



## UKRI-BBSRC Mid-Range Equipment Funding ALERT 2022

### Equality Impact Assessment

Question	Response
Name of policy/funding activity/event being assessed	Purchase mid-range equipment for biosciences research: ALERT 2022
Summary of aims and objectives of the policy/funding activity/event	<p>BBSRC are awarding significant capital investment into the research equipment and capability through the investment in equipment and technologies. This funding call is aimed at researchers and eligible institutions.</p> <p>The process involves a multidisciplinary panel-only peer review and assessment, which will lead to the awarding of funding to successful applicants and institutions.</p>
What involvement and consultation has been done in relation to this policy? (e.g., with relevant groups and stakeholders)	<p>ALERT 2022 is directly linked to ALERT calls that have been held in previous years. Consultation with members of BBSRC Equality and Inclusion Policy Group on barriers to inclusion, participation, and potential bias in the decision-making process. Consultation with the BBSRC events management team will occur as there is potential for a “hybrid” panel meeting allowing both physical participation and virtual participation.</p>
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	<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>We encourage individuals to communicate their needs and will make reasonable adjustments where possible.</p> <p>The webinar/meetings/panels will be held on zoom, preventing any venue-based limitations.</p> <p>Arrangement of closed captioning 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</p>



		Potential for difficulties with concentration for individuals with neuro-disabilities.	<p>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>
<b>Gender reassignment</b>	No known negative impact		
<b>Marriage or civil partnership</b>	No known negative impact		
<b>Pregnancy and maternity</b>	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>The webinar/meetings/panels will be held on zoom, 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 can request a comfort break if required.</p> <p>Meetings will be held virtually to allow attendance. UKRI policy</p>



			ensures that grant extensions, and movement of start dates are available to individuals who have been on leave.
<b>Race</b>	No known negative impact		
<b>Religion or belief</b>	Potential for negative impact	Key dates for the call could coincide with some religious holidays, specifically, ALERT timetable runs over the winter festive period.	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		
<b>Other (e.g. Parenting /Caring/ Guardianship responsibilities)</b>	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.</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 the application phase, whilst safeguarding robust and transparent peer review.</p> <p>The peer review stage is scheduled to take place within term time, with substantial time allocated for reviews to be completed.</p>
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## 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 <b>proceed</b> .		
You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
You can <b>adapt or change</b> 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 <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.	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.



<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>	October 2022
<b>Review date (if applicable):</b>	

### Change log

Name	Date	Version	Change