

**Equality Impact Assessment – UKRI BBSRC 2021 Appointments to the BBSRC Equality, Diversity and Inclusion (EDI) Expert Advisory Group**

<b>Question</b>	<b>Response</b>
<p><b>1. Name of policy/funding activity/event being assessed</b></p>	<p>Advertising and recruiting to the BBSRC Equality, Diversity and Inclusion (EDI) Expert Advisory Group. This EIA is focussed primarily on the application process for the call. A subsequent EIA will aim to identify and mitigate barriers to participation in EDI Advisory Group activities.</p>
<p><b>2. Summary of aims and objectives of the policy/funding activity/event</b></p>	<p>The purpose of the EDI Advisory Group is to provide expert external advice and guidance to BBSRC on its approach to improving EDI in the bioscience research and innovation community.</p> <p>There are two aspects to this equality impact assessment:</p> <ol style="list-style-type: none"> <li>1 Ensuring the advertising of the vacancies attracts a diverse range of applicants from different sectors and does not disadvantage or prevent participation from any particular groups.</li> <li>2 Ensuring the assessment criteria and decision-making processes for appointment to the Group are objective, transparent, and robust.</li> </ol>
<p><b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b></p>	<ul style="list-style-type: none"> <li>• Consultation with BBSRC’s Equality, Diversity and Inclusion internal group on barriers to inclusion and potential bias from their perspective.</li> <li>• Consultation with UKRI-BBSRC’s Appointments Board to ensure the diversity questions on the application form are inclusive and in-line with application forms across BBSRC business.</li> <li>• Consultation with PAT SAP and PAT SAP RS secretariats to understand potential barriers to application, attendance and participation, and act where possible.</li> <li>• Consultation with BBSRC Council, ELT and EDI group leaders to consider the number of vacancies, expertise required, and diversity of sectors to draw from.</li> </ul> <p>BBSRC is committed to equality and inclusion and to enable participation for everyone who applies to our advisory groups and those who are involved in the selection and appointments. To facilitate this, we adopt the following principles:</p> <ul style="list-style-type: none"> <li>• The call is open to everyone and published on the BBSRC website where anyone can access it.</li> <li>• The call will be advertised to the BBSRC community, including (but not exclusively) to groups where individuals have already expressed an interest in being</li> </ul>

	<p>involved in BBSRC discussions on EDI.</p> <ul style="list-style-type: none"> <li>• The UKRI-BBSRC website conforms to accessibility requirements for websites, including the ability to adjust the text size or use a text reader on the page.</li> <li>• The terms of reference for the EDI Advisory Group clearly states the expectations and criteria for membership. Selection and appointment are made against these pre-published criteria.</li> <li>• Applications are assessed by a panel with relevant expertise, individually in the first instance and as a group thereafter, to ensure robust and fair decision-making.</li> <li>• Every attempt is made to ensure that conditions which create bias are eliminated from the assessment process, e.g., building in plenty of breaks into the assessment meeting to prevent tiredness affecting decision making.</li> <li>• BBSRC is committed to enabling participation for people with alternative work patterns, including reduced working hours</li> <li>• Individuals are asked to inform BBSRC if they have any additional needs to enable applications to be submitted and to aid attendance/participation at meetings</li> </ul>
<p><b>4. Who is affected by the policy/funding activity/event?</b></p>	<p>Short Term</p> <ul style="list-style-type: none"> <li>• Anyone who applies to a position on the BBSRC EDI Expert Advisory Group.</li> </ul> <p>Long Term:</p> <ul style="list-style-type: none"> <li>• The public, through steer provided by the group relating to public research funding policy.</li> </ul>
<p><b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b></p>	<p>BBSRC will review this equality impact assessment should further rounds of recruitment to the EDI Expert Advisory Group be required.</p> <p>A further Equality Impact Assessment will be conducted for the running of the group and to identify barriers to participation in EDI Advisory Group activities.</p> <p>The language of all documentation is intended to be understandable and inclusive.</p> <p>Voluntary disclosure of applicant diversity data is requested in the application form. This is used to monitor the diversity of applicants and those who successfully obtain a position. These data are used to provide evidence that our processes are inclusive, or to indicate where improvements could be made.</p>



<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>	Negative	Applicants with visual disabilities may find it difficult to access and view the electronic advert and/or complete the on-line application form.	BBSRC can provide a printed version of the application form to anyone who is unable to complete it online.
<b>Gender reassignment</b>	None Identified		
<b>Marriage or civil partnership</b>	None Identified		
<b>Pregnancy and maternity</b>	Likely negative impact	Applicants may feel uncomfortable applying knowing they are currently on or going on parental leave soon	Group meetings will be held virtually to increase flexibility for attendees. The current intention is for the group to meet twice within a six-month period, after which the future of the group, including any changes to membership, will be reviewed.
<b>Race</b>	None Identified		
<b>Religion or belief</b>	Possible negative impact	Key dates for the call could coincide with some religious holidays	We have endeavoured to ensure this process does not coincide with religious holidays. However, if individuals are affected, then they are encouraged to contact the office to discuss extensions.
<b>Sexual orientation</b>	None Identified		
<b>Sex (gender)</b>	None Identified		
<b>Age</b>	Possible negative impact	Younger applicants may feel they have less relevant experience.	Applications are sought from individuals with knowledge or experience of EDI issues relating to a diversity of research career stages, including postgraduate and early career researchers.

			Such experience may be specific and limited, but no less relevant.
<b>Other (Parenting /Caring/ Guardianship responsibilities)</b>	Possible negative impact	Applicants may be cautious about committing to attend meetings that may conflict with these responsibilities or incur additional costs for additional care.	Meetings will be held virtually to minimise the required time commitment and provide flexibility. Additionally, UKRI Policy states that the cost of additional caring responsibilities while on BBSRC business can be reclaimed.

#### Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Some groups may be disadvantaged but mitigations have been put in place. Support will be provided to individuals where they are identified.	
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	✓	Some groups may be disadvantaged but mitigations have been put in place. Support will be provided to individuals where these are identified.
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.		
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<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	16 <sup>th</sup> November 2021
<b>Review date</b> (if applicable):	Subsequent calls

#### Change log

Name	Date	Version	Change
Aidan Grimsley	When published	1	