

EPSRC - Equality Impact Assessment

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>Hydrogen Research Coordinators Call</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<p>The objective is to fund 2 Hydrogen coordinators with a total RC contribution of up to £700,000 (80% fEC), with the RC contribution to each coordinators not exceeding £350,000. The call is focused on supporting two coordinators for 6 months, the successful coordinators may be invited subject to securing further funding, as principal investigators, to develop a consortium for two distinct Centres for hydrogen and alternative liquid fuels.</p>
<p>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</p>	<p>As part of the development of this initiative, EPSRC has consulted with academic, industrial, government and cross-UKRI stakeholders throughout the development of the concept. These have included the Hydrogen and Fuel Cells Supergen Hub and other key investments in the area.</p> <p>EPSRC has also sought to join up this initiative with other investments and planned activity in the area through this dialogue.</p> <p>EPSRC have also taken the concept to EPSRC Council (2019) and EPSRC Executive Board (2021).</p>
<p>4. Who is affected by the policy/funding activity/event?</p>	<p>Individuals eligible to apply for EPSRC funding are scientific professionals who may be employed using funding awarded as a result of this call. It is expected that applicants to this call may comprise both existing members of the Hydrogen research community and/or individuals working in other Engineering and Physical Sciences disciplines.</p>
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>The call will be open to all, and applications will be welcome from any eligible UK-based research team.</p> <p>The assessment process has been designed to ensure unconscious bias is minimised and managed.</p> <p>All panel members will receive an unconscious bias briefing.</p> <p>The activity will be monitored by the Energy and Decarbonisation Theme in EPSRC.</p>

	<p>The impact of the call will be monitored and reviewed with a mid-term development panel and at the conclusion of the coordinators activity at the 6 months stage.</p> <p>Researchfish and other outputs could also be used for an impact study if appropriate.</p>
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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

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	Potentially negative	An applicant's disability may impact their ability to perform at or attend interview	All applicants invited to interview will be asked to inform EPSRC if they have specific requirements and reasonable adjustments will be made (e.g. additional time)
	Potentially positive	There is potential and proven ability to hold interviews in a virtual setting if necessary.	Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at assessment meetings and during interviews acts as an additional assurance to help

			ensure unbiased assessment.
Gender reassignment	Potentially negative	<p>Unconscious bias on the part of panel members may disadvantage individuals who have undergone gender reassignment or whose gender identity differs from their sex assigned at birth, if an applicant's possession of such protected characteristics is known to the panel.</p> <p>Interview locations may not have gender neutral facilities available.</p>	<p>Applicants are not asked to disclose whether they have undergone gender reassignment. Anonymity is not practical at interview, but standard EPSRC policies will be followed at all stages of the process.</p> <p>Where possible, EPSRC will select venues with gender neutral facilities but this cannot be guaranteed.</p>
Marriage or civil partnership	None identified.		<p>Applicants are not asked to disclose their marital status. Standard EPSRC policies will be followed.</p>
Pregnancy and maternity	Potentially negative	<p>A researcher on parental leave during the open call maybe unable to apply.</p>	<p>All applicants invited to interview will be asked to inform EPSRC if they have specific requirements and reasonable adjustments will be made (e.g. additional time)</p> <p>Timetable of key dates will be made available to applicants and panellists in advance as early possible.</p> <p>EPSRC policies for offering support to those with caring responsibilities will be followed and panel members and</p>

		Unconscious bias on the part of panel members may disadvantage specific religious groups, if applicants' religious affiliation/ belief is known to the panel.	<p>Anonymity is not practical at interview, but standard EPSRC policies will be followed at all stages of the process.</p> <p>All panel members will be asked to highlight any personal circumstances that may affect their ability to participate and how this can be accommodated.</p>
Sexual orientation	Potentially negative	Unconscious bias on the part of panel members may disadvantage individuals of specific sexual orientations, if this is known to the panel.	<p>Applicants are not asked to disclose their sexual orientation. Anonymity is not practical at interview, but standard EPSRC policies will be followed at all stages of the process. Standard EPSRC policies will be followed.</p>
Sex (gender)	Potentially negative	Unconscious bias on the part of panel members may disadvantage applicants on the basis of gender.	<p>Anonymity is not practical at interview, but standard EPSRC policies will be followed at all stages of the process.</p> <p>In line with EPSRC policies, the assessment panel will be mixed gender.</p>
Age	Potentially negative	Unconscious bias on the part of panel members may disadvantage applicants from specific age groups.	<p>Anonymity is not practical at interview, but standard EPSRC policies will be followed at all stages of the process.</p> <p>Unconscious bias briefing will be given as part of the panel guidance and panel presentation. EPSRC presence at</p>

			assessment meetings and during interviews acts as an additional assurance to help ensure unbiased assessment.
Additional aspects (not covered by a protected characteristic)	None identified.		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	Potential negative impacts and barriers have been identified but all actions to address negative impacts have been highlighted above and all alternative options have been carefully considered	
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		
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.	X	<p>Barriers have been identified but all actions to address negative impact have been highlighted above and all alternative options have been carefully considered.</p> <p>Possible risks and bias associated with this activity have been identified and activities adapted accordingly. ED&I aspects will be considered throughout the activity and EPSRC will review this EIA accordingly. Reasonable adjustments will also be made wherever possible.</p>

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:	15/07/2021
Review date (if applicable):	

Change log

Name	Date	Version	Change
Amelia Hallas-Potts	When published	1	