

**Equality Impact Assessment – BBSRC-UKRI GREENHOUSE GAS REMOVAL  
DEMONSTRATORS**

Question	Response
<p><b>1. Name of policy/funding activity/event being assessed</b></p>	<p>The BBSRC-UKRI Greenhouse Gas Removal (GGR) Demonstrators call is part of the interdisciplinary £31.5 million Strategic Priority Fund (SPF) Wave 2 Greenhouse Gas Removal Programme. The Programme is a UK Research and Innovation (UKRI) initiative involving the Arts and Humanities Research Council (AHRC), Biotechnology and Biological Sciences Research Council (BBSRC), Economic and Social Research Council (ESRC), Engineering and Physical Sciences Research Council (EPSRC), Natural Environment Research Council (NERC) and Innovate UK.</p>
<p><b>2. Summary of aims and objectives of the policy/funding activity/event</b></p>	<p>The aim of the GGR Demonstrators scheme is to support sustainable routes for large-scale removal of greenhouse gases from the atmosphere, allowing the UK to take a major step towards achieving net-zero emissions and placing the UK in a leading position to benefit from the £400 billion future global market in greenhouse gas removal. The call will support up to five GGR Demonstrators as well as a central Directorate Hub.</p> <p>The call is for applications for GGR Demonstrators that will be responsible for exploring the effectiveness, cost and the limitations of large-scale methods of GGR.</p> <p>This EIA covers the application and assessment process for this funding opportunity.</p> <p>The application process consists of an outline stage and a full stage (complete with interview).</p> <ul style="list-style-type: none"> <li>• Outline applications are assessed by a bespoke assessment panel (GGR Demonstrators panel) with representatives from BBSRC, EPSRC, ESRC and NERC. Shortlisted outline applicants will be invited to submit full applications</li> <li>• Full applications will be externally peer reviewed followed by assessment by the GGR Demonstrators panel. Panel members use their own knowledge and experience to evaluate the proposal against set assessment criteria. Following this, UKRI may also invite the Principal Investigator (PI) and Co-Investigators (Co-Is) to an interview with the panel.</li> <li>• The GGR Demonstrators panel will make a final recommendation on funding.</li> </ul>

<p><b>3. What involvement and consultation has been done in relation to this policy?</b> <i>(e.g. with relevant groups and stakeholders)</i></p>	<ul style="list-style-type: none"> <li>• Consultation with the BBSRC events management team to ensure that the assessment meetings and interviews 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 GGR Demonstrators process</li> <li>• Consultation with BBSRC Heads of Departments and Directors and the GGR Programme Board to gain advice, assess and agree the revised scheme and guidance</li> <li>• Consultation with panel meeting attendees to understand potential barriers and take action, where possible, to enable attendance and participation</li> <li>• Consultation with external advisers to gain advice, assess and agree the revised scheme and guidance</li> <li>• Consultation with BBSRC Council members and BBSRC Appointments Board</li> <li>• Learning from good practice in objective decision making and interview processes from across UKRI, supported by external independent advice.</li> </ul>
<p><b>4. Who is affected by the policy/funding activity/event?</b></p>	<p>Applicants to the GGR Demonstrators call, external peer reviewers, panel members and UKRI employees who are taking part in the assessment process.</p>
<p><b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b></p>	<p>BBSRC is committed to ensuring that the processes for GGR Demonstrators funding are open and inclusive. Those engaged in the processes endeavor 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>• A town meeting is held prior to the outline launch to inform potential applicants</li> <li>• A webinar and Community Meeting (to</li> </ul>

include a workshop) is held following call launch and prior to the closing date to inform potential applicants

- The call text and guidance clearly states the eligibility and assessment criteria and the key dates for applications and panel assessment
- 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
- BBSRC provides support and advice to applicants both before and after submission, to assist them in the application and assessment process

For reviewers

- Reviewers are drawn from as wide a pool as possible
- Reviewers are provided with guidance, which clearly states the expectations of reviewers
- BBSRC provides support to reviewers as much as possible, to assist them in the assessment process
- Data are collected about the gender identity (self-declared) of reviewers

For assessors (panel members):

- BBSRC ensures that the membership of the panel is diverse and is representative of industry, academia and research institutes and institutional and regional representation
- Everyone involved in the decision-making process will receive training in Unconscious Bias to raise awareness of conditions that may impact on their decision-making
- BBSRC provides briefing to panel members throughout the assessment process about good practice in objective and safeguarding decision making
- Assessment meetings and interviews are structured and managed to ensure that the approach is consistent with appropriately scheduled breaks
- Where possible, BBSRC aims to have at

	<p>least 35% of the under-represented gender on its panels</p> <ul style="list-style-type: none"> <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>• Panel members are asked to inform BBSRC if they have any additional needs to enable attendance or participation</li> <li>• BBSRC provides regular training and guidance on new or revised ways of working, such as webinars, induction training, one-to-one training</li> </ul> <p>BBSRC will review this Equality and Inclusion Impact Assessment (EIIA) annually to identify any further actions or interventions that are required to improve the diversity and inclusion of Greenhouse Gas Removal Demonstrators call.</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 panel members. Panel membership for each meeting is published on the website after the funding decisions have been made.</p> <p>Further information:  <a href="https://bbsrc.ukri.org/about/equality-diversity/">https://bbsrc.ukri.org/about/equality-diversity/</a></p>
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Protected Characteristic 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	Applicants, reviewers and panel members with visual disabilities may find it difficult to access and view electronic documentation.	<ul style="list-style-type: none"> <li>• BBSRC will respond to individual support needs on a case by case basis.</li> <li>• Electronic information is accessible</li> <li>• Gather information from meeting</li> </ul>

		Panel members and interviewees with disabilities may find it difficult to access the meeting venue and / or participate in the meeting.	<p>participants about any additional requirement they may need in order to fully participate</p> <ul style="list-style-type: none"> <li>• Ensure that the venue is easily accessible to main rail/air links</li> <li>• Ensure that the room is light and airy</li> <li>• Ensure that plenty of breaks are built into the agenda</li> <li>• Allow for potential use of screen readers for participants who are visually impaired</li> <li>• Ensure that colours chosen and other visual stimuli do not trigger migraines or affect those with colour blindness; different colours may assist with this if participants do not bring their own laptops</li> </ul>
<b>Gender reassignment</b>	Neutral	Neutral	N/A
<b>Marriage or civil partnership</b>	Neutral	Neutral	N/A
<b>Pregnancy and maternity</b>	Negative	<p>Panel members and interview candidates who are pregnant or on maternity may find it difficult to access the venue and / or participate in Panel meetings</p> <p>Career breaks in applicant track records due to parental leave or caring responsibilities may be seen as negative by the panel</p>	<ul style="list-style-type: none"> <li>• BBSRC consults with all participants to understand and cater for their requirements for participation.</li> <li>• As a general principle, venues are easily accessible to main rail/air links and easy to move around.</li> <li>• Meeting rooms are comfortable and meetings are timetabled to allow for adequate breaks.</li> <li>• BBSRC aims to ensure that the venue is able to provide</li> </ul>

			<p>childcare/babysitting services if requested.</p> <ul style="list-style-type: none"> <li>• Guidance to be provided to the panel to ensure appropriate assessment of applicant track record without bias against career breaks due to parental leave/caring responsibilities, etc.</li> </ul>
<b>Race</b>	Neutral	Neutral	N/A
<b>Religion or belief</b>	Neutral	Neutral	<ul style="list-style-type: none"> <li>• BBSRC ensures that religious observances are taken into account as much as possible when timetabling major activities.</li> <li>• BBSRC ensures that the venue caters for all dietary requirements.</li> </ul>
<b>Sexual orientation</b>	Neutral	Neutral	N/A
<b>Sex (gender)</b>	Negative	<p>Panel members and interview candidates may find it difficult to participate if they have caring responsibilities.</p> <p>Gender split in the community favouring male gender</p>	<ul style="list-style-type: none"> <li>• BBSRC ensures that school holidays are taken into account where possible when timetabling the Outlines and Full Stage Panel meetings for the GGR Demonstrators Call.</li> <li>• 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.</li> <li>• Where possible, we aim to schedule meetings in core working hours.</li> </ul>

			<ul style="list-style-type: none"> <li>• BBSRC will pay the cost of additional caring responsibilities incurred while on BBSRC business.</li> <li>• Monitor the diversity of panel members to ensure an accurate representation of the community and a diversity of opinion</li> </ul>
<b>Age</b>	Neutral	Neutral	N/A

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Potential for discrimination or negative impact has been assessed and actions to address negative impacts are being implemented	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .	X	
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes – on the BBSRC-UKRI website
<b>Date completed:</b>	18 September 2019
<b>Review date</b> (if applicable):	Annually

**Change log**

Name	Date	Version	Change
	When published	1	