

Equality Impact Assessment – Newton Fund Swine and Poultry Research Initiative

Section 1

<p>1. Policy/activity being assessed</p>	<p>Newton Fund Swine and Poultry Research Initiative</p>
<p>2. Summary of aims and objectives of the policy/activity</p>	<p>BBSRC and funders from China, the Philippines and Thailand will fund a small number of bilateral or multilateral research projects as part of the Newton Fund.</p> <p>The process involves panel peer review and assessment and awarding of funding to successful applicants.</p> <p>Proposals which will be assessed at a panel meeting in Manila, the Philippines in October 2017. The total amount of funding awarded by BBSRC will be ~£6 million over 3 years commencing in January 2018. There will be matched funding provided by the partner countries</p>
<p>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></p>	<p>Yes</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 Ensuring the process enables rigorous assessment of this major investment 3 Identifying and addressing any potential barriers to attendance and participation by a diverse range of people 4 Ensuring that any religious/ cultural sensitivities/practices are recognised and accounted for throughout the call process, to enable an inclusive approach for all participants. <p>BBSRC is responsible for administering the peer review process on behalf of the partner funders and for nominating external reviewers and panel members to represent BBSRC's interest. The funders from China, the Philippines and Thailand are responsible for nominating panel members and external peer reviewers to represent their interests.</p> <p>BBSRC has made the following commitments and undertakings to support an inclusive approach:</p> <ul style="list-style-type: none"> - ensuring that the UK membership of the panel is diverse and is representative of academia and research institutes, and institutional and regional/country representation. - ensuring that the UK panel membership make up is diverse in respect to gender - working with the partner funders to raise awareness of the potential for unconscious bias to impact on the decision making - working with the partner funders to ensure that the format, duration and location of the assessment panel meeting is conducive to participation by a diverse

	<p>range of people from the UK, China, the Philippines and Thailand.</p> <ul style="list-style-type: none"> - Ensuring appropriate venue and accommodation arrangements to enable participation by a range of international panel members. - Ensuring that the meeting arrangements do not interfere with any religious or cultural beliefs of panel members.
<p>4. What involvement and consultation has been done in relation to this policy?</p>	<p>Programme partners from UK, China, the Philippines and Thailand have endorsed the call design and assessment process.</p> <p>Consultation with partner funders to ensure that all activities under this call are suitable for UK, Chinese, Thai and Filipino stakeholders.</p> <p>BBSRC will lead the peer review process and will work with the partner funders to develop comprehensive guidance notes to brief panel members on the assessment process, so there is a clear understanding amongst all panel members of the assessment criteria and scoring mechanisms etc.</p> <p>Consultation with members of BBSRC Equality and Inclusion Policy Group on barriers to inclusion, participation and potential bias in the decision making process</p>
<p>5. Who is affected by the policy?</p>	<p>All external panel members, BBSRC employees, employees of other funders (NSFC, NSTDA, DA BAR and DA Biotech Programme), representative of the Foreign and Commonwealth Office Science and Innovation Network and RCUK China who are taking part in the assessment process.</p> <p>Applicants to the call</p>
<p>6. Arrangements for monitoring and reviewing actual impact of the policy</p>	<p>Review built into the project plan</p>

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	Attendees with medical conditions or disabilities may have difficulties travelling for ~17 hours by air.	<p>Gather information from meeting participants about any additional requirements they may need in order to fully participate</p> <p>Where appropriate offer business class travel to ensure that participants with disabilities or medical conditions can attend</p>

	Negative	Attendees with physical disabilities may have difficulties if the venue cannot cater for their needs	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
	Negative	Attendees with neuro-disabilities may experience difficulties with concentration	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.
Gender reassignment	Neutral	Neutral	
Marriage or civil partnership	Neutral	Neutral	
Pregnancy and maternity	Negative	<p>The panel meeting is being held in Manila which requires that UK based panel members travel for ~17 hours each way by air and be away from home for 4 days.</p> <p>A number of vaccinations are also recommended for travel to the Philippines which may be contraindicated in pregnancy.</p> <p>Attendee who are pregnant may be unable to fly in late stages of pregnancy.</p> <p>UK health authorities have classified the Philippines as having a risk of Zika virus transmission.</p> <p>The mosquito borne illness dengue fever for which there is no</p>	<p>Reimburse attendee for the costs of vaccinations</p> <p>Provide attendees with links to relevant websites relating to the health situation in the Philippines.</p> <p>Offer business class travel where appropriate.</p> <p>Ensure the venue is able to provide a babysitting service if requested</p> <p>Ensure there are adequate breaks built into the agenda</p>

		vaccine occurs all year round.	
Race	Neutral	Neutral	
Religion or belief	Neutral	Panel meeting arrangements could potentially negatively impact panel members with religious or cultural beliefs	<p>Ensure religious observances/local practices are taken into account</p> <p>Ensure differences in religious or cultural beliefs do not prevent panel members from working together</p>
Sexual orientation	Neutral	Neutral	
Sex (gender)	Negative	<p>The panel meeting is being held in Manila which requires that UK based panel members travel for ~17 hours each way by air and be away from home for 4 days.</p> <p>Potential panel members may be disadvantaged and unable to attend if they have caring responsibilities</p> <p>Contributions from panel members may not be recognised/respected due to gender</p>	<p>Ensure that the venue is easily accessible to main rail/air links</p> <p>Agreement to pay for any caring responsibilities to ensure panel members can attend</p> <p>Ensure that the panel is diverse in respect to gender and representative of the community</p> <p>Ensure that everyone has equal opportunity to contribute to the decision making</p> <p>If panel members have any concerns, BBSRC will make every effort to address any issues to ensure that panel members/applicants are able to take part fully</p>
Age	None	Contributions from panel members may not be recognized / respected due to perceived age	<p>Ensure that everybody has equal opportunity to contribute to the decision making</p> <p>If panel members have any concerns, BBSRC will make every effort to address any issues to ensure the panel member/applicant are able to take part fully.</p>

Unconscious bias

In addition to the above, steps have been taken to minimise the potential impact of unconscious bias on the assessment processes. These include:

- Chair and deputy to attend briefing meeting, unconscious bias will be covered.

- Note regarding unconscious bias included in the Chair's brief
- Presentation and video link on unconscious bias added to Extranet and invite Panel members to review.
- We will provide accommodation in Manila the night before the panel meeting starts to ensure that panel members can arrive the day before the meeting and are rested before the meeting.
- Panel members will be able to fly premium economy to help them travel more comfortably and arrive more refreshed to reduce the impact of tiredness/jet lag on decision making.
- To minimise the impact of jet lag/sleep deprivation regular breaks will be scheduled.

Completed by: *Sarah Plowman*

Date: 25 August 2017