

**UK Research and Innovation  
Equality Impact Assessment Form**

## Overview of activity

	Response
Name of activity being assessed	Sandpit: moving respiratory health diagnosis into the 21st century
Council/department/project team	EPSRC Healthcare Technologies Team
Aims and objectives of the activity	<p>Call for Participants for a Sandpit on developing new ways to monitor and diagnose respiratory health, followed by funding of projects.</p> <p>The Sandpit will be held over five days, with a virtual introduction and the rest being in-person</p> <p>The broad aims of the sandpit are to generate research proposals which can:</p> <ul style="list-style-type: none"> <li>▪ bring together EPS scientists, respiratory health scientists, clinicians, social scientists, data scientists, policymakers and industry</li> <li>▪ have been co-designed and developed with end-users</li> <li>▪ contain genuinely novel and speculative EPS research that can monitor lung health and diagnose disease using non-standard methods</li> <li>▪ can allow for testing and de-risking novel ideas in this space</li> <li>▪ can be led by researchers who have not worked in this sector before</li> <li>▪ address key research challenges that are identified and described at the sandpit</li> <li>▪ form new long-term collaborations between researchers, innovators and government users of research (stakeholders) in diverse research areas</li> </ul>
Who is affected by your policy/funding activity/event?	<p>UK HEIs;</p> <ul style="list-style-type: none"> <li>o Admin Staff</li> <li>o Academics (engineering, physical sciences, mathematical and computer sciences, social sciences, life sciences, medical sciences, sport sciences) as sandpit participants or mentors.</li> </ul> <p>EPSRC staff</p> <p>Contracted facilitators</p>
What data and consultation have you used?	<p>Consultation has taken place within EPSRC discussing the remit of the sandpit with activity partners A+LUK.</p> <p>Academics and industrialists have been approached for input via various EPSRC Strategic Advisory Teams and utilising portfolio manager knowledge and suggestions of relevant community members. Further input has been and will continue to be sought through the Sandpit director and mentors.</p>

## Analysing your impact

In addition to data gathering and consultation, the guidance materials should be used to assist in identifying impacts on different groups.

## 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	<input type="checkbox"/>	<input type="checkbox"/>	The opportunity is open to applicants from all career stages.	We will include wording in the funding opportunity to encourage applications from diverse backgrounds. Guidance will be provided to assessors to eliminate unconscious bias.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	People with visual disabilities may find it difficult to access and view the online materials. People with physical disabilities may find it difficult to attend in person, especially if poor transport links.	The virtual element of the sandpit will contain appropriate breaks. We will ensure that it is possible to print any online documents and they are in a form that text can be enlarged, and any information displayed by screen sharing can be zoomed as needed. For the in-person days, EPSRC will select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation

				e.g. surnames for presentations. We have welcomed applications and enquiries from individuals with additional needs for whom specific provisions may need to be made.
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input type="checkbox"/>		For the in-person days, EPSRC will select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation e.g. gender neutral toilets
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>		
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Participation in the sandpit may be negatively affected, if potential applicants or peer reviewers are unavailable at key stages. Inability to attend due to childcare commitments may affect who can participate. Dietary restrictions related to pregnancy	Full timeline provided of all key milestones, allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments. EPSRC offers support available for people with caring responsibilities. Individuals should get in contact with EPSRC if they have any queries. Sandpits are intense with a high cognitive load. Sufficient rest time will be allocated to the sandpit agenda, and any specific requirements for rest can be taken into consideration by EPSRC.
Race	<input type="checkbox"/>	<input type="checkbox"/>	.	We will include wording in the funding opportunity to encourage applications from diverse backgrounds. Guidance will be provided to assessors to eliminate unconscious bias
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Participation in the opportunity may be affected, if potential applicants or peer reviewers are unavailable at key assessment	EPSRC will ensure that religious observances are taken into account during the event. A full timeline will be provided of all key milestones, allowing early

			stages (Activities could coincide with religious holidays, for example)	engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>		
Sex	<input type="checkbox"/>	<input type="checkbox"/>		We will include wording in the funding opportunity to encourage applications from those from diverse backgrounds. In line with EPSRC policy we will aim for a 30% representation of the underrepresented gender for the panel members (mentors) at the sandpit.

### 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)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Sandpit will be in a physical location, requiring travel.	When selecting the venue, transport links will be a key consideration, aiming for a range of transport options to be available to cater to different needs
Socio-economic status	<input type="checkbox"/>	<input type="checkbox"/>		
Education background	<input type="checkbox"/>	<input type="checkbox"/>		
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Sandpit participation will include a 4-day residential period.	EPSRC offers support available for people with caring responsibilities. Individuals

				should get in contact with EPSRC if they have any queries
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Sandpit participation will include a 4-day residential period.	EPSRC offers support available for people with caring responsibilities. Individuals should get in contact with EPSRC if they have any queries
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>		
Other characteristics	<input type="checkbox"/>	<input type="checkbox"/>		

<p>Are there <b>general or overarching impacts on multiple groups</b>? What actions will you take to increase positive impact, or reduce/mitigate negative impact?</p>	
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## Evaluation

Final Decision:	Select the relevant box	Include any explanation / justification required
1. No negative or positive impact identified; therefore, activity will <b>proceed</b> .	<input type="checkbox"/>	
2. <b>Adapt or change</b> the activity in a way which you think will eliminate negative impact or promote equality.	<input checked="" type="checkbox"/>	Mitigating actions have been identified to promote inclusion, and will be implemented throughout the process as identified in the table above.
3. <b>Stop</b> the activity because the evidence shows bias or negative impact towards one or more groups.	<input type="checkbox"/>	
4. 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 <b>extreme cases</b> or where <b>positive action</b> is taken). Therefore, you are going to <b>proceed with caution</b> with this activity knowing that it may favour some people less than others, providing justification for this decision.	<input type="checkbox"/>	

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## Review and sign off

<b>What are the arrangements for monitoring and reviewing the impact of your activity?</b>	Review EIA: <ul style="list-style-type: none"> <li>• Before participant selection panel</li> <li>• Before in-person event</li> <li>• Evaluate after event and funding decisions have been completed</li> </ul>
<b>Next review date:</b>	

<b>Will this EIA be published? * Yes/Not required</b>	Yes
<b>Point of contact</b>	Andrew Eustace
<b>Signed off by (name and date):</b>	Andrew Eustace, 20 <sup>th</sup> January

## Change log

Name	Date	Version	Change
Andrew Eustace	20/01/2025	1	Completion of EIA Assessment for Activity



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## 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?
Timetable of key dates made available to applicants and panel members as far in advance as possible.  Religious observances will be taken into account when meeting dates are chosen.	January 2025	Staff involved in delivering this funding opportunity.	Key dates will be identified when call is published	Applicants have as much time as possible to prepare applications.
Unconscious bias training to be delivered to panel members. EPSRC members of staff will monitor all meetings and highlight instances of bias in conversations.	April 2025	Staff involved in delivering this funding opportunity.	Unconscious bias training within panel briefing.  EPSRC staff presence at meetings.	Preventing unconscious bias as much as possible in panel discussion.