

## Equality Impact Assessment

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	Engineering Biology Transition Awards
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	<p>This opportunity aims to facilitate the <b>formation or enhancement of community and capability development in engineering biology in the UK</b>. Integration of communities through multi- and interdisciplinary research programmes, with embedded translation, commercialisation and link up across the technology readiness levels (TRLs), will transition the UK towards the vision of the National Engineering Biology Programme. Applications from disciplines and communities seeking to develop a foundation for novel fundamental engineering biology ideas and opportunities are strongly encouraged, as well as applications with industrial partners.</p> <p>This opportunity aims to:</p> <ul style="list-style-type: none"> <li>• Support discovery- and application-inspired research and innovation activities and community development, further facilitating multi- and inter-disciplinary working aligned with the themes of the proposed National Engineering Biology Programme</li> <li>• Maintain and evolve capability and capacity in the UK, by establishing community collaborations both new and through enhancing existing centres of excellence to further develop activities and undergo a step-change</li> <li>• Depending on the research area, build on existing expertise and fundamental research to drive impact through translation and commercial partnership.</li> </ul>
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	<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>

	A Steering Group comprised of UKRI and Dstl representatives have sought to ensure that this funding opportunity meets strategic needs of the UK and is inclusive of the breadth of UKRI's remit.
<b>4. Who is affected by the policy/funding activity/event?</b>	Short term - Panel members and applicants to the funding call.  Long-term – Public, Business, Research and Innovation Communities
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	The impact monitoring and review plan is currently under development and will be considered by a Programme Board, shortly to be established.  Research outcomes and impacts will be collected through ResearchFish.

<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the policy)</b>
<b>Disability</b>	Potentially negative / positive	1. (Panel/comms) potential difficulties understanding discussion for those with hearing/visual impairment.  2. (Panel/comms) potential difficulties with concentration for attendees with neuro-disabilities.	All applicants and panel members will be asked to highlight any personal circumstances that will need additional support. 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)
<b>Gender reassignment</b>	No known negative impact		
<b>Marriage or civil partnership</b>	No known negative impact		
<b>Pregnancy and maternity/paternity</b>	Potentially negative	<ol style="list-style-type: none"> <li>1. (Panel) potential difficulties attending funding meeting.</li> <li>2. (Panel) potential difficulties in managing early childcare responsibilities during meeting.</li> <li>3. (Applicants) potential difficulties in preparing application due to alignment with school holidays and associated childcare responsibilities</li> <li>4. (Applicants) PI rebuttal phase has an overlap of one week with October school half terms, depending on geographical location of applicant, which could create differential pressures on those with childcare responsibilities</li> </ol>	<ol style="list-style-type: none"> <li>1. Meeting will be held online via Zoom (limiting venue-based accessibility issues.)</li> <li>2. UKRI partners will ensure that plenty of breaks are built into the agenda, and can ensure that panel member participation is scheduled according to childcare responsibilities</li> <li>3. Financial support will be available to support childcare costs on the day of the panel meeting upon request</li> <li>4. Within the confines of the budget spend requirements, the funding opportunity has been designed to allow the maximum possible time application window and PI rebuttal phase, whilst safeguarding robust and transparent peer review.</li> </ol>
<b>Race</b>	No known negative impact		
<b>Religion or belief</b>	No known negative impact		Care has been taken to ensure that key call dates do not fall on cultural and religious holidays where possible
<b>Sexual orientation</b>	No known negative impact		
<b>Sex (gender)</b>	No known negative impact		

<b>Age</b>	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?	<p>While the funding opportunity has been designed within given confines to maximise the application period, there is a risk that individuals with caring responsibilities could experience differential pressures for submitting applications, considering the overlap with school summer holidays.</p> <p>The use of rapid peer review could impact individuals with other significant work commitments during the rebuttal phase, however this is not expected to differentially impact any protected characteristic groups.</p>	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .		
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> 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 <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.	<b>x</b>	This activity will include mitigating actions to attempt to eliminate bias.

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	<b>Yes</b>
<b>Date completed:</b>	<b>July 2020</b>
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
	When published	1	

