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

### Section 1

#### 1. Policy/activity being assessed

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.

This £12.5M programme will support businesses and academia in the exploitation of biofilms science, tools and technologies.

There are four aspects to this equality impact assessment;

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:

   - 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.

#### 2. Summary of aims and objectives of the policy/activity

- 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
- 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?** (Advice should be sought from HR. If not relevant, record reasons and evidence; the remainder of the form need not be completed)
   - Yes

4. **What involvement and consultation has been done in relation to this policy/activity?**
   - 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 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

<table>
<thead>
<tr>
<th>Group</th>
<th>Is there a potential for positive or negative impact?</th>
<th>Please explain and give examples of any evidence/data used</th>
<th>Action to address negative impact (e.g. adjustment to the policy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability</td>
<td>Negative</td>
<td>- Attendees with physical disabilities may have difficulties if the venue cannot cater for their needs.</td>
<td>- Gather information from meeting participants about any additional requirements they may need in order to fully participate.</td>
</tr>
<tr>
<td></td>
<td>Negative</td>
<td>- Attendees with neuro-disabilities may experience difficulties with concentration during panel assessments.</td>
<td>- 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.</td>
</tr>
<tr>
<td>-------------------------</td>
<td>----------</td>
<td>------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Gender reassignment</td>
<td>Neutral</td>
<td>Neutral</td>
<td></td>
</tr>
<tr>
<td>Marriage or civil partnership</td>
<td>Neutral</td>
<td>Neutral</td>
<td></td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td>Negative</td>
<td>Negative</td>
<td>- Ensure the venue is able to provide a babysitting service if requested. - Ensure there are adequate breaks built into the agenda.</td>
</tr>
<tr>
<td>Race</td>
<td>Negative</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Religion or belief</td>
<td>Negative</td>
<td></td>
<td>- Ensure religious observances are taken into account.</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>Negative</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Sex (gender)</td>
<td>Negative</td>
<td>- Potential Panel members may be disadvantaged</td>
<td>- Ensure that the location is suitable to allow easy return</td>
</tr>
</tbody>
</table>
and unable to attend if they have caring responsibilities.

- Ensure that the Panel has gender representation.

| Age  | None | None |