only)	None		
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.

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

A number of potential risks have been identified and actively considered as part of the funding opportunity design and internal management processes for delivery. These risks have been mitigated as far as possible. Further risks could emerge once the award is active. We will actively monitor the ED&I aspects via the mechanisms described in the funding opportunity to minimise the likelihood that university processes are discriminatory.

UK Research and Innovation

Review and sign off

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

This EIA will be monitored throughout the funding opportunity assessment process to ensure mitigations already identified are resulting in the required impact. This monitoring will also enable identification of any impacts not currently identified and allow for additional mitigations to be applied.

Once funded, a monitoring and evaluation framework will be in place to monitor the award throughout its lifetime. Each award will have a UKRI project officer who will attend steering committee meetings and provide support.

What is the EIA review date?

October 2027

Contact

Greg Smith, Senior Portfolio Manager, gregory.smith@epsrc.ukri.org

Will the EIA be published?

Yes

Who has this been signed off by?

John Baird,

18th September 2026

Head of the Resilience and Security Theme

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

UK Research and Innovation

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
Greg Smith	01/09/2026	1	Initially completed
		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?