

Equality Impact Assessment – Bioinformatics and Biological Resources Fund

Section 1

<p>1. Policy/activity being assessed</p>	<p>Bioinformatics and Biological Resources Fund</p>
<p>2. Summary of aims and objectives of the policy/activity</p>	<p>The Bioinformatics and Biological Resources (BBR) Fund aims to:</p> <ul style="list-style-type: none"> • support the bioscience research community with the establishment, maintenance and enhancement of infrastructures • support high quality bioinformatics and biological resources that align with our updated Strategic Plan: The Age of Bioscience • supply long-term funding and provide a stable environment for resource development and provision
<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>The suitability of the call criteria is reviewed annually by the Strategy Advisory Panel before each call is launched.</p> <p>It is recognised that due to the nature of the call and its significant focus on the bioinformatics community, the current gender split in this community is more male-oriented than the bioscience community as a whole. Gender balance in applicants and panel members will be monitored and taken into account to ensure appropriate gender representation.</p> <p>There are three aspects to this equality impact assessment:</p> <ul style="list-style-type: none"> • Ensuring that the submission, peer review and awarding processes are free from unintentional bias • Ensuring the process enables rigorous assessment of this investment • Identifying and addressing any potential barriers to attendance and participation by a diverse range of people <p>Steps taken to address these issues include:</p> <ul style="list-style-type: none"> • Ensuring that the membership of the panel is diverse and is representative of industry, academia and research institutes, and institutional and regional representation. • Ensuring that the panel make up is diverse

	<p>in respect to gender</p> <ul style="list-style-type: none"> • Raising awareness of the potential for unconscious bias to impact on the decision making • Ensuring that the format, duration and location of the assessment panel meeting are conducive to participation by a diverse range of people
4. What involvement and consultation has been done in relation to this policy?	<p>The BBR Fund was established in 2006 to tackle a strategic need to provide 'proper support for resources such as databases, genetic resources and culture collections which require long term maintenance and curation'</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>Consultation with the BBSRC events management team</p>
5. Who is affected by the policy?	<p>All external Panel members and BBSRC employees who are taking part in the assessment process.</p> <p>Applicants to the call</p>
6. Arrangements for monitoring and reviewing actual impact of the policy	<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 physical disabilities may have difficulties if the venue cannot cater for their needs	<p>Gather information from meeting participants about any additional requirements they may need in order to fully participate</p> <p>The venue is easily accessible to main rail/air links</p>
	Negative	Attendees with neuro-disabilities may experience difficulties with concentration	<p>Ensure room is light and airy</p> <p>Ensure that plenty of breaks are built into the agenda</p>

			<p>Ability for the potential use of screen readers for personnel who are visually impaired</p> <p>Ensure that colours chosen don't trigger migraines; different colours may assist in this if personnel don't bring their own lap tops.</p>
Gender reassignment	Neutral	Neutral	n/a
Marriage or civil partnership	Neutral	Neutral	n/a
Pregnancy and maternity	Negative	<p>Panel members that are pregnant or have child care responsibilities may be discouraged from attending</p> <p>Career breaks in applicant track records due to parental leave or caring responsibilities may be seen as negative by the panel.</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> <p>Guidance is given to the panel to ensure appropriate assessment of applicant track record without bias against career breaks due to parental leave/caring responsibilities/etc.</p>
Race	Neutral	Neutral	n/a
Religion or belief	Neutral	Neutral	BBSRC is aware of the calendar of religious observances
Sexual orientation	Neutral	Neutral	n/a
Sex (gender)	Negative	Potential panel members may be disadvantaged and unable to attend if they have caring responsibilities	<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>

	Negative	Gender split in the bioinformatics community favouring male gender	The diversity of reviewers and panel members is monitored to ensure each proposal gets assessed fairly
Age	None	None	n/a

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.

Completed by: Daniela Hensen

Date: 19 June 2017

Review date (if applicable): Annually