

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Joint EPSRC, AHRC, ESRC and NIHR workshop on Housing and Social Care
2. Summary of aims and objectives of the policy/funding activity/event	To encourage interaction of a wide range of stakeholders and partners with expertise and a direct interest in this area to discuss issues relating to research on housing and social care. To identify research challenges and opportunities for follow-up activity that will grow the capacity and capability of research in this area, identifying specific short, medium and long term actions for how multidisciplinary teams can work together to deliver improved outcomes for those who use, plan and commission housing and social care services.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	Consultation with AHRC and ESRC, EPSRC Strategic Advisory Teams, Healthcare Technologies Team, NIHR
4. Who is affected by the policy/funding activity/event?	UK HEIs; Academics UKRI staff NIHR Policy makers Social care workers
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	This event will be held virtually so this should mean it is accessible for a wide range of people to attend. We will also encourage people from a diversity of backgrounds to attend the event. Outputs will be used to inform and develop future strategic interventions by EPSRC and NIHR in the area.

As a funder of research, EPSRC remains 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. 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, further details are available [here](#).
- 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 endeavor 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 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	Access to events for applicants could have a negative impact on participation.	Dependent on individual circumstances	Due to the COVID-19 pandemic this event will be held in a virtual environment. Confirmed details will be made available as soon as possible.
Gender reassignment	No known negative impacts		
Marriage or civil partnership	No known negative impacts		
Pregnancy and maternity	Participation in the workshop may be negatively affected, if potential attendees are unavailable to attend the event. Access to the event for applicants could have a negative impact on participation.	Dependent on individual circumstances	We will ensure that we invite people as soon as possible to ensure that people have time to attend the event. This event will be held virtually so this should mean it is accessible for a wide range of people to attend.

			<p>We will also encourage people from a diversity of backgrounds to attend the event.</p> <p>Confirmed details will be made available as soon as possible.</p>
Race	There may be a potentially negative impact due to the selection of attendees.	There may be a negative impact due to the selection of participants	The diversity of the group will be actively considered in the selection process.
Religion or belief	Participation may be affected, if potential attendees are unavailable at times. (the workshop could coincide with religious holidays, for example).		Dates will be provided as soon as possible allowing early engagement with EPSRC on specific mitigations. EPSRC will do its best to accommodate adjustments.
Sexual orientation	No known negative impacts		
Sex (gender)	There may be a negative impact due to the selection of participants	There may be a negative due to the selection participants	The diversity of the group will be actively considered in the selection process.
Age	There may be a negative impact due to the selection of attendees.	It is important that the event is undertaken by a diverse community.	The diversity of the group will be actively considered in the selection process.
Additional aspects (not covered by a protected characteristic)	People with caring responsibilities	Dependent on individual circumstances	EPSRC offers support available for people with caring responsibilities. Individuals should get in contact with EPSRC if they have any queries.

			<p>We will try to ensure that the event is held outside of the school holidays, and will try to avoid Mondays or Fridays.</p> <p>Virtual events are intense with a high cognitive load. Sufficient rest time will be allocated to the agenda, and any specific requirements for rest can be taken into consideration by EPSRC.</p>
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Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	A number of risks have been identified and actively considered as part of the event design. These risks have been mitigated as far as possible.	
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	x	Active consideration of diversity will take place during the selection process but will be limited by the applicant pool itself.
3. You can adapt or change the policy in a way which you think will eliminate the bias		
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:	18/03/2021
Review date (if applicable):	

Change log

Name	Date	Version	Change
Matthew Weaver	When published	1	