

## **BBSRC RESPONSIVE MODE EQUALITY AND INCLUSION IMPACT ASSESSMENT**

1. Policy / activity being assessed	BBSRC Responsive Mode - a highly competitive funding mechanism available to the bioscience research community.
2. Summary of aims and objectives of the policy / activity	<p>The aim of the Responsive Mode scheme is to advance excellent bioscience across the BBSRC remit. It does this by supporting and delivering:</p> <ul style="list-style-type: none"> <li>- frontier bioscience research</li> <li>- strategic research</li> <li>- collaborative research and development</li> <li>- policy relevant research</li> <li>- International research partnerships</li> <li>- next generation research leaders</li> </ul> <p>Research grant applications can be submitted at any time for assessment by one of the Research Committees, on any topic within our portfolio. Research Committees meet three times a year. Committee members use their own knowledge and experience to evaluate the proposal, reviewer’s comments, and PI response against set assessment criteria. Following this they rank the proposals in that round to make funding recommendations.</p>
3. Is the policy / activity relevant to equality and diversity?	<p>Yes. Through Responsive Mode, BBSRC funds research across the UK. Therefore, we must ensure that:</p> <ul style="list-style-type: none"> <li>- those who apply for and receive our funds are as representative of the wider population as possible</li> <li>- those who undertake the decisions for funding are drawn from as wide a pool as possible and fully aware of equality and diversity considerations.</li> </ul>
4. What involvement and consultation has been done in relation to this policy?	<ul style="list-style-type: none"> <li>• Consultation with the BBSRC events management team to ensure that the committee meetings allow attendance and participation from a diverse range of people.</li> <li>• Consultation with a member of BBSRC’s Equality and Inclusion Policy Group to review the EIIA and the responsive mode process.</li> <li>• Consultation with Committee meeting attendees to understand potential barriers and take action, where possible, to enable attendance and participation.</li> </ul> <p>BBSRC is dedicated to ensuring that the processes for Responsive Mode funding are open and inclusive. Those engaged in the processes endeavour to conduct each stage in a fair manner and without prejudice or bias. In line with this we adopt the following principles:</p> <p><u>For applicants</u></p>

	<ul style="list-style-type: none"> <li>• The call is advertised widely to reach the largest possible audience</li> <li>• Applicants can submit proposals at any time</li> <li>• The call text and guidance clearly states the eligibility and assessment criteria</li> <li>• 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</li> <li>• BBSRC supports applicants as much as possible, both before and after submission, to assist them in the application and assessment process.</li> </ul> <p><u>For assessors: reviewers</u></p> <ul style="list-style-type: none"> <li>• Reviewers are drawn from as wide a pool as possible</li> <li>• The guidance clearly states the expectations of reviewers BBSRC provides support to reviewers as much as possible, to assist them in the assessment process.</li> </ul> <p><u>For assessors: Committees</u></p> <ul style="list-style-type: none"> <li>• Everyone involved in the decision-making process has had training in Unconscious Bias to raise awareness of conditions that may impact on their decision-making</li> <li>• BBSRC is committed to enabling participation for people with alternative work patterns, including reduced working hours</li> <li>• BBSRC provides a geographic spread of meeting locations as much as possible</li> <li>• Committee members are asked to inform BBSRC if they have any additional needs to enable attendance or participation</li> </ul>
5. Who is affected by the policy?	Anyone who applies to Responsive Mode, or anyone that takes parts in the assessment (both reviewers and Committee members).
6. Arrangements for monitoring and reviewing actual impact of the policy	<p>BBSRC will review this equality impact assessment annually to identify any further actions or interventions that are required to improve the diversity and inclusion of Responsive Mode.</p> <p>BBSRC monitors, analyses and publishes data to better understand the diversity of our applicant and assessor community.</p> <p>BBSRC is proactive in increasing the diversity of our reviewers and Committee members. Panel membership for each meeting is published on the website after the funding decisions have been made.</p> <p>Further information: <a href="http://www.bbsrc.ac.uk/about/equality-diversity/">http://www.bbsrc.ac.uk/about/equality-diversity/</a></p>

<b>Group</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the policy)</b>
Disability	Negative	<p>Applicants, reviewers and Committee members with visual disabilities may find it difficult to access and view electronic documentation.</p> <p>Committee members with disabilities may find it difficult to access the meeting venue and / or participate in the meeting.</p>	<p>Electronic information is accessible. BBSRC will respond to individual support needs on a case by case basis.</p> <p>BBSRC consult with all Committee members to understand and cater for their requirements for participation. As a general principle, venues are easily accessible to main rail / air links and easy to move around. Meeting rooms are comfortable and meetings are timetabled to allow for adequate breaks.</p>
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy and maternity	Negative	<p>Committee members who are pregnant or on maternity may find it difficult to access the venue and / or participate in Committee meetings.</p>	<p>BBSRC consult with all Committee members to understand and cater for their requirements for participation. As a general principle, venues are easily accessible to main rail / air links and easy to move around. Meeting rooms are comfortable and meetings are timetabled to allow for adequate breaks. Ensure the venue is able to provide childcare.</p>

			<p>BBSRC pay for reasonable childcare costs.</p> <p>Committee membership can be extended due to maternity leave.</p>
Race	Neutral		
Religion or belief	Negative	Committee members may be unable to participate in Committee meetings due to religious observances.	<p>Ensure religious observances are taken into account as much as possible when timetabling Responsive Mode.</p> <p>Committee members can defer their attendance to the next available meeting.</p> <p>Ensure the venue caters for all dietary requirements.</p>
Sexual orientation	Neutral		
Sex (gender)	Negative	Committee members may find it difficult to participate if they have caring responsibilities.	<p>Ensure school holidays are taken into account where possible when timetabling Responsive Mode.</p> <p>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.</p> <p>BBSRC policy states that the cost of additional caring responsibilities while on BBSRC business can be reclaimed.</p>
Age	Neutral		