



UK Research
and Innovation

UK Research and Innovation Equality Impact Assessment:

BBSRC 2023 Transformative Research Technologies (23TRT)



*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	2023 Transformative Research Technologies (23TRT)
Council/department/project team	BBSRC – Transformative Technologies Team (contact: technology.development@bbsrc.ukri.org)
Aims and objectives of the activity	<p>BBSRC will support early-stage technology development projects with potential for transformative impacts across bioscience research. The awards will be relatively small and short duration and support pilot studies of new research technologies.</p> <p>23TRT is built on the previous Tools and Resources Development Fund (TRDF), which ran since 2006.</p> <p>The design of 23TRT has been influenced by BBSRC’s review of technology development for the biosciences, and therefore aims to implement its recommendations. Proposed changes relevant to this EIA include:</p> <ul style="list-style-type: none"> • clarifying the scope and aims of 23TRT as an opportunity that is inclusive of early-stage technology development across BBSRC’s remit for this year’s round. • additional guidance has been provided on what BBSRC are looking for in applications. This is aided by the applicant question set on TFS directly reflecting the assessment criteria, making it easier for applicants to address the key points. • Adopting the R4RI document instead of traditional CVs; giving a broader range of applicants a better chance of effectively demonstrating their capability to deliver their project. • Promoting awareness of the eligibility of communities who have previously lacked visibility and recognition for their skills and experience, for example Research Technology Professionals. • Embedding consideration of EDI principles in the project design as a criterion used to assess applications.

	<p>Additional considerations include:</p> <ul style="list-style-type: none"> • 23TRT being advertised widely and through accessible channels e.g social media platforms and on our website. • The UKRI website conforms to accessibility requirements, including the ability to adjust the text size or use a text reader on the page • UKRI and BBSRC supports applicants as much as possible, both before and after submission, to assist them in the application and assessment process. • The new UKRI funding service has been designed with the aim of providing a more accessible, user-centred application process, compared to the old Je-S system.
<p>Who is affected by your policy/funding activity/event?</p>	<p>BBSRC's eligible Research Community wishing to apply to this opportunity. All external panel members and BBSRC staff taking part in the assessment process.</p>
<p>What data and consultation have you used to assess the equality impact of your activity?</p>	<p>Consultations to adopt best practices in equality have been incorporated from other UKRI/BBSRC reviews, for example:</p> <ul style="list-style-type: none"> • UKRI People and Teams action plan, which addresses how UKRI will deliver on our support for technicians and RTPs as a signatory of the Technician Commitment. • BBSRC's EDI Strategy, where a key action is to promote diverse representation in our assessment panels. <p>The equality impact of this activity has also been assessed using previous consultations of similar BBSRC funding opportunities such as BBSRC's ALERT scheme for mid-range equipment, which follows a similar, panel-only, assessment process used by 23TRT and aims to promote eligibility awareness of a broader range of potential applicants.</p>



Other consultations include:

- Consultation with the BBSRC events management team to ensure that the panel meetings allow attendance and participation from a diverse range of people.
- Consultation with the UKRI Simpler and Better Funding (SBF) programme business partner for BBSRC on accessibility using the new UKRI funding service.



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 type="checkbox"/>		
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<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>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 as an alternative option for those not able to travel, preventing any venue-based limitations. The panel meeting venue will offer disability access and those with a disability who chose to attend the physical meeting are able to do so.</p> <p>Arrangement of closed captioning for those with hearing impairments at virtual meetings/events.</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>Potential difficulties for individuals with Dyslexia in terms of accessibility of written documents.</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> <p>Arrangements can be made upon request to provide documents in a format accessible to individuals with Dyslexia, for example written in the Dyslexie font.</p>
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input type="checkbox"/>		
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>		
Pregnancy and maternity/paternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Difficulties attending the webinar/meetings/panels.	The panel webinar, and any other preliminary meetings will be available to join on Zoom, preventing any venue-based limitations.

			<p>Requirement for regular breaks.</p> <p>Applicants may feel uncomfortable applying knowing that they are going on parental leave soon.</p>	<p>The panel meetings will adopt a hybrid approach to maximise participation either virtually or in person.</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>UKRI policy ensures that grant extensions, and movement of start dates are available to individuals who have been on leave.</p>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	It is important that selection of panel members and peer reviewers is from a diverse community which represents the community and UK.	BBSRC will monitor the diversity of panel members to ensure representation of the community and a diversity of opinion
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Key dates for the call could coincide with some religious holidays,	<p>Care will be taken to ensure that key call dates do not fall on cultural and religious holidays where possible.</p> <p>When applicable, BBSRC ensures that the panel meeting venue caters for all dietary requirements.</p>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>		
Sex (gender)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential for unconscious bias when assessing applicant (s)	To avoid potential unconscious bias, first names and titles of applicants will not be used during meeting discussions



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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 type="checkbox"/>		
Socio-economic status	<input type="checkbox"/>	<input type="checkbox"/>		
Education background	<input type="checkbox"/>	<input type="checkbox"/>		
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential difficulties with application preparation, meeting/panel preparation/attendance, completion of peer review activities, due to school holidays.	<p>Application stage extended to 15 weeks to recognise that this period will cut across 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>Features of the panel assessment period, such as the online discussion boards, have been implemented to allow for flexible working patterns required by our panel.</p>



			Childcare management during webinar/meetings/panels, application writing, and preparation for panels.	<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>
Carer/parent carer responsibilities	<input type="checkbox"/>	<input type="checkbox"/>		
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input type="checkbox"/>		
Other characteristics	<input type="checkbox"/>	<input type="checkbox"/>		

Continued below...



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 type="checkbox"/>	
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 checked="" type="checkbox"/>	This activity will include mitigating actions to attempt to eliminate bias and inequality.

Continued below...



Review and sign off

<p>What are the arrangements for monitoring and reviewing the impact of your activity?</p>	<p>BBSRC will review this equality impact assessment before the call to identify any further actions or interventions that are required to improve the diversity and inclusion of Basic Technologies Call.</p> <p>BBSRC monitors, analyses and publishes data to better understand the diversity of our applicant and assessor community.</p> <p>BBSRC is proactive in increasing the diversity of our panel members. Panel membership for each meeting is published on the website after the funding decisions have been made.</p> <p>Further information: https://bbsrc.ukri.org/about/equality-diversity/</p> <p>BBSRC is dedicated to ensuring that the processes for the call are open and inclusive. Those engaged in the processes endeavour to conduct each stage in a fair manner and without prejudice or bias. In line with this we adopt the following principles:</p> <ul style="list-style-type: none">• The composition of the panel itself is monitored by our Appointments Board, who are responsible for ensuring good practice in equality, inclusion and diversity is embedded and promoted in all its activities.• During the assessment process, there will be monitoring in place to avoid conditions that may introduce bias into the process and create barriers to participation.• Panel to receive a briefing on Methods of Working, objective decision making and unconscious bias (e.g. by webinar).• Panel members are asked to inform BBSRC if they have any additional needs to enable attendance or participation at the panel meeting, and reasonable adjustments will be pursued where possible.• Chair and deputy to attend briefing meeting, where unconscious bias will be covered.
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	<ul style="list-style-type: none"> Wash up following the assessment to identify lessons learned on how equality principles were adopted and how effective they were. Improvements will be shared across BBSRC teams carrying out similar activities and will be used to inform future TRT opportunities.
Next review date:	

Will this EIA be published? * Yes/Not required	Yes
Point of contact:	Oliver Huxley
Responsible owner:	Oliver Huxley
Accountable owner:	Ian Lewis
Signed off by (name and date):	

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
Oliver Huxley		1	Based on input received from consultation groups at the business case and announcement of opportunity stages

Continued below...