

Equality and Inclusion Impact Assessment - Food & nutrition research for health in the developing world: Bioavailability and nutrient content

Section 1

<p>1. Policy/activity being assessed</p>	<p>GCRF Food & nutrition research for health in the developing world: Bioavailability and nutrient content</p>
<p>2. Summary of aims and objectives of the policy/activity</p>	<p>BBSRC has made £6.9M available for collaborative proposals to address research challenges spanning the agriculture-nutrition-health interfaces relating to food and nutrition research for health in the developing world.</p> <p>This call is intended to help inform the development of new strategies to address the challenges in food, nutrition and health by supporting collaborative research that brings together the complementary capabilities of scientists in the UK and partners in developing countries.</p> <p>The call aims to advance interdisciplinary research across the agriculture – food – nutrition – health pathway to sustainably deliver more nutritious foods to improve physical and cognitive health across the lifecourse in developing countries. It aims to enhance the nutritional content and bioavailability of nutrients in a diverse range of culturally appropriate foods; and determine the impact on human health outcomes.</p> <p>It has been informed by the needs of developing countries, as expressed by resident researchers during a GCRF nutrition networking event linked in with the Agriculture, Nutrition and Health Academy Conference in Kathmandu, Nepal in July 2017.</p>
<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 - There are three aspects to this equality impact assessment:</p> <ul style="list-style-type: none"> • To ensure that the submission, peer review and awarding processes are free from unintentional bias • To ensure the process enables fair, transparent and rigorous assessment of this major investment • To identify and addressing potential barriers to attendance and participation in this activity

<p>4. What involvement and consultation has been done in relation to this policy? <i>(e.g. with relevant stakeholders)</i></p>	<ul style="list-style-type: none"> • Consultation with members of the BBSRC Equality and Inclusion Policy Group on barriers to inclusion and potential bias. • Consultation with the BBSRC events management team to ensure that the events do not create barriers for attendance and participation from a diverse range of people. • Consultation with both the UK and developing countries research community at a GCRF nutrition networking event and the Agriculture, Nutrition and Health Academy Conference in Kathmandu, Nepal • Assurance process involving both the Agriculture and food security, and Bioscience for health Strategy Advisory Panels, and wider consultation with appropriate Government Departments and other funders
<p>5. Who is affected by the policy?</p>	<p>Applicants to the call, BBSRC employees and panel members who are taking part in the assessment process</p>
<p>6. Arrangements for monitoring and reviewing actual impact of the policy</p>	<p>There will be monitoring to avoid conditions that may introduce bias into the process and create barriers to participation.</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	<ul style="list-style-type: none"> • Attendees with physical disabilities may have difficulties if the venue cannot cater for their needs. • Attendees with neuro-disabilities may experience difficulties with concentration during panel assessments. 	<ul style="list-style-type: none"> • Gather information from meeting participants about any additional requirements that they may need to fully participate. • 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. • Allow 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 laptops.
			<ul style="list-style-type: none"> • Ensure that conditions that create bias are identified and eliminated during the assessment process.
Gender reassignment	Neutral	Neutral	
Marriage or civil partnership	Neutral	Neutral	

Pregnancy and maternity	Negative	Negative	<ul style="list-style-type: none"> • Ensure the venue is able to provide a childcare service, if requested. • Ensure there are adequate breaks built into the agenda.
Race	Neutral	Neutral	
Religion or belief	Negative		<ul style="list-style-type: none"> • BBSRC is aware of the calendar of religious observances. • Panel members will be asked if they have any dietary or other requirements.
Sexual orientation	Neutral	Neutral	
Sex (gender)	Negative	<ul style="list-style-type: none"> • Gender bias may exist in the peer review process • Potential Panel members may be disadvantaged and unable to attend if they have caring responsibilities. 	<ul style="list-style-type: none"> • Ensure that the Panel consists of at least 30% of the under-represented gender, as detailed in the UKRI Action Plan for Equality, Diversity and Inclusion. • Ensure applications are treated consistently regardless of gender of applicant through effective moderation. • Ensure all panel members have the opportunity to contribute equally.

			<ul style="list-style-type: none"> • The venue is easily accessible to main rail/air links. • Additional costs incurred by caring responsibilities can be claimed as set out in http://www.rcuk.ac.uk/documents/documents/fecfaq-pdf/.
Age	Neutral	Neutral	

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:

- Panel member induction, which includes a module on safeguarding decision making and the impact of unconscious bias.
- Note regarding unconscious bias included in the Chair’s brief.
- Effective moderation by the funder’s representatives.

Completed by: Jane Garrad

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