

Equality Impact Assessment – BBSRC/STFC/Innovate UK Biofilms programme

Section 1

<p>1. Policy/activity being assessed</p>	<p>A BBSRC – Innovate UK investment of approximately £12.5M will be provided to establish a Biofilms IKC alongside an in-kind contribution of up to £1M worth of access, over five years to the High Performance Computing facilities within the Hartree Centre at the Science and Technology Facilities Council's (STFC) Daresbury Laboratory.</p> <p>This £12.5M programme will support businesses and academia in the exploitation of biofilms science, tools and technologies.</p> <p>There are four aspects to this equality impact assessment;</p> <ol style="list-style-type: none"> 1 Ensuring that the submission, peer review and awarding processes are free from unintentional bias. 2 Ensure that the eligibility criteria is clear and is objectively justified*. (*A prerequisite for the academic leads of the IKC is to have an established reputation in the relevant scientific fields.) 3 Rigorous assessment of this major investment through monitoring/governance panel. 4 The identification of any potential barriers to attendance and participation in the call and the assessment and awarding process as below: <ul style="list-style-type: none"> • Meeting duration. Appropriate duration to facilitate good environmental conditions for assessment and inclusion. • Venue location and arrangements to accommodate needs. • Broad ranging panel membership. • Meeting management/Chair/robust assessment criteria.
<p>2. Summary of aims and objectives of the policy/activity</p>	<ul style="list-style-type: none"> - To ensure that the membership of the reviewing Panel is diverse and is representative of industry, academia and scientific discipline, in addition to institutional and regional representation. - To ensure that the Panel make up is a minimum 30% female (under represented gender) or objectively justified. - To raise awareness of the environmental conditions that introduce bias into the

	<p>decision making process.</p> <ul style="list-style-type: none"> - Ensure the panel Chair communicates the programme's commitment to ensuring objective and robust decision making and is committed to eliminating bias when observed in the process. - To ensure that applicants are aware of BBSRC's commitments to equality and inclusion. - To ensure that the event does not create barriers for attendance and participation from a diverse range of people.
3. Is the policy/activity relevant to equality and diversity? <i>(Advice should be sought from HR. If not relevant, record reasons and evidence; the remainder of the form need not be completed)</i>	Yes
4. What involvement and consultation has been done in relation to this policy/activity?	<ul style="list-style-type: none"> - Programme partners (Innovate UK and STFC) and BBSRC have endorsed the call design and assessment process. - Consultation with member of BBSRC Equality and Inclusion Policy Group on barriers to inclusion and potential bias. - Consultation with the industrial and academic community through a 'sandpit' event, membership of which was diverse in membership. - Consultation with the BBSRC events management team to ensure that the events do not create barriers for attendance and participation from a diverse range of people
5. Who is affected by the policy/activity?	All external Panel members and Partner employees who will be attending the panel meeting.
6. Arrangements for monitoring and reviewing actual impact of the policy/activity	Through BBSRC and Partners, there will be continued monitoring against the conditions that may introduce bias into the programme and create barriers for participation.

Section 2 – Identifying Impact

Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	Negative	<ul style="list-style-type: none"> - Attendees with physical disabilities may have difficulties if the venue cannot cater for their needs. 	<ul style="list-style-type: none"> - Gather information from meeting participants about any additional requirements they may need in order to fully participate.

	Negative	<ul style="list-style-type: none"> - Attendees with neuro-disabilities may experience difficulties with concentration during panel assessments. 	<ul style="list-style-type: none"> - The venue is easily accessible to main rail/air links. - Ensure room is light and airy. - Ensure that plenty of breaks are built in to the agenda. - Ability for the potential use of screen readers for personnel who are visually impaired. - Ensure that colours chosen don't trigger migraines, different colours may assist in this if personnel don't bring their own lap tops. - Ensure that conditions that create bias are eliminated during the assessment process.
Gender reassignment	Neutral	Neutral	
Marriage or civil partnership	Neutral	Neutral	
Pregnancy and maternity	Negative	Negative	<ul style="list-style-type: none"> - Ensure the venue is able to provide a babysitting service if requested. - Ensure there are adequate breaks built into the agenda.
Race	Negative	Negative	
Religion or belief	Negative		<ul style="list-style-type: none"> - Ensure religious observances are taken into account.
Sexual orientation	Negative	Negative	
Sex (gender)		<ul style="list-style-type: none"> - Potential Panel members may be disadvantaged 	<ul style="list-style-type: none"> - Ensure that the location is suitable to allow easy return

		and unable to attend if they have caring responsibilities.	home. - Ensure that the Panel has gender representation.
Age	None	None	