UK Plant & Crop Phenotyping Infrastructure
UKRI Infrastructure Fund Scoping Activity

Equality Impact Assessment

Question	Response
Name of policy/funding activity/event being assessed	UKRI Infrastructure Fund Scoping Activity: UK Plant & Crop Phenotyping Infrastructure
Summary of aims and objectives of the policy/funding activity/event	BBSRC are awarding significant infrastructure investment through the UKRI Infrastructure Fund to support a pilot national infrastructure for plant and crop phenotyping. This initiative is aimed at researchers and eligible institutions from the UK plant and crop phenotyping community. The process involves an international panel-only peer review and assessment, which will lead to the awarding of funding to a successful single community consortium.
What involvement and consultation has been done in relation to this policy? *(e.g., with relevant groups and stakeholders)*	Consultation with members of BBSRC Equality and Inclusion Policy Group on barriers to inclusion, participation, and potential bias in the decision-making process. UKPCPI project has been developed in consultation with the UK plant and crop phenotyping community. Consultation with the UKRI communications team will occur to increase community engagement in UKPCPI related activities.
Who is affected by the policy/funding activity/event?	BBSRC's eligible Research Community – all external panel members and BBSRC staff taking part in the assessment process.
What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	There will be monitoring to avoid conditions that may introduce bias into the process and create barriers to participation. There will also be a post-review wash up, where additional reviewing can take place if necessary.

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	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. Difficulties attending the launch webinar, meetings, or panels. 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.	We encourage individuals to communicate their needs and will make reasonable adjustments where possible. Where possible webinar/panel will be held on zoom, preventing any venue-based limitations. Where meetings do take place in person, we will work with event organisers/the venue to make adjustments where possible. Arrangement of closed captioning for those with hearing impairments at virtual meetings/events. Arrangement of appropriate colour/text will be arranged for those with visual impairments. Alternatively, BBSRC will provide a printed version of documentation/guidance to anyone

		Recognising a spectrum of neurodiversity, we anticipate potential difficulties with concentration.	who is unable to view/complete it online. 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) BBSRC will ensure that plenty of breaks are built into each activity (e.g., comfort breaks and a substantial lunch break).
Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and maternity	Potentially negative	Difficulties attending the webinar/meetings/panels. Requirement for regular breaks.	The webinar/panel will be held on zoom, preventing any venue-based limitations. Where meetings do take place in person, we will work with event organisers/the venue to make adjustments where possible. BBSRC will ensure that plenty of breaks are built into each activity

			(e.g., comfort breaks and a substantial lunch break). Applicants can request a comfort break if required.

UKPCPI is a time dependent project, given that it is linked to the UKRI Infrastructure Fund budget profile, and corresponding ESFRI project "EMPHASIS". |
		Applicants may feel uncomfortable applying knowing that they are going on parental leave soon. UKRI policy ensures that grant extensions, and movement of start dates are available to individuals who have been on leave.	
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 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		
Other (e.g. Parenting /Caring/ Guardianship responsibilities)	Potential for negative impact	Childcare management during webinar/meetings/panels, application writing, and preparation for panels.

Potential difficulties with application preparation, meeting/panel preparation/attendance, completion | 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. |

		of peer review activities, due to school holidays.	Additionally, UKRI Policy states that the cost of additional caring responsibilities while on BBSRC business can be reclaimed. Within the confines of the budget spend requirements, the funding opportunity has been designed to allow the maximum possible time during the application phase, whilst safeguarding robust and transparent peer review. The peer review stage is scheduled to take place within term time, with substantial time allocated for reviews to be completed.

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**
No barriers identified; therefore, activity will **proceed**.		
You can decide to **stop** the policy or practice at some point because the data shows bias towards one or more groups		
You can **adapt or change** the policy in a way which you think will eliminate the bias		
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. 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:	September 2022
Review date (if applicable):	

Change log

Name	Date	Version	Change