

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	BBSRC Business and Academia Prosperity Partnership (Launch webinar, application process, BBSRC internal panel, specialist interview panel, peer review and peer review panel)
2. Summary of aims and objectives of the policy/funding activity/event	BBSRC's Prosperity Partnership scheme will fund business led research projects which are co-created with lead academic partner. The business and academic lead for each project will have an already established relationship and will work in partnership to carry out the research project. Projects can be multidisciplinary in nature but will consist of a majority of BBSRC remit. Funding will support fundamental research with a technology readiness level of one to four. The funding opportunity will bring economic and social prosperity to the UK, whilst delivering against BBSRCs delivery plan.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	We have consulted recent Equality Impact Assessments conducted for relevant BBSRC calls and schemes, in addition to EPSRCs Equality Impact Assessment for their Prosperity Partnership scheme. We have consulted with members of the BBSRC EDI team for their perspective on potential barriers to inclusion.
4. Who is affected by the policy/funding activity/event?	Short term - applicants (academics and business leads), panel members, reviewers and BBSRC/UKRI staff. Long term – project staff and students, academia, businesses, public, government and policy makers.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	BBSRC will review this equality impact assessment should there be additional calls. BBSRC endeavours to monitor and evaluate the outcomes and impacts as well as the success of the scheme through ResearchFish and monitoring of each project via attendance at advisory boards and regular contact with project leads. This is the first time the scheme has been run outside of EPSRC and feedback from EPSRC will be sought to ensure continuity across the schemes. Therefore, at activity / assessment stage, panel members, EPSRC/BBSRC staff and applicants will be asked to feedback on the assessment process to allow BBSRC to evaluate each activity and assessment stage. BBSRC will assess feedback from panel members, applicants and EPSRC/BBSRC staff for each planned activity / assessment stage. BBSRC encourage those engaged with the call to communicate foreseen barriers, and BBSRC endeavour to make associated reasonable adjustments where possible.

	<p>Voluntary disclosure of diversity data is requested from applicants and reviewers. These data are used to inform BBSRC on the inclusivity of our processes and indicate where improvements could be made.</p>
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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 for negative impact	<p>BBSRC recognises that disability has a diverse spectrum. Specific examples of barriers are provided below but are not intended to cover this spectrum in its entirety.</p> <p>Difficulties attending the launch webinar, meetings or panels.</p> <p>Individuals who have a visual disability may find it difficult to access and view the electronic adverts, attend the webinar/meetings/panels, view online documentation, and/or complete the online application form.</p> <p>Potential for difficulties with concentration for individuals with neuro-disabilities.</p>	<p>We encourage individuals to communicate their needs and will make reasonable adjustments where possible.</p> <p>Webinar/meetings/panels will be held virtually, preventing any venue-based limitations.</p> <p>Arrangement of closed captioning (cc) for those with hearing impairments at virtual meetings/events.</p> <p>Arrangement of appropriate colour/text will be arranged for those with visual impairments.</p> <p>Alternatively, BBSRC will provide a printed version of documentation/guidance to anyone who is unable to view/complete it online.</p> <p>Where appropriate, the communications (e.g. from the launch webinar) will be recorded and shared online and modified versions can be shared upon request (cc, alternative font, font size, font colour)</p> <p>BBSRC will ensure that plenty of breaks are built into each activity (e.g. comfort breaks and a substantial lunch break).</p>

Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and maternity	Potentially negative	<p>Difficulties attending the webinar/meetings/panels.</p> <p>Requirement for regular breaks.</p> <p>Applicants may feel uncomfortable applying knowing that they are going on parental leave soon.</p>	<p>Webinar/meetings/panels will be held virtually, preventing any venue-based limitations.</p> <p>BBSRC will ensure that plenty of breaks are built into each activity (e.g. comfort breaks and a substantial lunch break). Applicants/panel members/staff are encouraged request and take comfort breaks as required.</p> <p>Meetings will be held virtually to allow attendance.</p> <p>UKRI policy ensures that grant extensions, and movement of start dates are available to individuals who have been on and/or are going on maternity/parental leave.</p>
Race	No known negative impact		
Religion or belief	Potential for negative impact	Key dates for the call could coincide with some religious holidays.	Care has been taken to ensure that key call dates and panels do not fall on cultural and religious holidays where possible. Ramadan and Eid occur between the call opening and outline stage submission, which may be a potential barrier for applicants. We have ensured the outline stage is open for sufficient duration around these holidays.
Sexual orientation	No known negative impact		

Sex (gender)	No known negative impact		
Age	No known negative impact		
Other (e.g. Parenting /Caring/ Guardianship responsibilities)	Potential for negative impact	<p>Childcare management during webinar/meetings/panels, application writing, and preparation for panels.</p> <p>Potential difficulties with application preparation, meeting/panel preparation/attendance, completion of peer review activities, due to school holidays and childcare management.</p>	<p>Where possible meetings are scheduled within the times of a normal working day and outside of school holidays, and time schedules at meetings will be strictly adhered to.</p> <p>Additionally, UKRI Policy states that the cost of additional caring responsibilities while on BBSRC business can be reclaimed.</p> <p>Within the confines of the budget spend requirements, the funding opportunity has been designed to allow the maximum possible time during each stage of the call (outline and full proposal application windows, peer review stage, PI rebuttal phase and interview/peer review panels). Whilst safeguarding robust and transparent peer review.</p> <p>School summer holidays may present a barrier for some applicants at the full proposal stage due to childcare arrangements. Care has been taken to ensure sufficient duration around this holiday.</p>

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 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.	✓	This activity will include mitigating actions to attempt to eliminate bias. We have also discussed the potential barriers with Equality, Diversity and Inclusions teams within BBSRC to understand potential barriers before designing the processes.

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:	April 2022
Review date (if applicable):	

Change log

Name	Date	Version	Change