

Equality Impact Assessment: 2023 understanding the mechanisms of the gut-immunology-brain axis community building workshop

Question	Response
1. Name of policy/funding activity/event being assessed	2023 BBSRC understanding the mechanisms of the gut-immunology-brain axis community building workshop
2. Summary of aims and objectives of the policy/funding activity/event	<p>The aim of the workshop is to build an interdisciplinary research and innovation community to advance understanding of the gut-immunology-brain axis (GIBA).</p> <p>It will provide an opportunity to bring together researchers from across disciplines and sectors to:</p> <ul style="list-style-type: none"> • facilitate networking, knowledge exchange and to foster the formation of new interdisciplinary collaborations • explore the opportunities, challenges and the research and innovation community needs to advance understanding of the GIBA and inform future activities
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<ul style="list-style-type: none"> • Internal – discussion with the Bioscience for the integrated understanding of health (BIUH) team, Rules of Life and Bioscience for Sustainable Agriculture and Food teams, other BBSRC colleagues in the Capability and Innovation domain and the events team to gain advice and agreement • External – consultation and scoping with stakeholders via the BIUH Strategic Advisory Panel and working groups. Established a steering group to advise on the workshop format, discuss potential barriers and take action, where possible, to enable attendance and participation
4. Who is affected by the policy/funding activity/event?	Attendees of the community workshop and UKRI-BBSRC employees who are involved with the workshop will be directly affected.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>UKRI-BBSRC monitors, analyses and publishes data to better understand the diversity of our applicant and assessor community.</p> <p>UKRI-BBSRC is proactive in increasing the diversity of participants to ensure representation of the community and a diversity of opinion.</p> <p>Participants are asked to inform UKRI-BBSRC if they have any additional needs to enable attendance or participation, and reasonable adjustments will be pursued where possible.</p> <p>Further information: https://www.ukri.org/our-work/supporting-healthy-research-and-innovation-culture/equality-diversity-and-inclusion/</p>

This equality impact assessment aims to:

- ensure that the engagement, submission and participation are free from unintentional bias
- identify any potential barriers to attendance and participation in the workshop activities

UKRI-BBSRC is committed to ensuring that the processes for the workshop are open and inclusive. Those engaged in the processes endeavor to conduct each stage in a fair manner and without prejudice or bias.

In line with this we adopt the following principles:

- the workshop advertised widely to reach the largest possible audience within the relevant communities
- 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
- UKRI-BBSRC ensures that the workshop participants are diverse and representative of relevant stakeholders and regions
- UKRI-BBSRC ensures that the format, duration and location of the workshop and the venue itself (if face-to-face) are conducive to participation by a diverse range of people
- virtual participants are included via an appropriate platform that can be accessed by all participants (Teams, Zoom)
- UKRI-BBSRC is committed to enabling participation for people with alternative work patterns, including reduced working hours
- participants are asked to inform UKRI-BBSRC if they have any additional needs to enable attendance or participation

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>UKRI-BBSRC recognise the broad spectrum of disability and as such appreciate that not every barrier can be anticipated. Some specific examples of barriers and adjustments are provided below.</p> <p>Venues insufficiently catering to the needs of those with physical disabilities.</p> <p>Neurodivergent participants may experience difficulties with concentration or when accessing electronic documentation.</p>	<p>We strongly encourage individuals to communicate their needs and endeavour to make reasonable adjustments on a case-by-case basis where possible.</p> <p>Ensure that venues are chosen with accessibility needs in mind and consider the use of a virtual format for the community workshop.</p> <p>Ensure all activities including provision of documentation are arranged with accessibility considerations in mind.</p>

Gender reassignment	No known negative impact		
Marriage or civil partnership	No known negative impact		
Pregnancy and parental / caring responsibilities	Potential for negative impact	Participants who are pregnant/ on parental leave or have child or other caring responsibilities may be discouraged from participating	<p>UKRI-BBSRC consults with all participants to understand and cater for their requirements for participation.</p> <p>UKRI-BBSRC ensures that school holidays are taken into account where possible when timetabling the activities for this call.</p> <p>Expectations and dates for all aspects of the process are set out as far in advance as possible, allowing for preparation for participants to cover any parental / caring responsibilities.</p> <p>UKRI-BBSRC will pay the cost of additional childcare / caring responsibilities incurred while on UKRI-BBSRC business.</p> <p>Where possible, UKRI-BBSRC aims to schedule meetings in standard working hours.</p> <p>The workshop is being organised as a hybrid event to ensure participation from those who would be unable to travel on the day.</p> <p>In the event of a physical workshop:</p> <ul style="list-style-type: none"> • as a general principle, venues are easily accessible to main rail/air links and easy to move around • meeting rooms are comfortable, and meetings are timetabled to allow for adequate breaks • UKRI-BBSRC aims to ensure that the venue provides childcare services if requested
Race	No known negative impact		

Religion or belief	Potential for negative impact	There is potential for overlap of activity dates with religious observances.	UKRI-BBSRC ensures that religious observances are taken into account as much as possible when timetabling major activities. When applicable, UKRI-BBSRC ensures that the venue caters for all dietary requirements.
Sexual orientation	No known negative impact		
Sex/gender	No known negative impact		
Age	No known negative impact		

Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Potential for discrimination or negative impact has been assessed and actions to address negative impacts are being implemented The workshop 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 .		
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	X	Possible barriers have been identified and activities have been adapted as far as possible. BBSRC welcome engagement from the affected community to understand further barriers and will make reasonable adjustments where possible.
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.		
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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:	02 February 2023
Review date (if applicable):	n/a

Version history

Name	Version	Date	Change
Louisa Jenkin	1.0	08 February 2023	