

Equality Impact Assessment – Data-Intensive Bioscience Review

Section 1

<p>1. Policy/activity being assessed</p>	<p>2019 BBSRC Data-Intensive Bioscience Review</p>
<p>2. Summary of aims and objectives of the policy/activity</p>	<p>In relation to Data Intensive Bioscience research, the review <u>aims</u> to allow BBSRC to:</p> <ul style="list-style-type: none"> • To strengthen BBSRC's understanding of the research landscape in this area • To identify current issues and future needs within the UK research community • To ensure BBSRC is well positioned to support future requirements. <p><u>Objectives</u></p> <ul style="list-style-type: none"> • Collate the views of the community using an online questionnaire • Carry out analysis of BBSRC's funding portfolio • Undertake two community workshops for more in depth reflection on major themes emerging from the questionnaire • Form an expert working group for oversight of the activity, identifying key issues, integrating outcomes and developing summary conclusions and recommendations • Produce a final report and associated implementation plan <p>Although not pre-defined, the final report will present key conclusions and recommendations which may be framed around topics such as:</p> <ul style="list-style-type: none"> • Future science-led opportunities and emerging issues • A picture of the infrastructure landscape from end user perspectives, with a view towards potential future requirements or strategy relating to this. • An improved understanding of the DIB skills pipeline, career pathways, BBSRC's role and influence. • Consideration of the strengths and weaknesses of current models of BBSRC support, and priorities for future development • Consideration of future opportunities for partnership, funding leverage and community building (e.g. framed by particular research challenges)
<p>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</p>	<p>Yes</p> <p>Primary points of potential impact relate to:</p> <ul style="list-style-type: none"> • Online questionnaire • Community workshops • Expert working group

<i>of the form need not be completed)</i>	In relation to these, possible factors relating to protected characters will be addressed as outlined below
4. What involvement and consultation has been done in relation to this policy?	<p>The review was established following initial discussions by BBSRC Research Advisory Panel, BBSRC ENWW Strategy Advisory Panel and BBSRC Council.</p> <p>The review will undertake consultation with stakeholders through an online questionnaire and community workshops. It will be guided by an expert working group consisting of members of the science and innovation research community.</p>
5. Who is affected by the policy?	BBSRC's Stakeholder Community
6. Arrangements for monitoring and reviewing actual impact of the policy	BBSRC's strategy advisory structure has oversight of activities relevant to the review, including the implementation and evaluation of any ensuing recommendations. Particular roles for monitoring are expected to be carried out by BBSRC Council and the Exploiting New Ways of Working strategy advisory panel.

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	<ul style="list-style-type: none"> Physical disabilities: participants might have difficulties accessing venues or might need assistance during meetings Neurological disabilities: participants might experience concentration difficulties Carers: participants with caring duties might find it difficult to attend full day meetings if these extend the working day. Online resources may be difficult for visually or 	<ul style="list-style-type: none"> Ask participants if they have any special requirements in order to be able to participate in meetings Make sure venues have good transport links for national and international travel Try to book venues with daylight lighting Make sure the agenda leaves acceptable travel times for carers Make sure that additional caring costs caused by this meeting will be paid for and that

		physically disabled to complete.	<p>participants are aware of this.</p> <ul style="list-style-type: none"> • Online questionnaire will also be available as a word document and should be suited for users who have accessibility modifications to their computing systems.
Gender reassignment	Neutral	n/a	n/a
Marriage or civil partnership	Neutral	n/a	n/a
Pregnancy and maternity/paternity	Negative	<ul style="list-style-type: none"> • Pregnancy: attendees might find it more difficult to attend a full day meeting • Maternity/paternity leave or childcare commitments may result in individuals missing consultation events 	<ul style="list-style-type: none"> • Make sure that meeting start and finish times are adequate • Ensure that venue has good transport links for national and international travel • Arrange adequate breaks in the agenda • Ask for specific requirements of pregnant attendees • There will be multiple points at which researchers can provide inputs to the review. • A point of contact within the office will be available for researchers to learn more about the review and ask questions/provide inputs.
Race	Neutral	n/a	n/a
Religion or belief	Negative	<ul style="list-style-type: none"> • Religious activities/holidays • Dietary requirements 	<ul style="list-style-type: none"> • Be aware of calendar of religious observances and avoid clashes with planned events and deadlines

			<ul style="list-style-type: none"> • Ask participants for dietary requirements
Sexual orientation	Neutral	n/a	n/a
Sex (gender)	Negative	<ul style="list-style-type: none"> • Observed demographic skew in science area towards male researchers 	<ul style="list-style-type: none"> • Be aware of the potential gender bias when inviting participants, taking steps to achieve balanced representation, (particularly within the expert working group, where the total number of individuals involved is expected to be small)
Age	Negative	<ul style="list-style-type: none"> • Early career researchers may be less likely to participate in consultation or events 	<ul style="list-style-type: none"> • Ask for career stage information in meeting registration so that ECR representation can be monitored • Directly engage with ECRs through other networks, e.g. DTPs and BBSRC Fellows

Unconscious bias

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

- Presentation and video link on unconscious bias for expert working group meeting
- Unconscious bias included in briefing materials for expert working group and workshop attendees
- Multiple points of reflection and analysis within the review process.

Completed by: Daniela Hensen

Date: 1 April 2019

Review date (if applicable): N/A, this is not a recurring activity