



UK Research and Innovation Equality Impact Assessment Form

About your activity

Title of your activity

Appointments Call for the recruitment of new members to BBSRC Knowledge Exchange, Translation and Commercialisation (KETC) College

Council or business area

Knowledge Commercialisation Unit (KCU), Research Innovation Funding Delivery (RIFD), BBSRC

Aims and objectives

The aim is to recruit new members to the KETC College, a focused pool of experts supporting bioscience innovation funding. BBSRC is seeking individuals with experience in bioscience research translation and commercialisation. Members will primarily assess translational funding applications and will typically contribute to assessment and evaluation across BBSRC's translational research and wider innovation portfolios. This EIA aims to cover the equality considerations associated with advertising the call, application assessment and the induction of the successful applicants.

Who is affected?

- Applicants to the call
- The bioscience community who have proposals assessed by members of the KETC college
- BBSRC staff
- The public (through investments through assessment by this college)

What data and consultation have you used?

- Consultation with BBSRC's Equality, Diversity and Inclusion lead on barriers to inclusion and potential bias from their perspective



- Consultation with UKRI’s Research Culture and EDI strategy teams and BBSRC’s Appointments Panel members to ensure the call text and application form is inclusive, maps against the Royal Society ‘Resumé for Researcher’ headline topics (as part of UKRI’s ambition towards narrative approaches to evaluating track records), and is relatable to those from both academia and industry
- Previous consultations, outcomes or lessons learned from similar projects
- Previous EIAs both within and outside UKRI

Impact on specific groups

Are there general impacts on multiple groups?

We have ensured the call text includes reference to encouraging applicants from underrepresented groups and to contact BBSRC staff should there be any additional accessibility requests. During the assessment process, guidance regarding personal biases will be provided. Data on applicants will be collected to ensure the process is fair and inclusive and BBSRC staff will monitor membership EDI data moving forward. All efforts will be made to ensure members can participate fully regardless of protected characteristics and any accessibility requests will be assessed on a case-by-case basis

Impact on protected characteristics

Complete the table for all characteristics. You only need to add details if there is a positive or negative impact.

Protected characteristic	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Age	Negative	Applicants may worry about being victims of ageism or bias, both older and younger members of the community.	Assessment of applications will be based on evidence provided against the criteria in the call text.
Disability	Negative	Individuals with a physical impairment may need additional facilities for in-person meetings and virtual meetings. For example, individuals with seeing or hearing impairment, may need additional software such as text to speech software or speech to text software. Individuals who use a wheelchair may need ground	Ensure that meeting invites include a request to alert staff members to any additional accessibility requests. Ensure venues are accessible. Provide access information where appropriate. Closed captions will be available in Virtual meetings, hearing loops can be used in-person. Where possible ensure the application form is compatible with



		<p>floor facilities, lifts and ramps and accessible toilets.</p> <p>An estimated 15-20% of the world's population exhibits some form of neurodivergence, this includes those with autism spectrum disorder, ADHD, dyslexia, dyspraxia and other learning disabilities. Individuals who are neurodivergent (ADHD, Autism, Dyslexia etc.) may find standard recruitment calls inaccessible due to formatting of the application form and associated documents or due to the process overall.</p> <p>Individuals who are neurodivergent may struggle with in-person meetings due to overwhelming or distracting stimuli.</p>	<p>assistive technology, ensure questions are well-laid out and make sense and avoid too many black lines and boxes. Other application formats may be requested and will be addressed on a case by-case basis.</p> <p>Ensure there are breaks scheduled regularly during meetings and make it clear that individuals may request additional breaks if necessary. Provide quiet spaces for individuals that may need to decompress. Do not acknowledge stimming behaviours unless invited to do so.</p>
Gender reassignment	Negative	<p>Based on the England and Wales census 2021 data, 262,000 people indicated that their gender identity was different from their sex registered at birth.</p> <p>Additionally, according to a YouGov (2021) survey of 410 trans employees across the UK, 65% said they have had to hide their trans status at work, 32% had experienced discrimination in the last 5 years and 43% had quit because their work environment was unwelcoming.</p> <p>Candidates that identify as Trans may avoid applying due to personal information associated with their gender identity/expression being</p>	<p>Ensure any transition or trans inclusive diversity policies are publicly promoted and visible on call text/website/media platforms/adverts. Gender neutral language will also be used throughout the application/call for members.</p> <p>Ask ahead of the meeting whether there are any additional accessibility requests from attendees. Ensure all BBSRC staff responsible for organising in -person events are aware of any additional requests. Where possible, source venues that have gender neutral facilities regardless of whether specific requests have been made.</p> <p>Individuals will be asked to display their preferred pronouns if they are comfortable to, minimising the risk of misgendering. No dress code will</p>



		<p>included in their application or due to potential transphobia during recruitment processes.</p> <p>Individuals identifying as Trans may wish to use facilities at meeting locations that are gender neutral.</p> <p>Individuals may have differing gender identity and gender expression.</p> <p>Individuals may wish to change their personal information during their membership term, some of which may be related to their gender identity or gender expression.</p>	<p>be requested for in-person meetings.</p> <p>Gender neutral pronouns will be used when requested and all efforts will be made to avoid deadnaming individuals. Confidentiality will be maintained at all times between subgroup members and BBSRC staff, should members wish to disclose any information regarding their gender expression or identity.</p>
Marriage or civil partnership	None		
Pregnancy and maternity	Negative	<p>Applicants are on parental leave whilst the opportunity is open, potentially affecting their awareness of this opportunity and ability to participate.</p> <p>Career breaks in an applicant's track record due to parental leave or caring responsibilities may be seen as negative by the panel.</p>	<p>The call for members will be published on the UKRI opportunities webpage but will also be circulated as widely as possible via targeted mailing lists and social media.</p> <p>Career breaks will not be seen negatively by the panel. Applicants will be given opportunity to explain career breaks during the application process, should they wish to disclose this. 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.</p>
Race	Negative	<p>UKRI award data and HESA data show that there is a significant underrepresentation of Black researchers within the biosciences. This data also shows a significant overrepresentation of White researchers.</p>	<p>Ensure that the application/call is widely advertised via social media and through our existing networks. BBSRC will engage with other existing networks associated with underrepresented groups where possible in order to circulate this opportunity to a wide audience. The selection process will include</p>



		<p>Due to the significant underrepresentation, we may receive fewer applications from Black researchers, due to a multitude of reasons. We should aim for the membership to be representative of the wider Census data but representative of the biosciences at a minimum.</p>	<p>guidance on eliminating personal biases.</p>
Religion or belief	Negative	<p>Data from the 2021 Census of England and Wales, showed that less than half of the population (46.2%) described themselves as Christian. This is still the largest religious group in England and Wales. 37.2% selected no religion. 6.5% were Muslim and 1.7% Hindu.</p> <p>Individuals celebrating certain religious holidays may have less time to apply.</p>	<p>Ensure the call is open for a sufficient amount of time to allow individuals to apply before or after religious holidays.</p>
Sex	Negative	<p>There is an almost 50/50 male/female split within the bioscience community based on HESA staff estimates. We should expect an even split of applications and BBSRC will aim to be as representative as possible.</p> <p>Caring responsibilities fall disproportionately on women and therefore may have less time to prepare an application.</p> <p>Recruitment call texts often include gender-coded language.</p>	<p>Ensure targeted mailing lists are balanced. When assessing applications, sex/gender will be considered and single sex panels will be avoided wherever possible (based on applications received).</p> <p>The application call will be promoted via social media and will be open for approx. 5 weeks to provide some opportunity for people to apply. Induction date and time will be shared in advance to allow for planning and preparation for those with caring responsibilities.</p> <p>The call text has been assessed using text analyses software such as GenderDecoder or Textio to remove unconscious bias as much as possible.</p>
Sexual orientation	Negative	<p>According to the CIPD (2021) Good Work Index Report, whilst 85% of heterosexual</p>	<p>Always ensure confidentiality and trust between individuals and BBSRC staff. Use inclusive language</p>



		<p>workers reported 'somewhat' to 'very good' working relationships, this dropped to 80% for LGB+ workers. A higher proportion of LGB+ workers than heterosexual workers (16% vs 10%) reported feeling psychologically unsafe at work.</p> <p>Individuals may feel uncomfortable sharing personal information related to their sexual orientation and the information they present in an application form may not align with the information shared during meetings.</p>	<p>during meetings and within the application/call text. Disclosure of any characteristics is voluntary.</p>
--	--	--	--

Impact on additional characteristics

Complete the table for all characteristics. You only need to add details if there is a positive or negative impact.

Additional characteristics	Impact (positive, negative, none or unknown)	Details of impact	Actions to reduce negative or increase positive impact
Geographical location and place	Negative	Applicants may be living in areas of the UK with less efficient internet infrastructure (digital/bandwidth inequality), such as rural areas. This could affect their ability to engage virtually during meetings and with the application process.	Ensure the application process does not require any programmes or software that depend on fast broadband. Ensure travel and accommodation can be expensed for in-person meetings to encourage participation.
Socio-economic status	Negative	Members may be unable to rely on expenses to fund their travel and accommodation due to their personal financial resources. This may also interact with geographic location, caring responsibilities	Ensure where possible, meetings are hybrid. Instances where individuals are unable to pay for their own travel and accommodation (before expenses can be made) will be



		and other protected characteristics. This may also affect their remote working abilities due to reliance on effective internet infrastructure.	assessed on a case-by-case basis.
Education background	Negative	Applicants may have varying education backgrounds.	BBSRC will avoid using unnecessary jargon and academic language within the application process. Application assessment will be based on experience, skills and knowledge, with no requirements for specific qualifications
Parent or guardian responsibilities	Negative	Individuals with caring responsibilities may need additional time to complete the application.	This call will be open for approximately 5 weeks to ensure all applicants will have sufficient time to complete the application.
Carer responsibilities	Negative	Individuals with caring responsibilities may need additional time to complete the application.	This call will be open for approximately 5 weeks to ensure all applicants will have sufficient time to complete the application.
Political opinion (Northern Ireland only)	None		
Other characteristics	Negative	Panel members who do not have English as their first language may experience challenges participating in the interview/inductions.	Meetings held virtually will have closed captioning enabled.

Final decision

Make a decision on whether to proceed with the activity

State which one of the following outcomes applies and give a reason for your decision.

This activity has been adapted following the actions described in the previous sections.



Review and sign off

How will you monitor and review the impact of your activity?

This EIA will be regularly assessed by RIFD staff members. It will be assessed when this call for members closes and again when the next recruitment call starts. The EIA will also be reassessed based on any suggestions from applicants or members of the public after its publication.

What is the EIA review date?

At call close

Contact

Jane Hammond - research.committees@bbsrc.ukri.org

Will the EIA be published?

Yes

Who has this been signed off by?

James Phillips, 3/03/2026, Head of Translation and Innovation Capability

Submitting the form

You need to [submit the form to the central repository](#)

EIAs for the International Science Partnership Funds should be emailed to: ISPF@ukri.org

Change log

Include changes as you've reviewed the EIA. For example, based on input received from x at the announcement of opportunity stage, x was added



Name	Date	Version	Change
		1	
		2	
		3	

Action plan

Add the actions you intend to take (or have taken) to address the negative impact you have identified. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound).

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