UKCCSRC - Equality Impact Assessment[1]

	Question	Response
1.	**Name of policy/funding activity/event being assessed**	UKCCSRC Flexible Funding Call 2023 – a call for proposals
2.	**Summary of aims and objectives of the policy/funding activity/event**	The aim of this call is for CCS research projects that support the UK Government's net-zero objectives including: • Supporting the Government's net-zero objectives • Research linked to the priorities identified in the UKCCSRC industry and policy led 'what are our research needs' workshops • Research not already funded by the Industrial Decarbonisation Research and Innovation Centre, IDRIC (see https://idric.org/research-programme/ for details of current IDRIC projects. IDRIC Wave 2 funding now confirmed and remainder to be funded through a rolling flexible funding call • Seed funding for a piece of work that could lead to responsive mode applications • Work that can be used (e.g. a feasibility study) to establish a principle / understand the challenges for a larger bid to other sources of CCS funding later • The following areas are considered out of scope for the UKCCSRC flexible funds: CCU projects that do not include mineralisation or equivalent in terms of storage longevity, and Sustainable Aviation Fuel (SAF) that does not include CCS The call is an open call to anyone eligible for EPSRC funding and Early Career Researchers
3.	**What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)*	In consultation with the UKCCSRC Board and Advisory Council a series of industry and policy led 'what are our research needs' workshops were held which along with Government objectives form part of this call: https://ukccsrc.ac.uk/ukccsrc-workshops/
4.	**Who is affected by the policy/funding activity/event?**	The Carbon Capture and Storage academic community will benefit from this funding along with the industries whose research needs have been addressed through the selected proposals.
5.	**What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?**	The outputs and impacts of the funded projects will be monitored by the UKCCSRC secretariat and published on the UKCCSRC website, through its series of events as well as on Researchfish. The assessment process is an independent process run by the UKCCSRC Centre Manager along with the UKCCSRC Board. Assessments are completed by independent reviewers reporting directly to the Board.

[1] This EIA has been repurposed using the EPSRC Equality Impact Assessment document

For policy changes, funding activities and events UKCCSRC 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 will be 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.
- 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 endeavour to achieve the minimum 30% for the underrepresented gender on the panel.
- Abide by the principles of peer review.
- 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	None identified		
Gender reassignment	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	Potentially negative	Applicants to the call may be on maternity leave for the duration of the call or the short turnaround time of the proposals.	The call is open for 8 weeks to maximise the opportunity to apply and advance notice made to the UKCCSRC community that a call will be taking place in early 2023. A timeline for future funding calls to be published on the UKCCSRC website so that these are clearly communicated. Extensions awarded for maternity leave allowance in line with EPSRC guidelines.
Race	None identified		

Religion or belief	Potentially negative		The UKCCSRC have aimed to avoid major religious holidays during the closing dates of the call and have allowed a long (8 week) opening period for the call.
Sexual orientation	None identified		
Sex (gender)	Potentially negative		UKCCSRC will endeavour to have a mixed gender representation as part of its assessment team and panel.
Age	Potentially negative		The UKCCSRC has ring-fenced a proportion of this funding to be awarded to the Early Career Researcher community.
Additional aspects (not covered by a protected characteristic)	Potentially negative	Applicants to the call with child care responsibilities	The closing dates of the call have been chosen to avoid the main part of the summer holidays across the UK with a longer opening window for submissions, where this has not been possible to avoid (Scotland summer holidays) so that submissions can be made in advance of 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?	It is possible but steps have been taken to avoid potential discrimination with the closing dates of the call, the duration that applications will be open for and ensuring that the community is well informed that the call is happening.	
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	Possible risks have been identified and steps put in place to address any potential negative impacts. The UKCCSRC will continue to work to keep the process as fair and flexible as possible to consider ED&I throughout this call.

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 April 2023**
Review date (if applicable):	

Change log

Name	Date	Version	Change
Carys Blunt	12 April 2023	1	Version created