**Equality Impact Assessment**

There are three aspects to this equality impact assessment:

1. Ensuring that the submission and grant awarding processes are free from unintentional bias.
2. Ensuring that the eligibility criteria are clear and objectively justified.
3. Identifying any potential barriers to attendance and participation in the call and the assessment and awarding process.

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| **Question** | **Response** |
| 1. **Name of policy/funding activity/event being assessed** | **Cognitive Computational Neuroscience: Supporting interdisciplinary research**  A BBSRC investment of £2,000,000 has been approved to fund interdisciplinary research collaborations of up to £200,000 each. |
| 1. **Summary of aims and objectives of the policy/funding activity/event** | The aim of this funding opportunity is to foster interdisciplinary research collaborations with complimentary skills and shared interests in the context of cognitive computational neuroscience (CCN). Proposals should seek to address the following activities:  • Applying advanced computational approaches to elucidate neural and behavioural datasets, or,  • utilising datasets to test a specific computational question, or to inform or validate areas of interest to AI development.  BBSRC are keen to encourage applications from:   * research groups that merge a range of talent spanning the relevant disciplines within the scope of the call and the project in question, and from different career stages and pathways. * a cultural diversity of stakeholders and researchers with novel perspectives * teams seeking to tackle research challenges with the potential to address real-world challenges. |
| 1. **What involvement and consultation has been done in relation to this policy?** *(e.g. with relevant groups and stakeholders)* | We have reviewed UKRI’s Equality, Diversity, and Inclusion Policy, and have consulted key stakeholders through our Neuroscience and Behaviour Working Group prior to developing this call. |
| 1. **Who is affected by the policy/funding activity/event?** | Prospective call applicants and external invited panel members will be impacted by the launch of the call and its assessment process. |
| 1. **What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?** | We are committed to monitoring and reviewing impacts on those affected by this call, and to mitigating potential negative impacts: Applicants will be made aware of BBSRC’s and UKRI’s commitments to equality, diversity and inclusion, with relevant links to the UKRI policy in the call text and any other documentation pertaining to this funding opportunity.  This call and associated events will not create barriers for attendance and participation from a diverse range of people.  BBSRC will undertake the following steps throughout the duration of this funding opportunity:  **Application assessment**  The assessment of all applications submitted to this funding opportunity will take place by a panel meeting. There will be no peer review element to the assessment process for this funding opportunity.   * We will ensure an appropriate duration for the panel meeting to facilitate good environmental conditions for assessment and inclusion. * If the meeting is **not** held virtually then we will ensure that all arrangements are made to accommodate panel members’ needs. * We will ensure a diverse and inclusive membership of the reviewing panel, including representation from relevant industry and academic sectors and scientific disciplines, in addition to institutional, regional and gender representation. * We will ensure high-quality meeting management by providing a clear Chair’s brief and outlining robust assessment criteria. * We will ensure that any that attendees with caring responsibilities are able to attend: The panel meeting will not be held during school holidays or outside of core working hours (10:00-16:00). * We will maintain full awareness of the environmental conditions that introduce bias into the decision-making process. * The assessment panel Chair and BBSRC secretariat will communicate BBSRC’s commitment to ensuring objective and robust decision-making and our commitment to eliminating bias when observed in the process. * Unsuccessful applicants to the call will receive full panel feedback from BBSRC.   **In-call monitoring and award evaluation**   * Successful applicants will be expected to provide information to BBSRC on the progress of their grant during its duration, as outlined in the grant terms and conditions. * In the event of unexpected changes in circumstances, grant-holders can make accommodating changes to their grants in line with UKRI’s [standard policies](https://www.ukri.org/manage-your-award/requesting-a-change-to-your-project/if-theres-an-unexpected-change-in-circumstances/). * Grant-holders will be expected to report on the outcomes of their BBSRC-funded research according to our [standard policies](https://www.ukri.org/manage-your-award/reporting-your-projects-outcomes/). |

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| **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** | Potential negative impacts for attendees at proposal assessment meetings | If physical (as opposed to virtual) assessment meetings are held, then attendees with physical disabilities may have difficulties if the venue cannot cater for their needs.  Attendees with neuro-disabilities may experience difficulties with concentration during panel assessments | If physical meetings are held we will:  Gather information from meeting participants about any additional requirements they may need in order to fully participate and ensure that:  - The venue allows for full access for attendees with specific physical needs.  - The venue is easily accessible to main rail/air links.  - Ensure room is light and airy.  - Ensure that plenty of breaks are built into the agenda.  - Ensure the provision of screen readers for personnel who are visually impaired, or the provision of live transcripts for hearing-impaired attendees.  - Ensure that conditions that create bias are eliminated during the assessment process.  **If virtual meetings are held we will:**  - Ensure that regular breaks are built into the agenda  - Ensure the provision of screen readers for personnel who are visually impaired, or the provision of live transcripts for hearing-impaired attendees. |
| **Gender reassignment** | No impact |  |  |
| **Marriage or civil partnership** | No impact |  |  |
| **Pregnancy and maternity** | Potential negative impacts for attendees at proposal assessment meetings | If physical panel assessment meetings are held, pregnant colleagues or those with very young infants may have specific needs that could act as a barrier to their attendance. | In the event of a physical meeting, we will:  -Ensure the venue is able to provide a babysitting service or expressing facilities, if requested.  - Ensure there are adequate breaks built into the agenda.  In the event of virtual meetings, we will:  - Ensure there are adequate breaks built into the agenda.  We will ensure that meetings do not fall outside core working hours (10:00-16:00)  We will always attempt to timetable meetings to accommodate the schedules of attendees |
| **Race** | No impact |  |  |
| **Religion or belief** | Potential negative impacts for attendees at proposal assessment meetings | If meetings are held during religious festivals this may prevent certain members from attending. | Meetings will be not scheduled on dates that conflict with religious festivals |
| **Sexual orientation** | No impact |  |  |
| **Sex (gender)** | No Impact |  |  |
| **Age** | No impact |  |  |

**Evaluation:**

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| **Question** | **Explanation / justification** | |
| Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people? | No – the eligibility criteria for this call do not discriminate on grounds of protected characteristics, and the outcomes of the call, namely funded interdisciplinary research partnerships, are intended to be fully inclusive and open to a diverse membership of researchers.  The call assessment and monitoring processes will be managed in strict accordance with UKRI’s Equality, Diversity and Inclusion Policy. | |
| **Final Decision:** | **Tick the relevant box** | **Include any explanation / justification required** |
| 1. No barriers identified, therefore activity will **proceed**. | **✓** |  |
| 1. You can decide to **stop** the policy or practice at some point because the data shows bias towards one or more groups |  |  |
| 1. You can **adapt or change** the policy in a way which you think will eliminate the bias |  |  |
| 1. 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. |  |  |

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| **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:** | **13/04/2022** |
| **Review date** (if applicable): |  |

**Change log**

| **Name** | **Date** | **Version** | **Change** |
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| Ceri-Wyn Thomas | 13/04/2022 | 1 |  |