



EPSRC - Equality Impact Assessment

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>Quantum Technologies - Engineering New Quantum Devices - a Community Engagement Workshop</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<p>Aims:</p> <p>Quantum Technologies research spans across a broad range of research disciplines, and involves individuals and organisations with similarly broad interests and skillsets. The research can be both theoretical and experimental in nature, but can also focus upon the development of a specific device or component with a specific end use. The development of devices and components often relies upon elements of both Physics and Engineering to achieve the research objectives.</p> <p>The planned workshop (to be held 10th of May 2022) aims to bring together individuals from both the quantum and engineering communities to explore the current state of research that utilises skills from across both disciplines, then reflect upon the future direction of the interface between quantum technologies and engineering. Particular consideration will be given to explore how best the EPSRC can support the community to deliver maximum impacts across the UK R&D landscape and enable economic, societal and environmental benefits.</p> <p>Objectives</p> <p>Objective 1: To assess the current state of the research and industrial landscape at this interface between the Quantum Technologies and Engineering communities.</p> <ul style="list-style-type: none"> • Sub-Objective 1: Identify the current "state of play" of the interface between quantum technologies and engineering research landscapes with a view to developing new quantum devices. <p>Sub-Objective 2: Increase the community's awareness of common challenges across the quantum technologies and engineering research ecosystem.</p>

	<ul style="list-style-type: none"> • Sub-Objective: Gather additional evidence to compare with internal EPSRC data sets to better understand the landscape around key themes such as skills needs, multidisciplinary research, research alignment to the NQTP strategic intent. <p>Objective 2: To identify the key research challenges and stakeholders relevant to both the Engineering and QT communities and the opportunities to explore at this interface</p> <ul style="list-style-type: none"> • Sub-Objective 1: Identify emerging fundamental and application based research areas for engineering new quantum devices research. • Sub-Objective 2: Increase community awareness and understanding of EPSRC's role in the wider research ecosystem. • Sub-Objective 3: Discuss how EPSRC should be involved in the engineering new quantum devices research environment to best address the research challenges and end user needs. <p>Objective 3: Provide an opportunity for quantum technologies and engineering researchers to network, to enhance community awareness of common goals and research challenges between two research communities.</p> <p>Objective 4: To consider the future direction the EPSRC's quantum technologies and engineering themes could take with strategies to best serve the interface between quantum and engineering.</p>
<p>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</p>	<p>Discussions with Events Team, NQTP SAB (2022), NQCC, External research and industry stakeholders – members of community to check there was “buy-in” and interest for the workshop.</p>
<p>4. Who is affected by the policy/funding activity/event?</p>	<ul style="list-style-type: none"> • Quantum Technologies research and industrial community • Guest Speakers • UKRI staff (EPSRC and NQCC) • SLB (if choose to attend)
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>The outputs from this workshop will be reviewed internally by EPSRC and with appropriate advisory bodies; relevant outcomes will be passed onto senior members of EPSRC.</p> <p>Grant applications submitted to EPSRC post-workshop will be monitored annually against criteria including quality, success rates, number of new collaborations and nature of research (fundamental or application-based). This will help identify any trends across the Quantum Technologies research ecosystem.</p>

	<p>Monitor through Quantum Components and Devices proposals, an increased number of proposals with collaborative elements between Quantum Technologies and Engineering with objectives and work packages which aim to develop and engineer new quantum devices.</p> <p>To measure research community interest towards Engineering New Quantum Devices the pre-workshop Resend (pre-workshop) questionnaire may be sent to workshop attendees every 6 months to monitor whether responses change (i.e., does the “awareness and research ecosystem for the engineering of new quantum devices ” improve?)</p> <p>Outputs and data will feed into ongoing Quantum Technology portfolio strategy development.</p>
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As a funder of research, EPSRC remains committed to attracting the best potential researchers from a diverse population into research careers. 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	Potentially negative	Access to events for	EPSRC will select venues that are accessible and where possible accommodate any specific

		<p>applicants could have a negative impact on participation, dependent on individual circumstances.</p>	<p>requirement in our planning and organisation of an initiative to support wider participation.</p> <p>Selected venue will also have adequate set up for a hybrid meeting so that all participants, in-person and remote, can feel included in discussions, breakout sessions and breaks.</p> <p>All attendees will be asked to highlight any personal circumstances that will need additional support.</p> <p>EPSRC can offer support for people with caring responsibilities. It is an individual's responsibility to check with EPSRC and confirm what costs can be reimbursed prior to attendance at an event. Further details here. As this is a hybrid meeting, it is hoped that the event's impact on caring responsibilities is minimised through the option of participants to participate remotely from home. As this is a hybrid meeting, it is hoped that the event's impact on caring responsibilities is minimised through the option of participants to participate remotely from home.</p>
Gender reassignment	It is not expected that this activity will have any particular impact.	-	<p>Currently it is not possible to guarantee a venue with gender neutral toilets.</p> <p>We will aim to accommodate the individual circumstances of all invitees where possible.</p>
Marriage or civil partnership	It is not expected that this activity will have any particular impact.		
Pregnancy and maternity	Potentially negative	Inability to attend due to childcare commitments may affect who can participate. Dietary restrictions related to pregnancy.	<p>EPSRC can offer support for people with caring responsibilities. It is an individual's responsibility to check with EPSRC and confirm what costs can be reimbursed prior to attendance at event.</p> <p>Hybrid meeting could allow individuals with childcare responsibilities work from home.</p> <p>Further details are at https://epsrc.ukri.org/funding/applicationprocess/basics/caringresponsibilities/.</p>

Race	It is not expected that this activity will have any particular impact.		
Religion or belief	Potentially negative	Activity could coincide with religious holidays. Faith related dietary restrictions.	Where possible we will endeavour to select dates that avoid major religious holidays. If the event is held on a major religious holiday, concessions will be made to accommodate faith related dietary restrictions.
Sexual orientation	It is not expected that this activity will have any particular impact.		
Sex (gender)	Potentially positive	Attendee selection – It is important that the event is attended by a diverse community.	Attendees will apply to attend workshop through a smart survey. Advertisement through Twitter, website, LinkedIn and academic contacts – this will ensure broad reach and encourage attendees from outside the pool of the “usual suspects” of academics. EPSRC will look to manage attendee selection in line with EPSRC policy.
Age	As above	As above	As discussed in the call document, attendees will be selected based on a “ <i>Relevance of expertise and/or future research aspirations to the scope of the workshop</i> ”. This criterion will allow for attendees ranging from early career academics with fresh perspectives, to established academics with extensive knowledge of the community, to attend the workshop.
Additional aspects (not covered by a protected characteristic)	Regional Affiliation – potentially positive Nationality – both positive and negative impacts	As above Timezone differences Immigration restrictions.	As above. Also, an option for in-person or online attendance will be provided. Smart survey will ask this in advance of the workshop. Hybrid working will allow for international dial-in; any international academics will be pooled from European locations (max +1 hour timzone difference) and will be strongly encouraged to participate online. Relevant academics who have expertise appropriate for this workshop have been identified in advance and will be approached outside of smart survey – they are from regions within a +1 hour timezone. Where possible we will endeavour to select dates that avoid the school holidays.

Evaluation:

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	We have considered ways that we think may disadvantage individuals and have adapted our process to mitigate and reduce the potential for discrimination.	
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.	✓	Action has been taken to eliminate barriers for attendees with protected characteristics. We will try and encourage broad representation at the workshop, and allow for in-person and remote attendees. The only exceptions are EPSRC representatives.

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Will be published on webpage with acknowledgement that there will be no funding opportunities arising from the event.
Date completed:	21/02/2022
Review date (if applicable):	

Change log

Name	Date	Version	Change
Adam Oliver	21/02/22	1	