# UK Research and Innovation

# Equality Impact Assessment Form

## Overview of activity

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|  | **Response** |
| Name of activity being assessed | Access to High Performance Computing facilities – spring 2025 |
| Council/department/project team | EPSRC, Research Infrastructure |
| Aims and objectives of the activity | This opportunity provides an open and flexible route to computational support for high quality projects across the entire UK Research and Innovation (UKRI) remit. This opportunity is a successor to the ARCHER RAP, Pioneers and Tier-2 Open access opportunities.  The aspects covered by the EIA include the:   * application process * expert review process |
| Who is affected by your policy/funding activity/event? | * Computational researchers in UKRI remit * EPSRC’s HPC services * Expert review members |
| What data and consultation have you used? | * Diversity monitoring data will be collected regarding applications and awards * Computational researchers have routes for raising concerns with both the services and EPSRC directly * EPSRC’s HPC services have been consulted regarding changes in process |

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

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| --- | --- | --- | --- | --- |
| **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 |  |  | No additional identified impacts.  This opportunity is open to all career stages. | EPSRC will endeavour to have representation from across career stages in the reviewing process |
| Disability |  |  | No additional identified impacts. | More information on disability and accessibility support for UKRI applicants and grant holders can be [found here.](https://www.ukri.org/apply-for-funding/how-to-apply/disability-and-accessibility-support-for-ukri-applicants-and-grant-holders/) |
| Gender reassignment (Trans identity) |  |  | No additional identified impacts.  Gender neutral language is used in communications | Applicants are not asked to disclose whether they have undergone gender reassignment. |
| Marriage or civil partnership |  |  | No additional identified impacts.  This information is only used for assessing potential conflicts of interest |  |
| Pregnancy and maternity |  |  | Potentially negative  Participation in the application process may be negatively affected if potential applicants or expert reviewers are unavailable at key assessment stages. |  |
| Race |  |  | No additional identified impacts |  |
| Religion or belief |  |  | Participation could be affected by religious holidays. | The dates of major holidays have been considered in the opportunity planning. |
| Sexual orientation |  |  | No additional identified impacts. |  |
| Sex |  |  | No additional identified impacts. | Gender neutral language is used in communications. |

## Additional characteristics

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| --- | --- | --- | --- | --- |
| **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 additional identified impacts. |  |
| Socio-economic status |  |  | No additional identified impacts. |  |
| Education background |  |  | No additional identified impacts. |  |
| Parent/guardian responsibilities |  |  | Potentially negative  Participation in the application process may be negatively affected if potential applicants or expert reviewers are unavailable at key assessment stages. |  |
| Carer/parent carer responsibilities |  |  | Potentially negative  Participation in the application process may be negatively affected if potential applicants or expert reviewers are unavailable at key assessment stages. |  |
| Political opinion (Northern Ireland only) |  |  | No additional identified impacts. |  |
| Other characteristics |  |  | No additional identified impacts. |  |

## 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. |  |  |
| 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. |  | Potential negative impacts have been identified. Reasonable adjustment will be made to minimise the negative impacts. The potential risks have been mitigated as far as possible. |

## Review and sign off

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| **What are the arrangements for monitoring and reviewing the impact of your activity?** | The following arrangements will enable the monitoring and reviewing of the impact of this activity:   * regular review of the EIA * continued consultation with the EPSRC HPC services |
| **Next review date:** | N/A |

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| --- | --- |
| **Will this EIA be published? \* Yes/Not required** | Yes |
| **Point of contact** | Christian Oganbule  Richard Bailey |
| **Signed off by (name and date):** | Neil Robinson, Joint Head of Research Infrastructure, EPSRC  06 March 2025 |
| **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. **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** |
| --- | --- | --- | --- |
| Christian Oganbule | 05/03/2025 | 0.1 | First draft of EIA |
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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).

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| --- | --- | --- | --- | --- |
| **Action** | **Deadline** | **Owner** | **How will it be monitored?** | **What is/will be the impact/outcome?** |
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