

EPSRC - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Adventurous Manufacturing Round 1 – Follow-on Call
2. Summary of aims and objectives of the policy/funding activity/event	To develop some of the research funded by Adventurous Manufacturing Round 1, the aim of which was to fund highly adventurous manufacturing research.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<ul style="list-style-type: none"> • Manufacturing the Future Theme • Business Improvement Team • 12 Principal Investigators from Adventurous Manufacturing Round 1. The beginning of the call was delayed to give the community time to deal with the impacts of the COVID-19 pandemic.
4. Who is affected by the policy/funding activity/event?	<ul style="list-style-type: none"> • Grantholders and research teams funded by Adventurous Manufacturing Round 1 • Research office institutions/staff • External reviewers and panel members
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Outcomes will be submitted through ResearchFish; these could be used for an impact study if appropriate. The EIA will be monitored throughout the activity to ensure that it is being followed and remains fit for purpose. The result of this call will be reviewed within the team and the SAT.

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 [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.
- 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
- Abide by the Principles of peer review
- Unconscious Bias training for EPSRC staff and clear guidance for assessors
- Handle personal sensitive information in compliance with General Data Protection Regulation 2018

		with caring responsibilities or pregnancy.	<p>Panels are likely to be virtual. If not fully virtual, the option to attend virtually will be available. Accessibility will be considered when choosing physical venue.</p> <p>We reserve the right to change the timetable of the meeting to take into account individual circumstances and allow additional time for breaks and technical issues.</p> <p>EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and applicants will be made aware of these.</p> <p>The timetable for awarding this funding is constrained by the need to ensure follow-on funding is available in a timely way for the majority of projects. It is intended to run a second Follow-On call for Adventurous Manufacturing Round 2; we are considering allowing any applicants unable to apply for this (Round 1) call to apply for subsequent rounds. If this is not possible they will be encouraged to apply via responsive mode.</p>
Race	It is not expected that this policy will have any particular impact.		Panellists will be made aware of actions to take to minimise the effect of unconscious biases, in line with standard EPSRC policies.
Religion or belief	Potential negative	Participation in panels could be affected by the dates of religious holidays. –	Date of panel will be chosen to avoid religious holidays where possible.

			https://www.timeanddate.com/holidays/uk/2020 Call will be left open long enough that completion of proposals does not conflict with any religious holidays.
Sexual orientation	It is not expected that this policy will have any particular impact.		Standard EPSRC policies will be followed.
Sex (gender)	It is not expected that this policy will have any particular impact.		Existing EPSRC policies regarding diversity of panel members and assessment of proposals will be followed. Panellists will be made aware of actions to take to minimise the effect of unconscious biases, in line with standard EPSRC policies. Gender neutral language will be used throughout and will be encouraged at panel meetings.
Age	It is not expected that this policy will have any particular impact.		Efforts will be made to make panellists aware of unconscious biases, in line with standard EPSRC policies.
Additional aspects (not covered by a protected characteristic)	Inability of panel members to attend due to caring responsibilities – potentially negative Ability of applicants to apply is reduced due to caring responsibilities – potentially negative	Applicants and panel members may have reduced availability due to COVID-19 pandemic if schools remain closed or they have to care for a vulnerable person.	Timetable of key dates will be made available to applicants and panellists as far in advance as possible. Date of panel will be chosen with the dates of school holidays taken into account. We reserve the right to change the timetable of the meeting to take into account individual circumstances and allow additional time for breaks and technical issues.

			EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and applicants will be made aware of these.
	Zoom Panel Meetings – Potentially Negative effect on ability of panels to uphold principles of peer review	<p>Panellists may experience higher cognitive load than at an in-person panel. This could increase the likelihood of unconscious bias.</p> <p>Panellists may find it difficult to engage with panel process due to unfamiliarity with the technology.</p>	<p>Guidance will be provided to panellists – best practice and tools that can be used such as the hand raising and mute functions.</p> <p>‘Test runs’ will be offered to those who have not used Zoom before. Contingency plans will be put in place if Zoom cannot be used.</p> <p>Extra time will be allowed for panel to assist with ‘short term’ technical difficulties.</p> <p>Learning from virtual panels held prior to this will be incorporated to improve the process.</p>

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	This funding activity should not discriminate or unfairly advantage people provided standard EPSRC policies are followed and deadlines and panel dates are made available sufficiently far in advance.	
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 one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias	√	EPSRC policies regarding panel assessments will be followed.
4. Barriers and impact identified, however having considered all		

<p>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.</p>		
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<p>Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:</p>	yes
<p>Date completed:</p>	28/1/21
<p>Review date (if applicable):</p>	

Change log

Name	Date	Version	Change
Stephen Gilligan	28/1/2020	1	Version on publication.