

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	QuantIC Industrial Studentship Scheme
2. Summary of aims and objectives of the policy/funding activity/event	To invest in studentships that develop skilled workforce aligned to Quantum/Photonics industry training needs and complement existing QuantIC investments
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<p>The QuantIC team has engaged with industry partners through our Market Opportunities Panel, Co-Investigators (potential supervisors) through our Management Board and with the University of Glasgow College of Science and Engineering Graduate School.</p> <p>The programme will be monitored by these groups on an ongoing basis.</p>
4. Who is affected by the policy/funding activity/event?	<p>Students wishing to pursue a doctoral training in the area of quantum imaging;</p> <p>QuantIC academic partners and their institutions;</p> <p>Any industry partner or stakeholder interested in co-funding studentship projects with QuantIC;</p> <p>Third parties with interest in UK research and UK skills training at the doctoral level in STEM;</p>
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>We have so far been unable to collate data on protected characteristics for the application and admission/recruitment process on QuantIC studentships.</p> <p>Given the small number of applications, any data collections and analysis on protected characteristics would not be statistically relevant in assessing the EDI impact of our policy and would present considerable risk of individual being identified given the very low sample number.</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)
Disability	Likely	<p>Projects are likely to include lab work in spaces that may not be accessible.</p> <p>In 2014, Disabled STEM students 57% less likely to take up postgraduate STEM study than non-disabled students¹</p>	<p>In the application form, supervisors will be asked to provide information about the research space (ie. entryways, access to lifts, noise levels etc.).</p> <p>In the recruitment of students: In the student recruitment/advertising, postings will include a statement such as “We welcome enquiries and applications from individuals with a disability. If you have any questions on accessibility of our research spaces and projects please contact info@quantic.ac.uk. Further information on Disabled Students Allowances which is available to cover disability-related costs of studying can be found at [URL to be provided]”.</p> <p>Supervisors will be asked to make reasonable adjustments to ensure accessible support in the lab e.g. facilities, resources, assistance where required.</p>
Gender reassignment	Unlikely	It is not expected that this will have an impact, although some people may be marginalised in the	EDI Policy will be circulated and promoted to the wider QuantIC community.

¹ Improving Diversity in STEM: A report by the Campaign for Science and Engineering (CaSE) May 2014

		research environment.	
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.	Full timeline provided of all deadlines, allowing early engagement with QuantIC on mitigations. PhD advertisements will include a statement such as, "This PhD may be offered as a part time degree for the right candidate." DTP students are eligible for maternity/paternity cover per UKRI guidelines.
Race	Possibly	HEFCE research shows that BME researchers are less likely than their counterparts to progress to a postdoctoral research career ² . As the studentship funding only covers costs for UK students and there is a limit on the number of non-UK students who can be funded, it is unlikely to attract international students.	Advertisements will be publicly posted and widely circulated; circulated to special interest groups.
Religion or belief	Possibly	Assessment activities could coincide with religious holidays.	Full timeline provided of all deadlines, allowing early engagement with QuantIC on mitigations.
Sexual orientation	Unlikely	It is not expected that this will have a major	EDI Policy will be circulated and

² HESA 2016-7 staff record, comparing Russell Group mission universities to post-92 mission universities, (7.9% v 9% resp., 'teaching and research contracts').

		impact, although some people may be more marginalised with their research group and community.	promoted to the wider QuantIC community.
Sex (gender)	Possibly		Assessment criteria language has been reviewed to ensure it is gender neutral.
Age	Possible indirect impact	In 2018-2019, 67% of EPSRC funded PhD students under 29 ³ . Full time study may not be accessible for mature students who may wish to continue working/have caring responsibilities.	Assessment of candidates will be against the required criteria and not based on the years elapsed since completing a previous degree. PhD advertisements will include a statement such as, "This PhD may be offered as a part time degree for the right candidate." Advertisements will be publicly posted and widely circulated; circulated to special interest groups.
Across All Groups	Assessment of applicants		Potential supervisors will receive EDI training at their host institution. Universities will need to ensure staff and students are not disadvantaged and are supported to perform to their best.

Evaluation:

Question	Explanation / justification
Is it possible the proposed policy or activity or change in	QuantIC will review application and success rates after each round. We will work to understand and describe the

³ Proportion of studentships starts for Research Councils by year, UKRI

<p>policy or activity could discriminate or unfairly disadvantage people?</p>	<p>composition of the applicant pool and consider if additional steps need to be taken to reach all eligible applicants.</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>	
<p>Final Decision</p>	<p>Tick the relevant box</p>	<p>Include any explanation / justification required</p>
<p>1. No barriers identified, therefore activity will proceed.</p>		
<p>2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups</p>		
<p>3. You can adapt or change the policy in a way which you think will eliminate the bias</p>	<p>X</p>	<p>1. Modify QuantIC documentation/advertising in accordance to mitigations listed above</p> <p>2. Modify the policy so that all projects can be made available on a part time basis</p>
<p>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.</p>		

<p>Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:</p>	<p>Yes</p>
<p>Date Completed</p>	<p>22 February 2021</p>
<p>Review date (if applicable):</p>	<p>December 2022 (reviewed December 2021)</p>

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