

Equality Impact Assessment

| Question | Response |
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| 1. Name of policy/funding activity/event being assessed | QuantIC Accelerated Development Fund (ADF) |
| 2. Summary of aims and objectives of the policy/funding activity/event | The ADF is a funding stream designed to bring new research ideas into QuantIC. It is assigned through open calls for funding. Applications go through a two-stage process, expression of interest and full proposal. The applications are assessed by the QuantIC Market Opportunities Panel for industrial relevance and by the QuantIC Management Board for scientific rigour. |
| 3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders) | The ADF structure and calls have been developed through consultation with the QuantIC Market Opportunities Panel (industry representatives) and Management Board (academic representatives). |
| 4. Who is affected by the policy/funding activity/event? | Academics applying for funding through the scheme; |
| 5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event? | <p>Equality, Diversity and Inclusion (EDI) plans will be a part of the advertising and allocation of funding.</p> <p>We will use anonymous feedback mechanisms to ensure any issues with the process can be identified and addressed.</p> <p>Given the small number of applications, any statistics collections on protected characteristics would not be statistically relevant in assessing the EDI impact of the policy and would present considerable risk of individual being identified given the very low sample.</p> <p>The process will be reviewed at the end of each call and feedback will be sought from applicants.</p> |

| 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) |
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| Disability | Possibly | <p>ADF applicants might have difficulties in accessing the guidance for applicants, in compiling forms and might be disadvantaged in the participation to the workshop.</p> <p>ADF Awardees will be expected to attend QuantIC events and participate in activities related to the Hub network.</p> | <p>ADF guidance and forms are designed to pass the “accessibility test” for standard word documents.</p> <p>The workshop is not part of the formal assessment process and participation is optional; the workshop can be attended online. A one to one meeting and alternative opportunity for applicants to seek feedback and discuss their application can be arranged to suit applicants’ specific needs and this will be clarified in the guidance.</p> <p>All QuantIC scientific meetings, board meetings and workshops will always include a means of remote participation. Online participation to events is available.</p> |
| Gender reassignment | Possibly | Consideration will be needed for absences as a result of medical treatment or other absences related to transition. | We will allow extensions to projects to take account of absences due to medical/compassionate leave, including gender reassignment. |
| Marriage or civil partnership | Unlikely | It is not expected that this policy will have any particular impact | |
| Pregnancy and maternity | Possibly | Participation in the call may be negatively affected, if potential applicants are unavailable at key assessment stages. | <p>Full timeline provided of all deadlines, allowing early engagement with QuantIC on mitigations.</p> <p>Review meetings for funded projects will be</p> |

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| | | | in core hours (10.00 to 16.00) and will avoid school holidays. |
| Race | Possibly | <p>Regarding UKRI funding: “In 2018/19, the success rate of applicants from ethnic minorities at PI level was 17% compared to 27% of white applicants. For PIs, white applicants have higher success rates than ethnic minority applicants in all years. Sensitivity analysis suggests that we can be confident that this difference exists. It is not the result of chance variation.</p> <p>In 2018/19, the success rate for ethnic minorities and white applicants at CI level was 22% and 27% respectively. Ethnic minority CIs had consistently lower success rates than their white counterparts in previous years.”¹</p> | <p>Advertisements will be publicly posted and widely circulated through traditional channels and social media.</p> <p>We will review application and success rates after each round and consider if additional steps need to be taken to reach all eligible applicants.</p> |
| Religion or belief | Possibly | Assessment activities could coincide with religious holidays. | <p>Full timeline provided of all deadlines, allowing early engagement with QuantIC on mitigations.</p> <p>Review meetings for funded projects will avoid religious festivals.</p> |
| Sexual orientation | Unlikely | It is not expected that this will have a major impact, although some people may be more marginalised within their research group and community. | |
| Sex (gender) | Possibly | | Assessment criteria language has been reviewed to ensure it is gender neutral. |

¹ <https://drive.google.com/file/d/18hMHKhZX5UIM9RKNvHj55G2iNHQJDIV/view>

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| Age | Unlikely | It is not expected that this policy will have any particular impact | <p>Calls are open to both ERCs and established researchers. Projects will be assessed against defined criteria to do with commercial impact and scientific rigour.</p> <p>The projects are not assessed against the career stage or academic profile of the applicant and a CV, publication list or track record statement are not requested or evaluated as part of the application process.</p> |
| Across All Groups | Assessment of applicants | | <p>Applications will be assessed by the Marketing Opportunities Panel and Management Board. All those participating in assessments will have completed equality and diversity.</p> <p>Universities will need to ensure staff are not disadvantaged and are supported to perform to their best abilities.</p> |

Evaluation:

| Question | Explanation / justification |
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| <p>Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?</p> | <p>QuantIC will review feedback after each round. We will work to understand the feedback and consider if additional steps need to be taken.</p> <p>A number of risks have been identified and actively considered. These risks have been mitigated as far as possible. Further risks could emerge, and we will actively monitor the EDI aspects to minimise the likelihood that processes are discriminatory.</p> |

| Final Decision | Tick the relevant box | Include any explanation / justification required |
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| 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 | X | <ul style="list-style-type: none"> 1) Survey Monkey to be designed and sent to all applicants from previous round 2) Equality, Diversity and Inclusion training will be a requirement for all assessors 3) Ensure the Guidance and Application Forms for ADF pass the accessibility test; |
| 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. | | |

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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: | Yes |
| Date Completed | 12 February 2021 |
| Review date (if applicable): | December 2021 |

Based on BBRC document. See <https://bbsrc.ukri.org/documents/equality-impact-assessment-guidance-template-pdf/> for guidance.