

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	ISCF Transforming Foundation Industries Research and Innovation Hub Call
2. Summary of aims and objectives of the policy/funding activity/event	<p>The Transforming Foundation Industries ISCF Challenge will be investing up to £4.7m in a Research and Innovation Hub which will be delivered by EPSRC on behalf of UKRI. The aim of this Challenge is to enable the foundation industries (made of six separate sectors: metal, glass, ceramics, paper, cement and chemicals) to work together to address their common challenges of competitiveness and sustainability. The Research and Innovation Hub call is a cross-Council opportunity that aims to fund a new cross-sector and multi-disciplinary research centre for the 'ISCF Transforming Foundation Industries' programme that will work to accelerate the development and adoption of new technologies and business models within the Foundation Industries.</p>
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<p>The call was developed following a community workshop held in June 2019, and in consultation with the ISCF Challenge team and EPSRC Business Improvement.</p>
4. Who is affected by the policy/funding activity/event?	<p>There are no additional eligibility criteria outside of that stipulated by UKRI and applicants are welcome from all career stages. There will be significant interaction with industry and the wider innovation landscape. Support staff will also be employed on the grant.</p>
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>Research outcomes will be collected through Researchfish. An EPSRC Portfolio Manager will be a member of the Hub advisory board. There will be additional monitoring and evaluation conditions as required by the ISCF Transforming Foundation Industries Programme. The assessment process is designed to ensure unconscious bias is minimised and managed.</p>

As a funder of research, EPSRC remain committed to attracting the best potential researchers from a diverse population into research careers. The Research Councils have together developed the ambitious 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.
- Offer support available for people with caring responsibilities, further details are available [here](#)
- Clearly communicate the timeline and key milestones for funding activities
- Ensure attendees have an opportunity to raise any specific requirements in advance e.g. cover letter and joining instructions
- Support for flexible working of stakeholders
- Ensure diversity of peer review assessment and interview panels
- Unconscious Bias training for EPSRC staff 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	Potential negative impact		<p>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.</p> <p>All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support.</p> <p>EPSRC will offer support for people with caring responsibilities, further details are available here</p> <p>A pre call announcement has been published on the website to maximise the amount of time the applicants have to build the Hub application.</p>

			Briefing and networking events will be held virtually to allow maximum participation. The briefing will be recorded to enable wider dissemination of information.
Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and maternity	Potential negative impact		<p>EPSRC will select venues that are accessible and where possible accommodate any specific requirements in our planning and organisation of an initiative to support wider participation.</p> <p>All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support.</p> <p>EPSRC will offer support for people with caring responsibilities, further details are available here</p> <p>A pre-call announcement has been published on the website to maximise the amount of time the applicants have to build the Hub application.</p> <p>Briefing and networking events will be held virtually to allow</p>

			maximum participation. The briefing will be recorded to enable wider dissemination of information.
Race	No known negative impact		
Religion or belief	Potential negative impact		<p>EPSRC will select venues that are accessible and where possible accommodate any specific requirements in our planning and organisation of an initiative to support wider participation.</p> <p>All interviewees and panel members will be asked to highlight any personal circumstances that will need additional support or specific adjustment to meeting times.</p>
Sexual orientation	No known negative impact		
Sex (gender)	Potential negative impact		Ensure diversity of peer review assessment and interview panels. Staff will adhere to a mixed panel policy.
Age	No known negative impact		
Additional aspects (not covered by a protected characteristic)	Potential negative impact		The outline stage of the call will be open over the school summer holiday which may impact those with caring responsibilities. A pre-call announcement has been published on the website to maximise the amount of time the applicants have to build the Hub application

Evaluation:

Question	Explanation / justification	
Is it possible the new/proposed change in policy, funding activity or event could discriminate against or unfairly disadvantage people?	We have identified potential risks which have been mitigated as far as possible. There has been no evidence found to show that this call would discriminate or unfairly disadvantage people.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .		
2. You can decide to stop the policy or practice at some point because the data shows bias towards/against one or more groups.		
3. You can adapt or change the policy in a way which you think will eliminate the bias.	x	Possible risks and biases associated with the call have been identified and activities adapted accordingly. ED&I aspects will be considered throughout the process and lifetime of the grant, and this EIA will be reviewed accordingly.
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 proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
Date completed:	<i>23/06/2020</i>
Review date (if applicable):	01/04/2021

Change log

Name	Date	Version	Change
Rosanna Greenop	<i>23/06/2020</i>	1	First Draft
Claire Spooner	<i>24/06/2020</i>	2	Signed off by Theme Lead