



**UK Research
and Innovation**

UK Research and Innovation Equality Impact Assessment



*See guidance document for detailed support.

* Delete the guidance text in the response when completing your EIA.

Overview of activity

	Response
Name of activity being assessed	India-UK Partnership to Address Farmed Animal Diseases and Health
Council/department/project team	BBSRC, Research, Strategy and Programmes (RSP) International Team
Aims and objectives of the activity	<p>The aim of this programme is to advance the mechanistic understanding of:</p> <ul style="list-style-type: none"> • Susceptibility of farmed animals to infectious diseases • Resistance to disease treatment <p>with a focus on understanding host factors and farming practices that promote and prevent these.</p> <p>The programme will focus on the following research areas:</p> <ul style="list-style-type: none"> • Enhancing mechanistic understanding of host-pathogen interactions • Tackling veterinary antimicrobial resistance (Vet-AMR) (includes bacterial, parasitic and viral pathogens) for the purpose of improving animal health <p>The funding opportunity will require consideration of equality as part of advertising, the application process, external review, building a panel and hosting panel meetings.</p>
Who is affected by your policy/funding activity/event?	<ul style="list-style-type: none"> • Applicants to the funding opportunity. • External peer reviewers, committee members and chairs. • UKRI-BBSRC, UKRI India and Department of Biotechnology, Ministry of Science and Technology, Government of India (DBT-India) employees working on the opportunity. • Stakeholders across policy, business and third sectors working with applicants on the opportunity, or likely to be impacted by the outcomes from the opportunity.
What data and consultation have you used to assess the equality impact of your activity?	<p>The programme scope was developed in collaboration with BBSRC, UKRI-India and DBT-India and included consultation with academic experts in India and the UK.</p> <p>The programme aims, objectives, scope and process have been agreed and signed off by BBSRC and DBT-India.</p>

The opportunity was developed in line with the requirements as part of DSIT's International Science Partnerships Fund, DSIT's Gender Equality Policy, UKRI Equality, Diversity and Inclusion Strategy, and BBSRC' Equality, Diversity and Inclusion Action Plan. This led to further detail around mitigating steps that could be taken to prevent disadvantage and promote EDI of those with protected and additional characteristics, as well as making an assessment against the objectives of the Public Sector Equality Duty (PSED) to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The EIA was developed in consultation with UKRI-BBSRC's Equality, Diversity and Inclusion Team and the UKRI EDI team (via training) which led to:

- The inclusion of UKRI diversity data and Higher Education Statistics Agency (HESA) diversity data (as available)
- Ensuring the activity was broken down into its constituent stages so that impacts could be considered at each stage of the activity e.g.:
 - Call development and launch
 - Peer review and assessment
 - Post-award
- Ensuring that the impacts were considered for the different groups of stakeholders involved in the activity e.g.:
 - UK-based UKRI staff
 - India-based UKRI India and DBT-India staff
 - Applicants
 - Peer reviewers and assessors
 - Grant holders
 - End-users



Analysing your impact

In addition to data gathering and consultation, the guidance on protected characteristics should be used to assist in identifying impacts on different groups. Where impact has not been identified in the checklists, general EDI considerations, or where there is impact pertinent to your opportunity or activity, it should be recorded here.

<p>Are there general or overarching impact on multiple groups? What actions will you take to increase positive impact, or reduce/mitigate negative impact?</p>	<p><i>Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010:</i></p> <p>This opportunity is jointly run by UKRI-BBSRC and the Department of Biotechnology, Ministry of Science and Technology, Government of India (DBT-India). Therefore, applicants for this opportunity should abide by both funders policies and T&Cs. Successful applicants are likely to incur travel between the UK and India. Applicants should consider any factors which may impact on equality in general, or on specific individuals in their team, and sufficient mitigation measures within their proposals. It is the responsibility of the employer (the Research Organisation) to provide sufficient support, in partner countries this should conform to the local regulatory framework.</p> <p>The standard UKRI terms and conditions contain reference to EDI through the following: RGC 3.4 Equality, Diversity and Inclusion: <i>You are expected to ensure that equality, diversity and inclusion is considered and supported at all stages throughout the performance of the Project, in alignment with Our policies and principles at: www.ukri.org/about-us/policies-standards-and-data/good-research-resource-hub/equality-diversity-and-inclusion/ for equality, diversity and inclusion. Your approach to supporting equality, diversity and inclusion is expected to exceed all relevant legal obligations, including but not limited to those of the Equality Act 2010.</i></p> <p><i>Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and, Foster good relations between persons who share a relevant protected characteristic and persons who do not share it:</i></p> <p>UKRI diversity data for funding applicants and awardees was considered to understand the demographics of applicants and awardees.</p> <p><i>Protected characteristics:</i></p>
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	<p>For all protected characteristics there is the potential for unintentional bias which will be mitigated by:</p> <ul style="list-style-type: none"> • Panel members are required to follow procedures in line with UKRI-BBSRC annual unintentional bias training. • UKRI-BBSRC monitor the diversity of the reviewer pool and panel members to ensure representation of the community and a diversity of opinion • UKRI-BBSRC will seek to approach a balanced and diverse pool of reviewers selected in partnership with DBT-India • UKRI-BBSRC oversight of, and presence at, the panel assessment meeting will serve as an additional assurance to help ensure unbiased peer review. <p>UKRI diversity data suggests that there are groups who are under-represented in BBSRC applicants and awards. Therefore, the call text will include reference to encouraging applicants from a diverse range of researchers and this will also be highlighted again at the webinar. Applicant data covering age, disability, gender and race are requested at the application stage. This information is not made available to the assessment panel members throughout the peer review process but is used to monitor the inclusivity of the award. Further details of these characteristics within UKRI and BBSRC applicants and awardees can be found within the corresponding section below.</p>
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Protected characteristics

Protected characteristic	Positive impact or opportunity to benefit	Negative impact	Please explain the impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible). Detail how you plan to measure the relevant outcomes and outputs of your activity.
	Leave blank if there is no impact or unknown			
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>UKRI diversity data suggests that older PI's are likely to be awarded larger awards.</p> <p>As per the overarching impact section above in the paragraph related to <i>protected characteristics</i>.</p>	<p>Providing that applicants meet BBSRC eligibility criteria, eligibility is not based on timebound factors. Awards are inclusive across age and career stages with responsibilities and position on the award based on previous experience and research position held. Applicants can explain how they will involve staff at different career stages in their application.</p> <p>As per the overarching impact section above in the paragraph related to <i>protected characteristics</i>.</p>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>People with disabilities are under-represented in HESA academic staff compared to the general labour population and represent a smaller number of BBSRC grant applications. For BBSRC, UKRI diversity data suggests that applicants with known disabilities are no less likely than those without a disability to be awarded a grant as a PI, but slightly less likely</p>	

			<p>as a Co-I.</p> <p>Impact varies depending on types of disability which may include neurological, visual, auditory, or other physical disability.</p> <ul style="list-style-type: none"> • Neurodiverse individuals or those with visual disabilities may find it difficult to access and view electronic documentation. • Applicants, reviewers, and panel members with neuro-disabilities may find it difficult to access and view electronic documentation. • When considering the neurodiversity of participants, it is recognised that some people may feel more comfortable engaging in different ways or with an adjusted environment. • Individuals with disabilities may find it difficult to access a physical meeting venue or participate in the meeting if the assessment venue cannot cater for their needs. • Individuals with disabilities may find it difficult to engage with online platforms and virtual assessments • Individuals may experience difficulties with concentration. 	<ul style="list-style-type: none"> • The BBSRC website conforms to accessibility requirements for websites, including the ability to adjust the text size or use a text reader on the page. <p>UKRI-BBSRC will:</p> <ul style="list-style-type: none"> • gather information from participants about any additional requirement they may need to fully participate and respond to individual support needs on a case-by-case basis. • use a virtual meeting format and discussion boards in line with UKRIs Virtual-First Policy. • ensure that subtitles are available for virtual meetings • ensure that plenty of breaks are built into the agenda.
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no data with which to assess this characteristic currently.	Gender neutral pronouns are used in text relating to the call and are expected to be used in applications and reviews.

			As per the overarching impact section above in the paragraph related to <i>protected characteristics</i> .	Panel members will be asked to display their preferred pronouns if they are comfortable to, minimising the risk of misgendering. As per the overarching impact section above in the paragraph related to <i>protected characteristics</i> .
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no data with which to assess this characteristic currently. As per the overarching impact section above in the paragraph related to <i>protected characteristics</i> .	As per the overarching impact section above in the paragraph related to <i>protected characteristics</i> .
Pregnancy and maternity/paternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no data with which to assess this characteristic currently. Applicants are on parental leave whilst the opportunity is open, potentially affecting their awareness of this opportunity and ability to participate. Career breaks in an applicant's track record due to parental leave or caring responsibilities may be seen as negative by the panel.	<ul style="list-style-type: none"> • UKRI-BBSRC will use a virtual meeting format and Discussion Boards, following UKRI's Virtual first policy. • UKRI-BBSRC allows panel members to claim expenses for reasonable caring costs during the meeting. • Guidance is provided to the panel to ensure appropriate assessment of applicant track record without bias against career breaks due to parental leave or caring responsibilities.
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	UKRI and BBSRC diversity data show that people identifying as black, Asian, mixed or other ethnicities represent a smaller number of applicants (although there are differences between whether ethnicities make up higher or	As per the overarching impact section above in the paragraph related to <i>protected characteristics</i> .

			<p>lower than HESA or general labour average) and tend to have less successful award rates compared to those identifying as white.</p> <p>As per the overarching impact section above in the paragraph related to <i>protected characteristics</i>.</p>	
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There are no data with which to assess this characteristic currently.</p> <p>The funding opportunity may coincide with a religious holiday. Individuals may be unable to take part in major activities, such as panel meetings, due to religious observances.</p>	<ul style="list-style-type: none"> UKRI-BBSRC ensures that religious observances are considered as much as possible when timetabling major activities and major religious holidays were checked in the development of the call's activities and timeline. The panel meeting has been arranged following Diwali for this reason.
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There are no data with which to assess this characteristic currently.</p> <p>As per the overarching impact section above in the paragraph related to <i>protected characteristics</i>.</p>	<p>As per the overarching impact section above in the paragraph related to <i>protected characteristics</i>.</p>
Sex (gender)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Women are under-represented in HESA academic staff compared to the general labour market and also have lower application rates, according to UKRI diversity data, compared to the HESA baseline. This appears to particularly be the case for BBSRC awards where on average, 26% of applicants are women compared to the HESA benchmark of 40%. Despite this under-representation of women at the application stage, there appears</p>	<p>This funding opportunity recognises and aims to support DSIT's Gender Equality Policy. This aims to ensure that through our R&I funding inequality is not perpetuated, that the different rights and needs of all genders are recognised and addressed, and that people of all genders share the benefits of R&I. Applicants are encouraged (through the call text) to consider context-specific</p>



			<p>to be no difference in the award rate (30%) between men and women.</p> <p>As per the overarching impact section above in the paragraph related to <i>protected characteristics</i>.</p>	<p>gender and equality challenges and conduct their research in a gender-sensitive way.</p> <p>As per the overarching impact section above in the paragraph related to <i>protected characteristics</i>.</p>
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Additional characteristics

Additional characteristics	Positive impact or opportunity to benefit	Negative impact	Please explain the impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible).
	Leave blank if there is no impact or unknown			
Geographical location and place (consider UK and international offices)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A virtual format may promote accessibility for those across the whole of the UK and India, reducing the need for travel and costs associated with this. However, it may also limit engagement if there are issues with internet infrastructure e.g. in rural or areas with poor connection.	<ul style="list-style-type: none"> • Use a virtual meeting format and discussion boards in line with UKRI's Virtual-First Policy. • Consider different time zones and explore options to ensure inclusivity.
Socio-economic status	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The ability to participate may be limited by financial resources, which may interact with geographic location, and caring responsibilities, amongst other protected characteristics.	<ul style="list-style-type: none"> • Use a virtual meeting format and discussion boards in line with UKRI's Virtual-First Policy.
Education background	<input type="checkbox"/>	<input checked="" type="checkbox"/>	As per the overarching impact section above in the paragraph related to <i>protected characteristics</i> .	As per the overarching impact section above in the paragraph related to <i>protected characteristics</i> .
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	People with parental responsibilities may have less time to prepare a proposal, participate in reviewing and/or attend a panel meeting. Caring responsibilities fall disproportionately on women and therefore this is likely to interact with gender.	<ul style="list-style-type: none"> • UKRI-BBSRC ensures that school holidays are considered where possible when timetabling major activities as part of the funding opportunity and assessment process. • 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 caring responsibilities.

				<ul style="list-style-type: none"> • Where possible, UKRI-BBSRC aims to schedule meetings in standard working hours and this will be considered alongside time zone barriers. • UKRI-BBSRC will pay reasonable caring costs incurred while on UKRI-BBSRC business. • It is the responsibility of the employer (the research organisation) to provide sufficient support for those with caring responsibilities. • In partner countries this should conform to the local regulatory framework.
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Reviewers, committee members and applicants may find it difficult to participate if they have caring responsibilities. Caring responsibilities fall disproportionately on women and therefore this is likely to interact with gender.	<ul style="list-style-type: none"> • 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 caring responsibilities. • Where possible, UKRI-BBSRC aims to schedule meetings in standard working hours and this will be considered alongside time zone barriers. • UKRI-BBSRC will pay the cost of reasonable caring responsibilities incurred while on UKRI-BBSRC business. • It is the responsibility of the employer (the research organisation) to provide sufficient support. • In partner countries this should conform to the local regulatory framework.
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>		



Other characteristics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	International panel members may experience participation challenges if English is not their first language.	• Virtual meetings will have the option to enable subtitles to support international stakeholder engagement.
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Evaluation

Final Decision:	Select the relevant box	Include any explanation / justification required
1. No negative or positive impact identified; therefore, activity will proceed .	<input type="checkbox"/>	
2. Adapt or change the activity in a way which you think will eliminate negative impact or promote equality.	<input checked="" type="checkbox"/>	The activity has been adapted following the actions described in the previous section.
3. Stop the activity because the evidence shows bias or negative impact towards one or more groups.	<input type="checkbox"/>	
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the activity (e.g. in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this activity knowing that it may favour some people less than others, providing justification for this decision.	<input type="checkbox"/>	

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Review and sign off

<p>What are the arrangements for monitoring and reviewing the impact of your activity?</p>	<p>Standard UKRI evaluation processes will be used for this programme i.e. Research outcomes will be collected annually through Researchfish. This programme is considered a medium scale programme for ISPF Monitoring, Evaluation and Learning (MEL) purposes (£5-19M). UKRI will report to the Department for Science, Innovation and Technology (DSIT) as per ISPF requirements. This includes completing Reporting of Official Development Assistance (RODA) for financial reporting (quarterly). Applicant gender data will be requested at the application stage and this will form part of DSIT’s Key Performance Indicators (KPI’s) used to monitor gender equality.</p>
<p>Next review date:</p>	<p>At call close</p>

<p>Will this EIA be published? * Yes/Not required</p>	<p>Yes</p>
<p>Point of contact:</p>	<p>Heather Alford: heather.alford@bbsrc.ukri.org</p>
<p>Responsible owner:</p>	<p>Heather Alford: heather.alford@bbsrc.ukri.org</p>
<p>Accountable owner:</p>	<p>Tim Willis- Associate Director International tim.willis@bbsrc.ukri.org</p>
<p>Signed off by (name and date):</p>	<p>Tim Willis 11/05/23</p>

Before publishing or archiving your EIA, please remove any sensitive information.

Completed EIAs should be emailed to your council EDI team and shared with the central team via [this form](#)

EIAs for ODA and non-ODA ISPF programmes should be emailed to: ISPF@ukri.org



Change log

Name	Date	Version	Change
Heather Alford	When published	1	

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Action plan

Use the table below to define the actions you intend to take (or have taken) to address the indications of negative impact you have identified or to promote equality. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound).

Action	Deadline	Owner	How will it be monitored?	What is/will be the impact/outcome?