

Equality and Inclusion Impact Assessment- GCRF International Flexible Interchange Programme (IFLIP)

Section 1

<p>1. Policy/activity being assessed</p>	<p>GCRF International Flexible Interchange Programme (IFLIP)</p>
<p>2. Summary of aims and objectives of the policy/activity</p>	<p>BBSRC invites applicants to apply for projects of up to 12 months in duration which involve international people exchanges (Interchanges) between UK academic institutions and user organizations which operate within a DAC list country (ies). Users of research can include private businesses, third sector organizations (for example, NGOs), or public bodies including government departments, local government, and regulatory authorities.</p> <p>The International Flexible Interchange Programme (I-FLIP) aims to:</p> <ul style="list-style-type: none"> • Increase and accelerate the uptake and impact of previous BBSRC funded research through knowledge exchange activities that deliver benefit and impact in a DAC list country(ies). • Support and enable the formation and development of sustainable partnerships with the aim of maximising the impact of previously-funded BBSRC research. • Strengthen the wider skills of interchanger(s) and explore opportunities to further develop these skills by spending time working within a new environment.
<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> <ol style="list-style-type: none"> 1) To ensure that the submission, assessment and awarding processes are free from unintentional bias 2) To ensure the process enables fair, transparent and rigorous assessment of this investment. 3) To identify and address potential barriers to participation in the I-FLIP scheme.

<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 the I-FLIP Committee.
<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	<p>For Assessors:</p> <p>Attendees with physical disabilities may have difficulties if the venue cannot cater for their needs.</p> <p>Attendees with neuro-disabilities may experience difficulties with concentration during panel assessments.</p> <p>For Applicants:</p> <p>There is always the possibility of unconscious bias in assessment of applicants.</p> <p>Interchangers with disabilities may be unable to spend long periods of time working overseas.</p>	<p>Gather information from meeting participants about any additional requirements that they may need to fully participate.</p> <p>The venue is easily accessible to main rail/air links.</p> <p>Ensure room is light and airy.</p> <p>Ensure that plenty of breaks are built in to the agenda.</p> <p>Allow 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 laptops.</p> <p>Ensure that conditions that create bias are identified and eliminated during the assessment process.</p> <p>For Applicants:</p> <p>We will ensure that the selection criteria used are robust and minimise subjectivity. We will remind all assessors about unconscious bias and provide training/briefing as required, to ensure they make a conscious effort to remove bias from their decision making.</p> <p>Ensure requirements of interchange are explicitly clear.</p> <p>Please see actions under pregnancy and maternity for Call-specific actions for flexible participation.</p>
Gender reassignment	Negative	<p>Applicants:</p> <p>Potential for interchangers to experience discrimination while overseas where laws and/or cultural beliefs in regards to gender reassignment may be different those in the UK.</p>	<p>Both the host and employing organizations will be required to provide evidence of how interchangers will be supported throughout the I-FLIP project.</p> <p>The strength of relationship between UK and overseas partners will form part of the assessment criteria.</p> <p>Applications for which it is deemed that the interchanger will not receive sufficient support, from the employing or host organization, are unlikely to be recommended for funding.</p>

Marriage or civil partnership	Neutral	Neutral	
Pregnancy and maternity	Negative	<p>For Assessors: Time spent away from home for the panel meeting could exclude people with childcare responsibilities or pregnant women who might require additional care.</p> <p>Applicants: International travel could exclude people with childcare responsibilities. Pregnant women may be unable to travel abroad.</p>	<p>For Assessors: Ensure the venue is able to provide a childcare service, if requested. Ensure there are adequate breaks built into the agenda.</p> <p>Applicants: Maternity breaks are considered in light of the assessment. The Call is designed with a number of measures to aid flexible participation: Applicants can participate without overseas travel. Participation in overseas interchanges may be on a part-time or intermittent basis. Projects and interchanges will have no prescribed minimum duration. Projects can include more than 1 interchanger, thus enabling interchangers to share the responsibilities of the knowledge exchange activity.</p>
Race	Negative	<p>For Assessors: There is the possibility of unconscious bias in selection of Assessors.</p> <p>For Applicants: Potential for participants to experience racial discrimination while overseas.</p>	<p>We will collect statistics on the makeup of the selection panel and attendees. We will ensure that balance is maintained when selecting assessors.</p> <p>For Applicants: <i>Please see actions for gender reassignment.</i></p>

Religion or belief	Negative	<p>For Assessors: Specific dietary requirements and time and space to pray.</p> <p>For Applicants: Potential for participants to experience racial discrimination while overseas.</p>	<p>For Assessors: BBSRC is aware of the calendar of religious observances. Panel members will be asked if they have any dietary or other requirements. Other specific needs will be catered for as required.</p> <p>For Applicants: <i>Please see actions for gender reassignment.</i></p>
Sexual orientation	Negative	<p>For Applicants: Potential for interchangers to experience discrimination while overseas where laws and/or cultural beliefs in regards to sexual orientation may be different to those in the UK.</p>	<p><i>Please see actions for gender reassignment.</i></p>
Sex (gender)	Negative	<p>For Applicants: Overseas travel provides significant obstacles to potential interchangers with care responsibilities.</p> <p>For Assessors: Gender bias may exist in the assessment process. Potential Panel members may be disadvantaged and unable to attend if they have caring responsibilities.</p>	<p>For Applicants: The Call is designed with a number of measures to aid flexible participation: <i>Please see actions for pregnancy and maternity.</i></p> <p>For Assessors: Ensure that the Panel consists of at least 30% of the under-represented gender, as detailed in the RCUK Action Plan for Equality, Diversity and Inclusion. A 'generalist panel' will be used thus limiting the gender bias that is present in certain scientific disciplines. Ensure applications are treated consistently regardless of gender of applicant through effective moderation. Ensure all panel members have the opportunity to contribute equally. The venue is easily accessible to main rail/air links. Additional costs incurred by caring responsibilities can be claimed as set out in https://bbsrc.ukri.org/documents/bbsrc-handbook-</p>

Age	Negative	For Applicants: Older researchers are those most likely to hold senior positions with managerial / teaching / pastoral responsibilities; participation in overseas interchanges may be more challenging than for ECRs.	Call design is aimed to provide flexible opportunities for participation. <i>Please see actions for pregnancy and maternity.</i>
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Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	<p>Yes, having to travel overseas could exclude participation by individuals that have physical disabilities, or those that are pregnant or are carers.</p> <p>Interchangers who have a disability, identify with LGBT+, or have undergone gender reassignment, may experience negative discrimination through social interaction with people while overseas. Interchangers may also experience discrimination based upon their race while traveling overseas.</p> <p>Travel and overnight stay could exclude assessors who have care responsibilities.</p> <p>I-FLIP has been designed to promote equality and inclusion. The distinction between Applicants and Interchangers means that people may participate on I-FLIP projects without traveling overseas. Further, I-FLIP has been designed to provide flexible opportunities for people who wish to participate in overseas interchanges.</p> <p>Each employing and host organisation will be required to state their commitment to supporting interchanger(s) participating in the I-FLIP project.</p>	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .		
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias		

<p>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 proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.</p>	<p>v</p>	<p>We have identified potential barriers and impacts for this activity and set out available adjustments to address them.</p> <ol style="list-style-type: none"> 1. The Call has been designed in order to mitigate against potential barriers to participation. In each case, these have been outlined under actions to address negative impact. 2. Hosting organisations will be required to submit a letter of support detailing the support given to interchangers hosted at their organisation. 3. The strength of relationship between UK and overseas organisations will be included in the assessment criteria. Therefore, proposals which do not provide sufficient evidence for how interchangers will be supported are unlikely to be funded. 4. Ensure that conditions that create bias are eliminated and the assessment panel meeting is designed so that barriers to inclusion are reduced in line with the actions above. 5. Ensure that those that accept to travel to the assessment panel meeting will be considered on a case by case basis. UKRI-BBSRC will offer any help that will ease their participation in the activity. 6. Applicants must comply with the 2014 International Development (Gender Equality) Act. Applicants must submit a 1 page statement outlining how their project will take proportionate and meaningful steps to reducing inequalities between people of different genders.
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Gender Equality in International Development Research and Innovation

In addition to the information provided in the matrix above, as part of this Call, applicants will be required to submit a 1 page statement outlining how their project will take proportionate and meaningful steps to reducing inequalities between people of different genders.

Statements which do not meet the criteria for a 'sufficient' statement, as outlined in <https://www.ukri.org/files/research/gcrf/gender-equality-statement-guidance/> will be returned for amendment, or rejected from the Call.

It is envisaged that this process will assist applicants in identifying potential barriers to participation within their own projects, and enable them to make adjustments to their proposal where potential barriers to participation are identified.

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.
- Telecon with the Panel Chairs, which includes a section on safeguarding decision making and the impact of unconscious bias. This is also included in the Chair's brief.
- Effective moderation by the funder's representatives.

Updated by: Cameron Fenwick, Capability and Innovation Domain, BBSRC
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