



EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	New Investigator Award
2. Summary of aims and objectives of the policy/funding activity/event	To process and assess grants for New Investigator Award funding
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	BIT, portfolio managers and others through XBIRT, panel members through panel feedback questionnaires.
4. Who is affected by the policy/funding activity/event?	Applicants, reviewers, panel members
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Feedback is sought from those involved in the process and policies are considered in light of feedback received.

As a funder of research, EPSRC remains committed to attracting the best potential researchers from a diverse population into research careers. The Research Councils have together developed the ambitious [RCUK Equality, Diversity and Inclusion Action Plan](#) to outline our collective aspirations for working with the research community, and partners throughout the sector. For policy changes, funding activities and events EPSRC will aim to:

- Select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation. This includes for applicants, reviewers, panel members and staff. Included in the interview invitation letter is a request for any access issues to be notified.
- All participants in the process are asked to inform staff if they have any additional needs to enable attendance or participation.
- Offer support for people with caring responsibilities, further details are available [here](#).
- Clearly communicate the timeline and key milestones for funding activities, 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 minimize 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 EPSRC staff with tailored unconscious bias training for Peer Review processes and clear guidance for assessors.
- Handle personal sensitive information in compliance with General Data Protection Regulation 2018.

Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	No known negative impact		
Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and maternity	No known negative impact		
Race	No known negative impact		
Religion or belief	Potential negative		Ensure religious observances are considered when meeting dates are chosen, and where possible that there is a prayer room available. Virtual meetings will also be offered where required.
Sexual orientation	No known negative impact		
Sex (gender)	No known negative impact		
Age	No known negative impact		
Additional aspects (not covered by a protected characteristic)	Caring responsibilities	May impact attendance to panels	Panel dates are published in advance and costs for carrying responsibilities beyond normal carrying responsibilities can be covered by EPSRC.

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Very unlikely	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .	y	This funding call adheres to the principles set out in the EIA and those identified as having potential impacts. Adjustments can be made to take into account of the potential negative impact on protected characteristics with special religions. Virtual meetings will also be offered where required.
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	y
<b>Date completed:</b>	18/06/2020
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
George Adams	When published	1	