# UK Research and Innovation

# Equality Impact Assessment Form

\*See guidance document for detailed support.

\* Delete the guidance text in the response column when completing your EIA.

## Overview of activity

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|  | **Response** |
| Name of activity being assessed | Advanced materials – working with centres |
| Council/department/project team | EPSRC |
| Aims and objectives of the activity | A funding opportunity to:   * Support research grants (resource intensive), that build connectivity within the AM community. * Provide an opportunity for the materials community to build their existing research and to capitalise on the substantial wider investments made in their field. * Allow them to build links or collaborations with other key researchers, key actors or infrastructure. * Enable researchers to capitalise on existing investments to further their research or help translate their work. * Support and nurture our future skills base (focus on Early-Mid stage careers). * Building the EPSRC AM community’s ability to deliver against key priorities identified by both EPSRC and UKRI.   For this funding opportunity, we will consider equality as part of advertising, application process, external review, building a panel and hosting panel meetings. |
| Who is affected by your policy/funding activity/event? | This funding opportunity is for early to mid-career researchers who are looking to further develop their research profile by connecting with more established research programmes in advanced materials. The definition of early and mid-career is broad and can span from those recently appointed to their first permanent academic position to those who hold a modest portfolio of grants and are looking to expand their network.  Affected: applicants, panel members, EPSRC staff. |
| What data and consultation have you undertaken? | Consultation that was done related to the equality impact of this activity:   * Previous consultations, outcomes or lessons learned from similar projects * Previous EIAs within UKRI * Developed with guidance from EPSRC’s business improvement team. |

## Analysing your impact

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| Are there **general or overarching impacts on multiple groups**? What actions will you take to increase positive impact, or reduce/mitigate negative impact? | This funding opportunity has a focus on research collaborations. Research collaborations often require travel, this may discourage individuals with additional requirements relating to physical or mental impairments, those who are pregnant or on parental leave or those who have caring responsibilities. To address this, we encourage applications to explore options to build and maintain collaborations in a way that reduces the need to travel. Associated costs are eligible. |

## Protected characteristics

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Protected characteristic** | **Positive impact or opportunity to benefit** | **Negative impact** | **Please explain the impact or why there is no impact including details of any evidence/data used** | **Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible). Detail how you plan to measure the relevant outcomes and outputs of your activity.** |
| **Leave blank if there is no impact or unknown** | |
| Age |  |  | This opportunity is aimed at early to mid-career researchers. There may be the perception of age associated with these statuses. | When assessing eligibility, we will not consider years post-PhD or job title as a marker of career progression, for eligibility we will consider overall funding history and portfolio. We recognise alternative career paths and value the diversity of career experiences. |
| Disability |  |  | Aside from the above, disability may affect an applicant's ability to apply or conduct research.  Disability may affect a panel members ability to attend an in-person meeting. | Any reasonable adjustments for specific requirements will be made.    Document will be produced in line with EPSRC formatting guidelines.  The panel meeting will be held online or with at least a hybrid option. |
| Gender reassignment (Trans identity) |  |  | No impact identified. |  |
| Marriage or civil partnership |  |  | No impact identified. |  |
| Pregnancy and maternity |  |  | Detailed in the section above. | Detailed in the section above. |
| Race |  |  | No impact identified. |  |
| Religion or belief |  |  | Depends on individual circumstances. Participation could be affected by coincidence with religious holidays. | EPSRC endeavours to select dates that a cognisant of major holidays (e.g., panel dates will try to avoid being held during religious holidays.) |
| Sexual orientation |  |  | No impact identified. |  |
| Sex |  |  | No impact identified. | Gender neutral language will be used throughout and will be encouraged at panel meetings.  Efforts will be made to select gender diverse panellists. |

## Additional characteristics

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Additional characteristics** | **Positive impact or opportunity to benefit** | **Negative impact** | **Please explain the impact including details of any evidence/data used** | **Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible).** |
| **Leave blank if there is no impact or unknown** | |
| Geographical location and place (consider UK and international offices) |  |  | No impact identified. | No impact identified. |
| Socio-economic status |  |  | No impact identified. | No impact identified. |
| Education background |  |  | No impact identified. | No impact identified. |
| Parent/guardian responsibilities |  |  | Detailed in section above. | Detailed in section above. |
| Carer/parent carer responsibilities |  |  | Detailed in section above. | Detailed in section above. |
| Political opinion (Northern Ireland only) |  |  | No impact identified. | No impact identified. |
| Other characteristics |  |  | None identified. | None identified. |

## Evaluation

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| --- | --- | --- |
| **Final Decision:** | **Select the relevant box** | **Include any explanation / justification required** |
| 1. No negative or positive impact identified; therefore, activity will **proceed**. |  |  |
| 1. **Adapt or change** the activity in a way which you think will eliminate negative impact or promote equality. |  | The activity has been adapted following the actions described in the previous section. We will ensure active consideration of ED&I aspects throughout the activity and will review this EIA accordingly. |
| 1. **Stop** the activity because the evidence shows bias or negative impact towards one or more groups. |  |  |
| 1. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the activity (e.g. in **extreme cases** or where **positive action** is taken). Therefore, you are going to **proceed with caution** with this activity knowing that it may favour some people less than others, providing justification for this decision. |  |  |

## Review and sign off

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| --- | --- |
| **What are the arrangements for monitoring and reviewing the impact of your activity?** | * Regular reviews of the EIA and action plan. * Review the EIA as part a lessons learned activity. |
| **Next review date:** | *Date of opportunity closure.* |

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| --- | --- |
| **Will this EIA be published? \* Yes/Not required** | Yes |
| **Point of contact** | EPSRC Advanced Materials |
| **Signed off by (name and date):** | Ellen Guest 02/04/2024 |
| **Before publishing or archiving your EIA, please remove any sensitive or confidential information such as personal identifiable data.**  **Once your EIA is completed or updated:**   1. **Email it to your** [**council**](https://ukri.sharepoint.com/sites/thesource/SitePages/EDI-across-UKRI.aspx) **EDI team and** 2. **Upload it to the UKRI central repository via [the EIA submission form](https://forms.office.com/Pages/ResponsePage.aspx?id=juC3i6TajkqSfvyjjbBLfuzmJllr2UxPiagnQdB9dGBUMzFPRDY0RUJIRlpCRkwzN01WMTJWM1BKRCQlQCN0PWcu)**   **EIAs for ODA and non-ODA ISPF programmes should be emailed to: ISPF@ukri.org** | |

## Change log

| **Name** | **Date** | **Version** | **Change** |
| --- | --- | --- | --- |
| Ellen Guest | 02/04/2024 | 1 | Based on consulation with previous UKRI EIAs for similar activities. Prior to opportunity opening. |

## Action plan

Use the table below to define the actions you intend to take (or have taken) to address the indications of negative impact you have identified or to promote equality. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Action** | **Deadline** | **Owner** | **How will it be monitored?** | **What is/will be the impact/outcome?** |
| e.g. Update application form to include questions on additional support and reasonable adjustments | December 2023 | Applications manager | Updated form published and submissions reflect individual needs | Individual needs can be addressed.  Inform inclusive design of the activity |
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