



Equality and Diversity

Committee members are required to be aware of the relevant legislative and organisational requirements relating to equality and diversity. The following provides a brief overview of the relevant equality legislation, BBSRC's strategy and policies, and issues that committee members should be aware of in the context of grant assessment.

<p>Over-arching BBSRC equality & diversity policy</p>	
<p>BBSRC recognises that excellence in science requires diversity and equality to promote innovation and creativity. BBSRC seeks to ensure that equality principles are applied to all funding activities, and considers that no one should be excluded or hindered in from a career in science because of their sex, ethnic background, age, disability, sexual orientation, religion or belief, pregnancy or maternity, marriage or civil partnership (protected characteristics as defined in the Equality Act 2010).</p> <p>Any issues that may arise throughout the funding process, regarding equality and diversity, should be directed to: equalityanddiversity@bbsrc.ac.uk</p>	<p>Committee members should promote equality and diversity and ensure that unlawful discrimination is eliminated fully from the peer review/ grants assessment process.</p>
<p>BBSRC diversity strategy</p>	
<p>BBSRC strives to ensure that it operates fair and non-discriminatory processes in the provision of funding support. Completing your personal details on Je-S will help us to monitor and improve our processes and services to all concerned.</p> <p>Please rest assured that your personal details will be stored confidentially, will not be used in any way that could lead to individuals being identified and will be used for monitoring purposes only. In so doing, the BBSRC DPA Code of Practice (which is available on the BBSRC website) will apply at all times.</p>	<p>Grants should be awarded to applicants irrespective of race, religion or belief, age, sexual orientation, disability, sex, maternity or pregnancy, marriage or civil partnership.</p> <p>Committee members should be fully aware of these underlying aims throughout the peer review process.</p>
<p>One of the priorities in the BBSRC diversity strategy is:</p> <ul style="list-style-type: none"> The removal of barriers to career progression 	<p>Committee members should ensure that all aspects of the peer review process are conducted in line with good equality and diversity practice (see also definitions below) and BBSRC's priority of removing barriers to career progression.</p>

Definitions	
<p>Diversity can be defined as the recognition that we are all individuals and all unique. Diversity is founded on the premise that harnessing these differences will create a productive environment in which everybody feels valued, where their talents are fully utilised and organisational goals are met.</p> <p>Equality aims to support the benefits of diversity by creating fairness for all through anti-discrimination legislation - the Equality Act 2010.</p>	<p>Chairs and Deputy Chairs should ensure that all Committee members are aware of BBSRC's equality and diversity definitions.</p> <p>Individually, committee members should be aware of personal prejudices and attitudes and ensure that these are put aside.</p>
<p>Discrimination can be 'direct' or 'indirect', 'associative' or 'perceptive':</p> <p>Direct discrimination is when one person is treated less favourably than another in a comparable situation (causing some detriment), on the grounds of his/her sex/race/disability etc.</p> <p>Indirect discrimination occurs when a condition, rule, policy or practice applies to everyone but disadvantages people who share a protected characteristic without any justifiable reason.</p> <p>Associative Discrimination occurs when an individual is treated less favourably without any justifiable reason owing to their association with another person.</p> <p>Perceptive discrimination is direct discrimination against someone because others think they possess a protected characteristic. It applies even if that person does not actually possess that characteristic.</p>	<p>All members must act fairly and not discriminate unlawfully (on the grounds of a person's sex, sexual orientation, age, race, religion or belief, disability, maternity or pregnancy, marriage or civil partnership. Under the Equality Act, these are known as protected characteristics. Part-time working, contract type or trade union activities should also be disregarded.</p> <p>Ensure that professional, objective and timely written notes and records are kept, in a standard format, and retained under appropriate confidentiality policies in the event that panels are required to objectively justify their decisions.</p>
Employment Legislation	
<p>The Equality Act 2010 combines previous legislation (such as the Sex Discrimination Act and the Race Relations Act). it provides protection against discrimination for employees who share any of the protected characteristics (listed above). Members of promotion and interview panels should be aware of following main principles of the Act.</p>	
Rehabilitation of Offenders Act 1974	
<p>This legislation was introduced to ensure that ex-offenders who have not committed further crimes for a period of time since they were last convicted are not discriminated against when applying for jobs.</p>	<p>Ensure that 'spent' convictions are not considered in any decisions.</p>
Additional information for Committee members	

<p>Personal circumstances (examples below) may have had a significant adverse impact on an individual's career:</p> <ul style="list-style-type: none"> • absence on maternity, paternity, parental or adoption leave • arrangements on return to work following these periods of leave • part-time working or other flexible working arrangements • time spent acting as a carer or other domestic commitments • disability, ill-health and injury and prolonged absence from work on the advice of a registered medical practitioner. 	<p>Committee members should be prepared to take account of the following and make adjustments as necessary:</p> <p>Achievements and Productivity: a lower research output, etc. than that of their peers. Quantity of outputs, where appropriate a pro rata evaluation should be made and the emphasis should be on quality not quantity.</p> <p>Professional Reputation: a candidate being unable to accept invitations to national/international meetings and other opportunities on offer.</p> <p>Leadership: working patterns that may have resulted in reduced opportunities to take on managerial roles and thus less opportunity to demonstrate all aspects of leadership.</p>
<p>Sources of further Information</p> <p>The BBSRC diversity strategy, equality scheme and related guidance can be found on the BBSRC website at http://www.bbsrc.ac.uk/organisation/policies/employment/index.html</p> <p>The BBSRC diversity and dignity at work policy is contained in the Employment Code, which can also be accessed via this link.</p> <p>Any issues that may arise throughout the funding process, regarding equality and diversity, should be directed to: equalityanddiversity@bbsrc.ac.uk</p>	