**Equality Impact Assessment**

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| **Question** | **Response** |
| 1. **Name of policy/funding activity/event being assessed** | Physics of Life PDRA Pump prime call |
| 1. **Council/department/project team** | Physical Sciences theme at EPSRC – delegating this activity to network grant, PoLNet |
| 1. **Summary of aims and objectives of the policy/funding activity/event** | Awards should enable applicants to progress their careers and play a more leading role in shaping research. Applicants should describe how this award could help them develop their research and career.  Work should be aimed towards improving our understanding of living systems, through combining novel perspectives and expertise from physics and the life sciences (biological, biomedical or both).  All applicants will be offered the option of access mentoring with this call to support them in preparing their application. |
| 1. **What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders) Provide a brief summary of the consultation, methods and outcomes. Detailed Outcomes for each group can be detailed in under the protected characteristic table.* | PoLNet will deliver this call on behalf of UKRI and Wellcome  Planning team included representatives from PoL funders (EPSRC, MRC, BBSRC and Wellcome) including members of the leadership team at EPSRC.  Members of the research community (including leading members of two networks active in the area of physics of life research)  Members of the PoL external advisory board (who are PoL researchers)  Members of the EDI team at EPSRC. |
| 1. **Who is affected by the policy/funding activity/event?** | Researchers working at the interface of the physics and life sciences who are eligible to apply are affected by this funding activity.  Also researchers in this discipline who may mentor applicants for this call.  PoLNet staff  UKRI and Wellcome staff, UKRI and Wellcome |
| 1. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?** | PDRA call oversight committee will include members of UKRI staff  A survey of mentors and applicants will be run after the call is complete to understand its impacts on those involved. This will include questions on how accessible the call was and whether the mentoring made a difference to applicants. |

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| **Protected Characteristic Group** | **Is there a potential for positive or negative impact?** | **Please explain the impact including details of any evidence/data used** | **Action to address negative impact (e.g. adjustment to the policy)** |
| **Disability** | Potentially negative | Applicants with disabilities may find it harder to access mentoring meetings. | If mentoring were in person this might present access issues for applicants with a disability. The call will include an option of mentoring by virtual meetings which should mitigate this issue. |
| **Gender reassignment (Trans identity)** | None identified. | n/a | n/a |
| **Marriage or civil partnership** | None identified | n/a | n/a |
| **Pregnancy and maternity** | Potentially negative | The funding awards are personal awards to individuals. Individuals on parental and maternity leave may not have the opportunity to apply due to being on leave at the time of the call. | The call will be open for 5 months to provide the maximum possible window for applicants to apply.  The provision of access mentoring may also have particular benefit to those returning to work after a period of leave, and this part of the programme will be evaluated to understand if this is the case, and lessons shared with the community. |
| **Race** | Potentially positive  Potentially negative | Our Ethnicity and Race Inequity In Our Portfolio’ Report (<https://www.ukri.org/wp-content/uploads/2022/11/21112022-EPSRC-Ethnicity-and-Race-Inequity-In-Our-Portfolio_Nov-2022.pdf>) identifies that difficulties in making informal networks is a primary concern for ethnic minority post doctoral researchers (page19-20), so the provision of access mentoring in the scheme may improve networks.  Race bias may be perceived | The impact of access mentoring provision will be evaluated after this call and lessons shared with the community.  ‘Who can apply’ statement includes the following text  We encourage applications from across the UK and in particular those who come from under-represented groups within STEM subjects and may have had a career break prior to their current PDRA position. |
| **Religion or belief** | Potentially negative | Webinair could be planned for during a religious holiday, when attendees might not want to travel/go to an event | When planning dates, we have built in a relatively long period which should ensure that applicants observing religious holidays will not be impacted.  Care will be taken to avoid holding the Webinair on a religious holiday and the key presentation will be recorded so all applicants can view it at a convenient time.  A summary FAQ document will also be shared with applicants after the Webinair.  Who can apply statement includes the following text  We encourage applications from across the UK and in particular those who come from under-represented groups within STEM subjects and may have had a career break prior to their current PDRA position. |
| **Sexual orientation** | None identified | Not aware of any direct impact from the event | Standard University of York policies will be followed.  Who can apply statement includes the following text  We encourage applications from across the UK and in particular those who come from under-represented groups within STEM subjects and may have had a career break prior to their current PDRA position. |
| **Sex (gender)** | Potentially positive | Access mentoring may address difficulties experienced by female PDRAs in making informal networks. | The impact of access mentoring provision will be evaluated after this call and lessons shared with the community.  Formal documentation will be kept gender neutral to ensure inclusivity and standard University of York policies will be followed.  Who can apply statement includes the following text  We encourage applications from across the UK and in particular those who come from under-represented groups within STEM subjects and may have had a career break prior to their current PDRA position. |
| **Age** | Potentially negative | There could be a perception that this call is aimed at young researchers due to the career stage it is aimed at. | Call text has been worded so as to clear that eligibility is based on career stage and not age. |

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| **Additional diversity characteristics** | **Is there a potential for positive or negative impact?** | **Please explain the impact including details of any evidence/data used** | **Action to address negative impact (e.g. adjustment to the policy)** |
| **Geographical location (consider UK and international offices)** | None identified |  |  |
| **Socio-economic status** | None identified |  |  |
| **Education background** | None identified |  |  |
| **Parent/guardian responsibilities** | Potentially negative | Those with children might face additional charges for childcare  School calendars might influence whether applicants can apply to calls. | Costs can be claimed from EPSRC for additional childcare: <https://www.ukri.org/councils/epsrc/guidance-for-applicants/equality-diversity-and-inclusion-support/>  This call will be open for 5 months to ensure applicants have as long as possible to review the call document and plan their submission.  Closing dates will not be set during school holidays or just after (including Scottish school holidays). |
| **Carer/parent carer responsibilities** | Potentially negative | Those with caring responsibilities might face additional charges for carers | Costs can be claimed from EPSRC for additional childcare: <https://www.ukri.org/councils/epsrc/guidance-for-applicants/equality-diversity-and-inclusion-support/> |
| **Political opinion (Northern Ireland)** | None identified |  |  |

**Evaluation:**

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| **Question** | **Explanation / justification** | |
| Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people? | There is potential for the event to discriminate if we do not consider the above points. However, with these amendments it should mean that the potential for discrimination is lessened or removed entirely. | |
| **Final Decision:** | **Tick the relevant box** | **Include any explanation / justification required.**  **(See Annex 1 for template action plan)** |
| 1. No barriers identified, therefore activity will **proceed**. |  |  |
| 1. You can decide to **stop** the policy or practice at some point because the data shows bias towards one or more groups |  |  |
| 1. You can **adapt or change** the policy in a way which you think will eliminate the bias | **ü** | While there might be impact on those with certain protected characteristics, the impacts are ones that can be taken into consideration and overcome by making sure we are keeping them in mind as we plan. |
| 1. 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. |  |  |

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| **Will this EIA be published\* Yes/Not required**  (\*EIA’s should be published alongside relevant funding activities e.g. calls and events. Consider whether data might need to be redacted before publication) | **Yes** |
| **Person completing EIA** | **Sarah Newman** |
| **Responsible owner (e.g. project board, committee):** | **Physics of Life PMB** |
| **Date signed off by owner:** |  |
| **Review date** (if applicable):  (An EIA is a live document and should regularly be reviewed throughout the life cycle of an activity) | **1st May 2023** |

**Change log**

| **Name** | **Date** | **Version** | **Change** |
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|  | When published | 1 |  |

**Annex 1:**

Action Plan If you have identified a need to adapt your activity, use the table below to define the actions you intend to take (or have you taken) to address the indications of negative impact you have identified. NB: Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound), highlighting reasonable adjustments you will take within the scope of your activity.

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| **Action** | **To be completed by when?** | **Owner** | **How will it be monitored?** | **What is/will be the impact/outcome?** |
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