



UK Research
and Innovation

UK Research and Innovation
Equality Impact Assessment Form
BBSRC Pioneer Awards 2025/26: bioscience
discovery research



Overview of activity

	Response
Name of activity being assessed	BBSRC Pioneer Awards 2025/26: bioscience discovery research
Council/department/project team	Biotechnology and Biological Sciences Research Council (BBSRC)
Aims and objectives of the activity	<p>The objective of the BBSRC Pioneer Awards 2025/26 funding opportunity is to support small-scale, early-stage, discovery research projects that will open original and adventurous research avenues with the potential to transform our fundamental understanding of living systems. It will do that by supporting a varied portfolio (~18 grants, up to ~£350,000 full economic cost each) of high-risk, high potential discovery research projects that:</p> <ul style="list-style-type: none">• are relevant to BBSRC's Frontier Bioscience: understanding the rules of life theme• are original and visionary, challenging current thinking and paradigms• focus on exploring and revealing novel insights and theories relating to our fundamental understanding of biological systems• are early stage and untested, lacking preliminary data and perhaps involving creative or unconventional approaches to the research challenge• involve a high level of uncertainty or require a range of exploratory investigations, such that while there are clear aims to explore, the outcomes are neither predictable nor guaranteed• can involve any combination of experimental, analytical, and theoretical work, potentially crossing disciplinary boundaries, including non-bioscience fields• constitute a significant departure from existing lines of investigation or represent an entirely new line of inquiry• have the potential to substantially shift current and future thinking about an important topic. <p>Key features:</p> <ul style="list-style-type: none">• This is the second round of the Pioneer Awards• Review of the pilot round, which included feedback from both applicants and assessors, highlighted how positively the opportunity was received and that it filled an untapped need in the funding landscape• Due to the nature of this opportunity (i.e. high appetite for risk, lack of preliminary data) we believe applicants may be the best placed to judge other applications. This is why we wish to trial distributed peer review (DPR), in which applicants are also assessors

- We expect a high number of applications coming in and this is why we will be **strongly advising ROs to prioritise competitive applications**, with a genuine prospect of being funded, and to not to submit large numbers of full proposals, given the overall scale of funding available and expected level of competition nationally
- The Pioneer Awards funding opportunity will include a mandatory registration stage and a full-application stage
- Registrations will be assessed by the office on how well they fit the scope of this call, and a recommendation will be sent back to applicants on whether we believe they should invest further time and energy in writing a full-application
- The full-application stage will be open to everyone who submitted a registration, regardless of the recommendation they received
- If the full application is judged to be out of the scope of the call it will be quickly rejected by the office without further assessment
- Full applications that meet the remit of the call will be preliminary assessed via DPR focussing only on the summary and vision sections of the application
- Based on this preliminary assessment we will prioritise a subset of applications (90-120) that will be assessed by a multidisciplinary panel that will be looking at all sections of each application
- Panel members will use their own knowledge and experience to evaluate each proposal against the set assessment criteria that will be detailed in the call text
- **Applicants will have the opportunity to respond to reviewers' comments, before the panel reaches a final decision**
- The assessment panel(s) will score applications and assign them to funding bands from A (i.e. exceptional, must be funded) to D (i.e. should not be funded)
- Funding permitting, we intent to fund all exceptional applications (band A) and then apply partial randomisation to randomly allocate the remaining budget among the strong applications (band B)

This funding opportunity requires **consideration of equality, diversity, and inclusion as part of advertising, application process, DPR assessment, panel building, panel review, and hosting panel meetings**. The introduction of the **partial randomisation mechanism** involves some additional equality, diversity, and inclusion considerations that are explored below.



Who is affected by your policy/funding activity/event?	Applicants to the scheme, research officers, panel members and chairs , the UKRI-BBSRC secretariat and employees supporting delivery of the funding opportunity.
What data and consultation have you used?	<ul style="list-style-type: none"> • Pioneer awards pilot review, including a geographic and people diversity analysis of successful applications • Lessons learned from similar UKRI funding opportunities (e.g. New Horizons – EP Exploring the frontiers of environmental science research – NERC) • Lessons learned from UKRI opportunities that have implemented research organisation for demand management (e.g. Future Leaders Fellowships, Cross Research Council Responsive Mode) • Lessons learned from UKRI opportunities that have implemented partial randomisation (Cross Research Council Responsive Mode, Networks) • Equality impact assessments from the schemes mentioned above

Commented [CM1]: Detail the evidence used and any consultation that was done related to the equality impact of your activity. This could include (not an exhaustive list):

- UKRI data and reports. For example, UKRI workforce profile or funding diversity data
- External data e.g. HESA, BEIS, sector reports
- Survey results or feedback from networks or people who share a protected characteristic, subject matter experts, diverse user groups, unions
- Previous consultations, outcomes or lessons learned from similar projects
- Previous EIAs both within and outside UKRI
- Legal precedent and case studies - seek advice from legal or HR if you're unsure

Analysing your impact

Protected characteristics

Protected characteristic	Positive impact or opportunity to benefit	Negative impact	Please explain the impact or why there is no 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"/>	This funding opportunity is open to individuals at lecturer level and above based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that certain people might be excluded from the final submission list.	We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding



			<p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants. We encourage applications from a diverse range of researchers.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel. Panel members will be invited based on their academic expertise. This might exclude some early career researchers that have not yet managed to establish themselves enough to be considered experts.</p> <p>There is no impact on research officers and BBSRC staff. There are no barriers to participation to adults of any age.</p>	<p>opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to equality, diversity, and inclusion (EDI).</p> <p>Data on applicants' age will not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. There is no further action that can be taken without compromising the integrity of the assessment process. DPR is a process in which applicants are also the assessors. Review of the Pioneer Awards pilot highlighted a higher proportion (61.3%) of project leads under the age of 50 in comparison to the BBSRC-wide average for 2020/21 (50%), as well as a higher proportion under the age of 40% (24.2% vs 15%). The pattern is broadly similar when considering the full teams.</p> <p>The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This funding opportunity is open to individuals based at organisations eligible for BBSRC	We are committed to encouraging equality, diversity, and inclusion by eliminating



			<p>funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that people with disabilities might be excluded from the final submission list.</p> <p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants. We encourage applications from a diverse range of researchers. We support people to work in a way that suits their personal circumstances. Data on applicants' disability cannot not be sourced in the UKRI Funding Service and will not be used to make funding decisions. Review of the Pioneer Awards pilot revealed that only 2.4% of award leads reported a disability.</p>	<p>unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.</p> <p>UKRI can provide guidance and support to applicants and award holders, if they are disabled, have a long-term health condition, are neurodivergent, or have a learning disability. We will welcome applicants to share information about the reasonable adjustments they may need, including support in the assessment process and requesting eligible costs for reasonable adjustments. We will highlight in the call text that they do not need a formal diagnosis. Panel members will be informed applications may include these costs for reasonable adjustments and will be advised they should be accepted without comment. UKRI will ensure their eligibility. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency. Data on applicants' disabilities will not be used to make funding decisions.</p>
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			Career breaks in applicant track records may result in the potential for unconscious bias during assessment.	The Pioneer Awards is a unique funding opportunity that focusses more on the potential to deliver distinctive and transformative outcomes rather than on applicants' previous track records. Additionally, the Resume for Research and Innovation has an optional additions section, where applicants may provide context, such as details for career breaks.
			Neurodivergent attendees (Panel members and BBSRC staff) might find the duration and/or pace of the Panel meetings to be taxing.	Panel meetings will take place on Regular comfort breaks will be scheduled into the agenda. Panel members and BBSRC staff will be encouraged to take additional sensory breaks if they need to. To allow that without impacting the flow of the meeting, there will be 3 introducing members for each application and at least 2 BBSRC colleagues in each panel meeting. We will collect information from meeting participants about any additional requirement they may need to fully participate. Finally, the partial randomisation process can streamline the funding process by reducing the time and effort spent on detailed evaluations of equally strong applications without compromising on quality.
			UKRI-BBSRC recognise the broad spectrum of disability and as such appreciate that not every barrier can be anticipated.	All documents and materials will be in accessible formats. If requested by participants, we will make publications available in different formats (e.g. large print or printed onto different colour paper). Contact information will be shared and

Commented [RB2]: Suggest to use word neurodivergent and avoid abbreviations e.g. PMs where possible

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			<p>This funding opportunity will be assessed both by DPR and an expert panel.</p>	<p>applicants, research officers, and panel members will be encouraged to get in touch and inform us of any reasonable adjustments they might require so we can try to offer tailored assistance on a case-by-case basis where possible. The same option will be offered to BBSRC staff as well.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. DPR is a process in which applicants are also the assessors.</p>
Gender reassignment (Trans identity)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>This funding opportunity is open to individuals based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that people with trans identities might be excluded from the final submission list.</p> <p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants. We encourage applications from a diverse range of researchers.</p> <p>Individuals who have had/are in the process of gender reassignment may feel disinclined to apply or participate in our panels if our language</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.</p> <p>Gender reassignment data cannot not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p> <p>We will use gender neutral language, e.g. pronouns such as 'they' or 'you' instead of 'he/she', in all documents and materials, and</p>



			<p>isn't inclusive. Therefore, gender neutral language is important to support inclusivity, equality, and representation.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel.</p> <p>There are no barriers to participation to individuals of any gender or identity.</p>	<p>throughout the panel meetings. By publishing this Equality Impact Assessment, we will also encourage panel members to use gender neutral language throughout their interactions and when writing their reviews and feedback to the applicants.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. During the panel meeting we will encourage participants to provide their pronouns and the pronunciation of their names.</p> <p>The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p>
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<p>This funding opportunity is open to individuals based at organisations eligible for BBSRC funding.</p> <p>UKRI-BBSRC are committed to achieving equality of opportunity for all funding applicants.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel. Panel members will be invited based on their academic expertise.</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community.</p> <p>Marital data cannot not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. We will not enquire about panel members marital status.</p>

			There is no impact on research officers and BBSRC staff. There are no barriers to participation to individuals of any marital status.	The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Pregnant persons who are on parental leave and persons on parental leave may miss the invitation to participate in this funding opportunity as applicants or assessors.</p> <p>This funding opportunity is open to individuals based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that pregnant people or parents might be excluded from the final submission list.</p> <p>Pregnant persons might feel disinclined or may require additional adjustments to apply to this opportunity. UKRI-BBSRC are committed to achieving equality of opportunity for all funding applicants. We encourage applications from a diverse range of researchers. We support people to work in a way that suits their personal circumstances.</p>	<p>We are hoping to make this a recurring call. UKRI-BBSRC extends Pool of Experts membership period if parental leave is taken during their appointment.</p> <p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.</p> <p>We will be communicating clearly in our call text the UKRI policies that allow for flexibility to include extension of deadlines and activation of grants. Data on pregnancy and maternity will not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p>

			<p>This funding opportunity will be assessed both by DPR and an expert panel.</p> <p>Pregnant persons may require additional adjustments to enable participation in the panel meetings.</p> <p>Career breaks in applicant track records may result in the potential for unconscious bias during assessment.</p>	<p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess.</p> <p>Panel meetings will take place on-line. Regular comfort breaks will be scheduled to the agenda. Panel members and BBSRC staff will be encouraged to take additional breaks if they need to. To allow that without impacting the flow of the meeting, there will be 3 introducing members for each application and at least 2 BBSRC colleagues in each panel meeting. We will gather information from meeting participants about any additional requirement they may need to fully participate so we can try to offer tailored assistance on a case-by-case basis where possible. The partial randomisation process can streamline the funding process by reducing the time and effort spent on detailed evaluations of equally strong applications without compromising on quality.</p> <p>The Pioneer Awards is a unique funding opportunity that focusses more on the potential to deliver distinctive and transformative outcomes rather than on applicants' previous track records. Additionally, the Resume for Research and Innovation has an optional additions section, where applicants may provide context, such as details for career breaks. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards</p>
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				certain demographics or research areas, while increasing fairness and transparency.
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>This funding opportunity is open to individuals of all races based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that certain groups of people might be excluded from the final submission list. Individuals from ethnic minority backgrounds are underrepresented as academic staff (HESA, 2022/23).</p> <p>UKRI-BBSRC are committed to achieving equality of opportunity for all funding applicants and panel members.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel. Panel members will be invited based on their academic expertise.</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.</p> <p>Data on applicants' race will not be sourced in the UKRI Funding Service and will not be used to make funding decisions. Review of the Pioneer Awards pilot highlighted a high race-gap between award leads, with just 9.7% other-than-white project leads. This is slightly higher than the BBSRC-wide average for 2020/21 (6%). There was a marginally higher proportion of other-than-white investigators when considering the full team (11.8%).</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. DPR is a process in which applicants are also the assessors. To avoid potential unconscious bias, first names and titles of applicants will not be used during the assessment</p>

				discussions. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency. We encourage applications from a diverse range of researchers. During the panel meeting we will encourage participants to provide their pronouns and the pronunciation of their names.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Applicants, panel members, research officers, and BBSRC staff might miss the announcement for this opportunity, a deadline, or a panel meeting due to a religious holiday or observance.</p> <p>This funding opportunity is open to individuals of all religions and beliefs or of no religion or belief that are based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that certain people might be excluded from the final submission list.</p> <p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants and panel members.</p>	<p>An interfaith calendar has been consulted to ensure that none of announcements, deadlines, or meetings for this opportunity coincide with any major religious holidays or observances.</p> <p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.</p> <p>Data on participants' religion or belief will not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p>

			<p>This funding opportunity will be assessed both by DPR and an expert panel.</p> <p>Panel meetings, due to their prolonged duration, might coincide with pray times.</p> <p>There are no barriers to participation to persons of any religions or beliefs, nor to persons of no religion or belief.</p>	<p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. DPR is a process in which applicants are also the assessors.</p> <p>Panel meetings will take place on-line. Regular breaks will be scheduled to the agenda. Panel members and BBSRC staff will be encouraged to take additional breaks if they need to. To allow that without impacting the flow of the meeting, there will be 3 introducing members for each application and at least 2 BBSRC colleagues in each panel meeting.</p> <p>The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<p>This funding opportunity is open to individuals of all sexual orientations that are based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that certain people might be excluded from the final submission list.</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring</p>

			<p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants and panel members.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel.</p> <p>There are no barriers to participation to persons of any sexual orientation.</p>	<p>these processes employ good practice relating to EDI.</p> <p>Data on applicants' sexual orientation will not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. DPR is a process in which applicants are also the assessors.</p> <p>The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>This funding opportunity is open to individuals of all sexes and genders that are based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that certain people might be excluded from the final submission list. Given the greater proportion of cisgender males at the mid and advanced career stages (HESA, 2022/23) this could result in an increased proportion of applications from cisgender male applicants to the scheme.</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.</p>



			<p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants and panel members. We encourage applications from a diverse range of researchers.</p> <p>Persons who do not identify with a specific gender may feel disinclined to apply or participate in our panels if our language isn't inclusive.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel.</p>	<p>Data on applicants' sex and gender will not be sourced in the UKRI Funding Service and will not be used to make funding decisions. Review of the Pioneer Awards pilot highlighted a gender gap between award leads, with just 22.6% women project leads. This is even lower than the BBSRC-wide average for 2020/21 (26%). There was a slightly higher proportion of female investigators when considering the full team (28.3%). Furthermore, there is an uneven gender split in the Pool of Experts from which panel members are drawn.</p> <p>We will use gender neutral language, e.g. pronouns such as 'they' or 'you' instead of 'he/she', in all documents and materials, and throughout the panel meetings. By publishing this Equality Impact Assessment, we will also encourage panel members to use gender neutral language throughout their interactions and when writing their reviews and feedback to the applicants. During the panel meeting we will encourage participants to provide their pronouns and the pronunciation of their names.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess, gender will be considered to ensure equal representation as far as practicable. To avoid potential unconscious bias, first names and titles of applicants will not be used during the assessment discussions. The partial</p>
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			<p>We support people to work in a way that suits their personal circumstances.</p>	<p>randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p> <p>We will be communicating clearly in our call text the UKRI policies that allow for flexibility to include extension of deadlines and activation of grants. There are no barriers to participation to persons of any sex, gender, or identity.</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"/>	<p>This funding opportunity is open to individuals that are based at organisations eligible for BBSRC funding across the UK. Every research organisation across the UK will be given the opportunity to submit to this call</p> <p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants. There is good evidence for a broad geographic distribution of awards in the Pioneer Awards pilot and the 'top 10' lead institutions receiving awards</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community.</p> <p>Data on applicants' research organisation geographic location will not be used to make funding decisions.</p>



			<p>does not mirror the BBSRC top funded organisations entirely.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel.</p>	<p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. DPR is a process in which applicants are also the assessors. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p>
			<p>The location of an in-person panel meeting might be a barrier to some of the attendees.</p>	<p>Panel meetings will take place on-line.</p>
Socio-economic status	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>This funding opportunity is open to individuals based at organisations eligible for BBSRC funding. UKRI-BBSRC are committed to achieving equality of opportunity for all funding applicants.</p> <p>While there is not explicit data on socioeconomic status and lecturers in the HESA 2022/23 report, it's understood that individuals from higher socioeconomic backgrounds are often overrepresented in higher education, including among academic staff. This is reflected in broader trends of access to education and career progression.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel.</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community.</p> <p>This negative trend is not unique to this funding call, and we have no way of collecting data on the socioeconomic background of applicants and instilling any changes.</p> <p>Panel meetings will take place on-line.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community</p>

			<p>There is no impact on research officers and BBSRC staff. There are no barriers to participation to individuals of any socio-economic background.</p>	<p>they will be attempting to assess. We will not enquire about panel members marital status.</p> <p>The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p>
Education background	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>This funding opportunity is open to individuals at lecturer level and above based at organisations eligible for BBSRC funding. UKRI-BBSRC are committed to achieving equality of opportunity for all funding applicants.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel. Panel members will be invited based on their academic expertise. This might exclude some early career researchers that have not yet managed to establish themselves enough to be considered experts.</p> <p>We encourage applications from a diverse range of researchers.</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. There is no further action that can be taken without compromising the integrity of the assessment process. DPR is a process in which applicants are also the assessors. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p> <p>The Resume for Research and Innovation has an optional additions section, where applicants may provide context, such as details for career breaks, or alternative career paths.</p>

<p>Parent/guardian responsibilities</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Parents or guardians may miss the invitation to participate in this funding opportunity as applicants or assessors. Might feel disinclined or may require additional adjustments to apply to this opportunity.</p> <p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants. We encourage applications from a diverse range of researchers. We support people to work in a way that suits their personal circumstances.</p> <p>This funding opportunity is open to individuals based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that parents or guardians might be excluded from the final submission list.</p>	<p>A school calendar has been consulted to ensure that none of announcements, deadlines, or meetings for this opportunity coincide with school breaks. 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. All meetings and deadlines will be scheduled during standard working hours. We are hoping to make this a recurring call.</p> <p>We will be communicating clearly in our call text the UKRI policies that allow for flexibility to include extension of deadlines and activation of grants. Data on parental/guardian responsibilities will not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p> <p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.</p>
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			<p>Career breaks in applicant track records may result in the potential for unconscious bias during assessment.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel.</p> <p>Parents or guardians may require additional adjustments to enable participation in the panel meetings.</p>	<p>The Pioneer Awards is a unique funding opportunity that focusses more on the potential to deliver distinctive and transformative outcomes rather than on applicants' previous track records. Additionally, the Resume for Research and Innovation has an optional additions section, where applicants may provide context, such as details for career breaks. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. DPR is a process in which applicants are also the assessors.</p> <p>UKRI-BBSRC will pay the cost of additional caring responsibilities incurred while on UKRI-BBSRC business. UKRI-BBSRC extends Pool of Experts membership period if parental leave is taken during their appointment. Panel meetings will take place on-line. Regular comfort breaks will be scheduled to the agenda. Panel members and BBSRC staff will be encouraged to take additional breaks if they need to. To allow that without impacting the flow of the meeting, there will be 3 introducing members for each application and at least 2</p>
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				BBSRC colleagues in each panel meeting. We will gather information from meeting participants about any additional requirement they may need to fully participate so we can try to offer tailored assistance on a case-by-case basis where possible. The partial randomisation process can streamline the funding process by reducing the time and effort spent on detailed evaluations of equally strong applications without compromising on quality.
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Carers or parent carers may miss the invitation to participate in this funding opportunity as applicants or assessors. Might feel disinclined or may require additional adjustments to apply to this opportunity.</p> <p>UKRI-BBSRC are committed to achieving equality of opportunity for all funding applicants. We encourage applications from a diverse range of researchers. We support people to work in a way that suits their personal circumstances.</p> <p>This funding opportunity is open to individuals based at organisations eligible for BBSRC funding. We are mindful that the demand</p>	<p>A school calendar has been consulted to ensure that none of announcements, deadlines, or meetings for this opportunity coincide with school breaks. 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. All meetings and deadlines will be scheduled during standard working hours. We are hoping to make this a recurring call.</p> <p>We will be communicating clearly in our call text the UKRI policies that allow for flexibility to include extension of deadlines and activation of grants. Data on carer/parent carer responsibilities will not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p> <p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with</p>

			management method of strongly advising ROs to prioritise competitive applications, carries the risk that carer/parent carers might be excluded from the final submission list.	the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.
			Career breaks in applicant track records may result in the potential for unconscious bias during assessment.	The Pioneer Awards is a unique funding opportunity that focusses more on the potential to deliver distinctive and transformative outcomes rather than on applicants' previous track records. Additionally, the Resume for Research and Innovation has an optional additions section, where applicants may provide context, such as details for career breaks. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.
			This funding opportunity will be assessed both by DPR and an expert panel.	We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. DPR is a process in which applicants are also the assessors.
			Carers may require additional adjustments to enable participation in the panel meetings.	UKRI-BBSRC will pay the cost of additional caring responsibilities incurred while on

				<p>UKRI-BBSRC business. UKRI-BBSRC extends Pool of Experts membership period if parental leave is taken during their appointment. Panel meetings will take place on-line. Regular comfort breaks will be scheduled to the agenda. Panel members and BBSRC staff will be encouraged to take additional breaks if they need to. To allow that without impacting the flow of the meeting, there will be 3 introducing members for each application and at least 2 BBSRC colleagues in each panel meeting. We will gather information from meeting participants about any additional requirement they may need to fully participate so we can try to offer tailored assistance on a case-by-case basis where possible. The partial randomisation process can streamline the funding process by reducing the time and effort spent on detailed evaluations of equally strong applications without compromising on quality.</p>
Political opinion (Northern Ireland only)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>This funding opportunity is open to individuals of any political opinion at lecturer level and above based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that certain people might be excluded from the final submission list.</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also</p>



			<p><u>UKRI-BBSRC are committed to achieving equality of opportunity</u> for all funding applicants. There is no impact on research officers and BBSRC staff.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel.</p>	<p>ensuring these processes employ good practice relating to EDI. Data on applicants' political opinion will not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. DPR is a process in which applicants are also the assessors. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p>
Carer stage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This funding opportunity is open to individuals at lecturer level and above based at organisations eligible for BBSRC funding. We are mindful that the demand management method of strongly advising ROs to prioritise competitive applications, carries the risk that certain people might be excluded from the final submission list. However, review of the Pioneer Awards pilot revealed that the scheme may have had a levelling effect on career stage, as there was no requirement for prior data and CV-based 'track record' was not a part of the assessment process. It may also have had a higher proportion of early career researchers applicants. We do not have comparable data at the application stage to understand this observation further.</p>	<p>We are committed to encouraging equality, diversity, and inclusion by eliminating unlawful discrimination in accordance with the Equality Act 2010. This opportunity aims to leverage the full strengths of the UK's diverse research and innovation community. We are advising ROs to consider the scope and assessment criteria of the funding opportunity and BBSRC's recommendation on each submitted registration when they are prioritising applications, while also ensuring these processes employ good practice relating to EDI.</p>

Commented [RB4]: Suggest to avoid abbreviations where possible



		<p>UKRI-BBSRC are committed to achieving equality of opportunity for all funding applicants and panel members. We encourage applications from a diverse range of researchers.</p> <p>Career breaks in applicant track records may result in the potential for unconscious bias during assessment.</p> <p>This funding opportunity will be assessed both by DPR and an expert panel. Panel members will be invited based on their academic expertise. This might exclude some early career people that have not yet managed to establish themselves enough to be considered experts.</p> <p>There is no impact on research officers and BBSRC staff.</p>	<p>Data on applicants' career stage will not be sourced in the UKRI Funding Service and will not be used to make funding decisions.</p> <p>The Pioneer Awards is a unique funding opportunity that focusses more on the potential to deliver distinctive and transformative outcomes rather than on applicants' previous track records. Additionally, the Resume for Research and Innovation has an optional additions section, where applicants may provide context, such as details for career breaks.</p> <p>We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess. There is no further action that can be taken without compromising the integrity of the assessment process. The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.</p>
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<p>Are there general or overarching impacts on multiple groups? What actions will you take to increase positive impact, or reduce/mitigate negative impact?</p>	<p>UKRI is committed to embedding equality, diversity and inclusion in all we do, so that we can maximise the impact of our research and innovation to involve and benefit all parts of society. Everything we fund must embrace a diversity of thought, people, and ideas.</p> <p>While designing the Pioneer Awards funding call, we considered equality, diversity and inclusion during:</p> <p>1. Advertising</p> <p>a. Impact: Some people might miss the invitation to this funding opportunity.</p> <ul style="list-style-type: none"> ➤ Action: The call will be advertised widely to reach the largest possible audience. ➤ Action: We have consulted interfaith and school calendars to ensure that no announcements, or deadlines for this opportunity coincide with any school breaks, religious holidays or observances. ➤ Action: 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 and/or caring responsibilities. All meetings and deadlines will be scheduled during standard working hours. ➤ Action: We are hoping to make this a recurring call. <p>b. Impact: Some people might be discouraged from applying to this funding opportunity if we fail to highlight how we intent to lift negative barriers to participation.</p> <ul style="list-style-type: none"> ➤ Action: The call text and all documents and materials will be in accessible formats. 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. If requested by applicants, we will provide guidance available in different formats (e.g. large print or printed onto different colour paper). Contact information will be shared and applicants and research officers will be encouraged to get in touch and inform us of any reasonable adjustments they might require so we can offer tailored assistance on a case-by-case basis where possible. ➤ Action: To encourage a diverse range of applicants, we will signpost our equality, diversity, and inclusion policies and provisions, including guidance for those who have taken career breaks, or need reasonable adjustments to support them in the application process. We will highlight in the call text that a formal diagnosis is not needed. ➤ Action: To support people to work in a way that suits their personal circumstances, we will be communicating clearly in our call text the UKRI policies that allow for flexibility to include extension of deadlines and activation of grants. 	<p>Commented [CM5]: For general impacts and actions that affect more than one protected characteristic, please use this space. For example, in-person meetings can present as negative barriers for disabled people, as well as those with parental or caring responsibilities. You may wish to mitigate this by allowing hybrid or fully virtual meetings to avoid access issues, travel and overnight stay requirements, and facilitate the use of personal equipment (e.g. allowing caption use).</p> <p>For specific impacts and actions for individual characteristics, please use the table below.</p> <p>Your assessment could encompass:</p> <ul style="list-style-type: none"> •How your activity supports UKRI or Council's EDI objectives •positive impacts. Think about how you promote equality and foster good relations between people who do or do not share a characteristic. •negative impacts •no impact. Share evidence to support this •actions you are going to consider/put in place to remove disadvantages or minimise negative impacts. You should consider whether you need to change the activity, change how it is implemented or whether the aims could be achieved in a different way •outcomes and outputs. Share how you will measure these
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	<p>➤ Action: The Resume for Research and Innovation has an optional additions section, where applicants may provide context, such as details for career breaks, alternative career paths, information about a disability or long-term health condition.</p> <p>2. Application process</p> <p>c. Impact: The demand management method of establishing formula-based caps per research organisation, modelled on previous submissions and success-rates to the Pioneer Awards pilot and Responsive Mode, carries some risk for discrimination for historically underrepresented groups of people, or research organisations that have not previously secured BBSRC funding.</p> <p>➤ Action: We are currently consulting with BBSRC's evidence and evaluation team on how to produce a fair and robust demand management formula. The caps as well as the formula that they will be based on will be communicated in the call text for clarity and transparency. Every UKRI eligible research organisation will be given the opportunity to submit to this call.</p> <p>➤ Action: We will encourage research organisations to consider opportunities to support and include in their list of submissions project leads from historically underrepresented groups in research funding. To assist with this, we will provide some upfront guidance to research organisations on factors they should consider and general good practice.</p> <p>➤ Action: We wish to survey research organisations on their selection criteria and how they have ensured fairness and inclusivity. We would also like to enquire about the challenges they faced in doing so. To do so we will be asking research organisations to submit an inclusion selection statement to BBSRC along with their final list of submissions. We do not propose capturing detailed equality, diversity, and inclusion data from research organisations, nor to directly police their submissions.</p> <p>➤ Action: The research organisation caps will not constrain the ability of any specific person to be involved as project co-lead in applications being led by other eligible research organisations.</p> <p>3. Assessment process</p> <p>d. Impact: There is the potential for conscious or unconscious bias when sitting a panel.</p> <p>➤ Action: We will endeavour to sit a diverse panel, representative of the BBSRC community they will be attempting to assess, equality, diversity, and inclusion characteristics will be considered to ensure equal representation as far as practicable. Ultimately, panel members and chairs will be invited based on their academic expertise. This might exclude some individuals that have not yet managed to establish themselves enough to be considered</p>
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Commented [LOBU6]: Inclusion selection statement

experts. There is no further action that can be taken without compromising the integrity of the assessment process.

e. Impact: Certain attendees (panel members and BBSRC staff) may miss the invitation or might find the location, duration, and/or pace of the Panel meetings to be limiting, and they may be discouraged from participating.

- **Action:** We have consulted interfaith and school calendars to ensure that none of announcements, deadlines, or meetings for the assessment of this opportunity coincide with any school breaks, major religious holidays or observances.
- **Action:** 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 and/or caring responsibilities. All meetings and deadlines will be scheduled during standard working hours.
- **Action:** UKRI-BBSRC will pay the cost of additional caring responsibilities incurred while on UKRI-BBSRC business.
- **Action:** UKRI-BBSRC extends Pool of Experts membership period if parental leave is taken during their appointment.
- **Action:** Panel meetings will take place on-line.
- **Action:** Panel members and BBSRC staff will be encouraged to request any reasonable adjustments they might require to fully participate.
- **Action:** All documents and materials will be provided in accessible formats. If requested by participants, we will make publications available in different formats (e.g. large print or printed onto different colour paper).
- **Action:** We will use gender neutral language, e.g. pronouns such as 'they' or 'you' instead of 'he/she', in all documents and materials, and throughout the panel meetings.
- **Action:** We will encourage panel members to use gender neutral language throughout their interactions and when writing their reviews and feedback to the applicants.
- **Action:** We will encourage participants to provide their pronouns and the pronunciation of their names at the beginning of the panel meeting.
- **Action:** Regular comfort breaks will be scheduled to the agenda. Attendees will be encouraged to take additional breaks if they need to. To allow that without impacting the flow of the meeting, there will be 3 introducing members for each application and at least 2 BBSRC colleagues attending in each panel meeting.
- **Action:** The partial randomisation process can streamline the funding process by reducing the time and effort spent on detailed evaluations of equally strong applications without compromising on quality.

f. Impact: There is the potential for conscious or unconscious bias during the assessment based on applicants track records (e.g. career breaks, unconventional career paths), or certain characteristics.

- **Action:** Everyone involved in the decision-making process has had or will receive training in Unconscious Bias and guidance on new or revised ways of working to raise awareness of conditions that may impact on their decision-making.
- **Action:** We are not able to source equality, diversity, and inclusion data on applicants and we will not be using such information to make funding decisions.
- **Action:** To avoid potential unconscious bias, first names and titles of applicants will not be used during the assessment discussions.
- **Action:** The partial randomisation process will mitigate conscious and unconscious biases that might influence assessment, especially towards certain demographics or research areas, while increasing fairness and transparency.
- **Action:** Pioneer Awards is a unique funding opportunity that focusses more on the potential to deliver distinctive and transformative outcomes rather than on applicants' previous track records. This is achieved by lowering perceived barriers in peer review relating to (1) risk appetite, (2) need for preliminary data, and (3) difficulty pivoting to different research areas, therefore providing an avenue to explore completely novel research ideas.
- **Action:** The Resume for Research and Innovation has an optional additions section, where applicants may provide context, such as details for career breaks.
- **Action:** Panel members will be informed applications may include costs for reasonable adjustments and will be advised they should be accepted without comment. UKRI will ensure their eligibility.



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"/>	<p>After considering equality, diversity, and inclusion during advertising, application and assessment processes, when sharing documents and materials, as well as barriers to participation, we are going to proceed with caution with this funding opportunity knowing that no particular group is unfavourably affected by it.</p> <p>Due to the unique nature of the Pioneer awards, that focus more on the potential to deliver distinctive and transformative outcomes rather than on applicants' previous track records, and based on the outcomes from the review of the pilot round, we believe this opportunity has the potential to reverse some the observed negative trends of underrepresentation and have a levelling effect.</p> <p>We will endeavour to sit a diverse panel, but ultimately, panel members and chairs will be invited based on their academic</p>



		<p>expertise. This might exclude some individuals that have not yet managed to establish themselves enough to be considered experts. There is no further action that can be taken without compromising the integrity of the assessment process.</p> <p>While there is not explicit data on socioeconomic status and lecturers in the HESA 2022/23 report, it's understood that individuals from higher socioeconomic backgrounds are often overrepresented in higher education, including among academic staff. This is reflected in broader trends of access to education and career progression. This negative trend is not unique to this funding call, and we have no way of collecting data on the socioeconomic background of applicants and instilling any changes.</p>
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Continued below...

Review and sign off

<p>What are the arrangements for monitoring and reviewing the impact of your activity?</p>	<p>We will be reviewing this Equality Impact Assessment after our consultation with BBSRC's evidence and evaluation team on how to produce a fair and robust demand management formula to ensure that the formula produced does not impact negatively any specific people.</p> <p>We are prepared to review and amend this Equality Impact Assessment as soon as new evidence are presented to us from anyone negatively affected by this funding opportunity.</p> <p>We are going to be using the inclusion selection statements submitted by research organisations to evaluate the demand management method.</p> <p>We will carry out a strategic and process evaluation of the call seeking views from research members, research officers, and applicants on the:</p> <ul style="list-style-type: none"> • demand management process • panel review process • nature of the applications received • suggestions for improvements <p>We will also analyse equality, diversity, and inclusion and institutional patterns within the applicant pool, as well as the science areas represented and the characteristics of both the funded and unfunded proposals for lessons learned.</p>
<p>Next review date:</p>	<p>We will be reviewing this Equality Impact Assessment after our consultation with BBSRC's evidence and evaluation team on how to produce a fair and robust demand management formula (date TBA)</p>

Commented [CM7]: An EIA is a live document and should regularly be reviewed throughout the life cycle of an activity

Consider how you monitor the impact identified in your EIA. Put a plan in place to ensure that the impact is being monitored throughout the activity and evaluate the outcomes of any actions identified in the EIA. For example, you could:

- Plan regular reviews of the EIA and action plan
- Review the EIA as part of any closure or lessons learned activity.
- Be transparent: continue to consult with the groups affected by your activity and use new insights to review your EIA.



Will this EIA be published? *	Yes/Not required	Yes
Point of contact	Chrysanthi Michelaki and Laurie O'Neill	
Signed off by (name and date):	Chrysanthi Michelaki, 27 June 2025	
<p>Before publishing or archiving your EIA, please remove any sensitive or confidential information such as personal identifiable data.</p> <p>Once your EIA is completed or updated:</p> <p>1. Upload it to the UKRI central repository via the EIA submission form</p> <p>EIAs for ODA and non-ODA ISPF programmes should be emailed to: ISPF@ukri.org</p>		

Commented [CM8]: *EIA's should be published alongside relevant funding activities for example funding opportunities and events.

Change log

Name	Date	Version	Change
Chrysanthi Michelaki	27 June 2025	1	EIA published
		2	
		3	

Commented [CM9]: E.g. Based on input received from consultation groups at the **business case** stage, added actions under the gender section

E.g. Based on input received from x at the **announcement of opportunity** stage, added/removed/edited x

E.g. Based on input received from x at the **investment authorisation** stage, added/removed/edited x

Continued below...



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?
e.g. Update application form to include questions on additional support and reasonable adjustments	December 2023	Applications manager	Updated form published and submissions reflect individual needs	Individual needs can be addressed. Inform inclusive design of the activity