

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Engineering Biology Breakthrough Awards
2. Summary of aims and objectives of the policy/funding activity/event	<p>This opportunity will create a pipeline for the development of high-risk, high-reward ideas and will exploit engineering biology approaches to generate impact across a range of sectors. We strongly encourage applicants from disciplines and communities seeking to drive cutting-edge fundamental engineering biology ideas and opportunities that can pull-through into impacts in key sectors (e.g. clinical, environmental).</p> <p>This opportunity aims to:</p> <ol style="list-style-type: none"> 1. seed the development of novel and high-risk ideas in engineering biology that will enhance the current potential impact of engineering biology in the UK 2. engage with new research communities and develop early exemplars of opportunities in engineering biology, beyond its current application
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<p>This funding opportunity has been developed as a part of a series of activities, as an element of the proposed National Engineering Biology Programme.</p> <p>The thematic focus of this opportunity has been developed based on the input and involvement of UK engineering biology community stakeholders, shaping the vision for Engineering Biology for the UK.</p> <p>A Steering Group comprised on UKRI and Dstl representatives have sought to ensure that this funding opportunity meets strategic needs of the UK and is inclusive to the breadth of UKRI's remit.</p>
4. Who is affected by the policy/funding activity/event?	<p>Short term - Panel members and applicants to the funding call.</p> <p>Long-term – Public, Business, Research and Innovation Communities</p>
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>The impact monitoring and review plan is currently under development and will be considered by a Programme Board, shortly to be established.</p> <p>Research outcomes and impacts will be collected through ResearchFish.</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	Potentially negative / positive	<p>1. (Panel/comms) potential difficulties understanding discussion for those with hearing/visual impairment.</p> <p>3. (Panel/comms) potential difficulties with concentration for attendees with neuro-disabilities.</p>	<p>All applicants and panel members will be asked to highlight any personal circumstances that will need additional support.</p> <ol style="list-style-type: none"> 1. Meeting will be held online via Zoom (limiting venue-based accessibility issues.) 2. Closed captioning (cc) can be arranged for hearing impaired panel members. Additional support can be provided to visually impaired panel members – including appropriate use of colour/text size in all guidance documents/ presentations. 3. UKRI partners will ensure that plenty of breaks are built into the agenda. Supporting communications will be recorded and/or shared online, with capacity to by inequalities.) share modified versions for specific needs at request (cc/changed colour/text size)
Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and maternity	Potentially negative	<ol style="list-style-type: none"> 1. (Panel) potential difficulties attending funding meeting. 2. (Panel) potential difficulties in managing early childcare 	<ol style="list-style-type: none"> 1. Meeting will be held online via Zoom (limiting venue-based accessibility issues.) 2. UKRI partners will ensure that plenty of breaks are built into the

		responsibilities during meeting.	agenda, and can ensure that panel member participation is scheduled according to childcare responsibilities
Race	No known negative impact		
Religion or belief	No known negative impact		Care has been taken to ensure that key call dates do not fall on cultural and religious holidays where possible
Sexual orientation	No known negative impact		
Sex (gender)	No known negative impact		
Age	No known negative impact		

Evaluation:

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 a risk that individuals with caring responsibilities could experience differential pressures for submitting applications in the given timeframe, considering the timing for applications in July. More generally, the compressed timeframe could also limit availability based on those who see the opportunity and have the capacity to capitalise, however this should not discriminate subject to any particular characteristic. Within the confines of the budget spend requirements, the assessment and funding delivery elements of the opportunity have been designed to allow as long an application window as possible whilst providing robust and transparent peer review in as short a time as is practical and minimise these potential risks as far as possible.	
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	This activity will include mitigating actions to attempt to eliminate bias.

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:	June 2020

Review date (if applicable):	

Change log

Name	Date	Version	Change
	When published	1	

