

# Transforming the UK food system for healthy people and a healthy environment call and workshops

## Equality Impact Assessment

Question	Response
<p><b>1. Name of policy/funding activity/event being assessed</b></p>	<p>Strategic Priorities Fund (SPF) Transforming the UK food system for healthy people &amp; a healthy environment: Call 1 &amp; Launch workshops</p>
<p><b>2. Summary of aims and objectives of the policy/funding activity/event</b></p>	<p>Proposals are invited for interdisciplinary projects lasting 5 years, that address two major themes: 1) Defining a transformed UK food system that places healthy people and a healthy natural environment at its centre, and 2) Delivering food system transformation in the UK. Proposals must involve collaboration with a stakeholder group consisting of government, industry and civil society (at least one representative from each at the outline stage). The research must be led by an eligible academic organisation. The call will be launched using the UKRI Je-S, funding application system.</p> <p>As part of this call, potential applicants will have an opportunity to attend a workshop (we are putting on 2 in total- attendees can only apply to one). These workshops aim to inform applicants of the funders' aims and objectives for the call, to meet other potential applicants and discuss possible research ideas, and to meet stakeholders in order to discuss possible mechanisms of stakeholder engagement.</p> <p>While it may be beneficial for an applicant to attend the meeting and meet other potential applicants and stakeholders, attendance is not required to submit an application to the funding call.</p> <p>All the information, slides and guidance will be made available on the individual research council websites as well as UKRI SPF website, so they can be accessed by potential applicants. We will also hold a webinar to allow those who are unable to attend to ask questions.</p> <p>The assessment and decision-making will be via peer review and panel meeting. We will take steps to ensure this process is fair and robust and that the decisions taken are criterion led.</p>

	Panel members and UKRI office staff will be fully briefed on their roles and responsibilities.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	The SPF programme is funded by BBSRC, NERC, FSA, DEFRA, ESRC, DHSC, MRC, Innovate & PHE who have all been consulted and have agreed on the Call application process and design of the workshops. We also sought internal advice from those with expertise in equality and diversity, and consulted the <a href="#">RCUK Action Plan for Equality, Diversity and Inclusion</a> .
<b>4. Who is affected by the policy/funding activity/event?</b>	Research community, stakeholders, staff from Gov departments, UKRI employees, panel members & peer reviewers
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	The impact of the call and workshops is the generation of high quality research proposals within the scope of the call. These will be assessed by external reviewers as well as an independent assessment panel.  We will monitor successful proposals to identify if attendance at the call meeting has had a positive impact on success rates.

<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the policy)</b>
<b>Disability</b>	Negative	<b>For attendees to Panel meetings &amp; workshops:</b> Attendees with physical disabilities may have difficulties attending where travel is required. Venues may not cater for the needs of disabilities. Attendees with neuro- disabilities may experience difficulties with concentration during long panel assessments or sessions at workshops. Some may feel excluded as workshops are based on in-	Information about attendees additional requirements will be collected during registration for the workshops and prior to panel meetings.  Panel meetings and workshops will last 1 day to avoid the need for participants to stay overnight. We are holding workshops in the North & South of England to reduce journey time and facilitate attendance from across the UK.

		<p>person social interactions.</p> <p>There is always the possibility of unconscious bias in assessment of applications and selecting attendees to the workshops.</p>	<p>The venues for panel meetings and workshops are easily accessible from major rail/air links. The rooms will be/are light and airy and the agendas will have sufficient breaks.</p> <p>We will film the presentations and FAQs will be generated from the Q&amp;A sessions at the workshops to provide those unable to attend with information on the call.</p> <p>We will ensure that the selection criteria used are objective, transparent and robust. We will remind all assessors about not bringing in personal biases, and provide briefing in objective decision making.</p>
<b>Gender reassignment</b>	No		
<b>Marriage or civil partnership</b>	No		
<b>Pregnancy and maternity</b>	Negative	<p>Travel to the panel meetings and workshops may exclude those who have childcare responsibilities or pregnant women who might require additional care.</p>	<p>The panel meetings and workshops will only last one day to reduce the time attendees need to spend away from home and there will be adequate breaks built into the agenda. Rooms will be made as comfortable as possible for pregnant attendees. Webinar/online information will be made available to provide information to those unable to travel to the workshops.</p> <p>We will look for venues that are able to provide childcare services, if requested. We will offer to reimburse any additional childcare costs incurred for panel members.</p> <p>Individuals will be encouraged to contact staff to discuss the support available prior to workshops/ panels.</p>

<b>Race</b>	Negative	<p>There is always the possibility of unconscious bias in selection of participants</p> <p>Participants for whom English is their second language may be negatively impacted.</p>	<p>We will ensure that the selection criteria used are objective, transparent and robust. We will remind all assessors about not bringing in personal biases, and provide briefing in objective decision making.</p> <p>The presentation materials, funding call, eligibility criteria, call guidance and assessment process will be written to minimise subjectivity using the principles of plain English.</p>
<b>Religion or belief</b>	Negative	<p>Specific dietary preferences and requirement for time and space to pray.</p> <p>Organising meetings and events that take place during religious observances may prevent participation</p>	<p>These would be catered for as required.</p> <p>Religious observances will be taken into account.</p>
<b>Sexual orientation</b>	No		
<b>Sex (gender)</b>	Negative	<p>There is always the possibility of unconscious bias in selection of participants for workshops and assessment process.</p> <p>Women are more likely to have childcare or other caring responsibilities than men, and therefore may not be able to travel to workshops/ panels.</p>	<p>We will ensure that the selection criteria used are robust and minimise subjectivity. We will remind all members of the selection panel about unconscious bias and provide training as required, to ensure they make a conscious effort to remove bias from their decision making.</p> <p>We will ensure that the Panel consists of at least 30% of the under-represented gender, as detailed in the <u><a href="#">RCUK Action Plan for Equality, Diversity and Inclusion</a></u>.</p> <p>We will ensure all panel members have the opportunity to contribute equally through effective meeting management.</p> <p>The venue is easily accessible to main rail/air links.</p>

			<p>Additional costs incurred by caring responsibilities can be claimed as set out in <a href="https://bbsrc.ukri.org/documents/bbsrc-handbook">https://bbsrc.ukri.org/documents/bbsrc-handbook</a></p>
<b>Age</b>		<p>Older researchers are those most likely to hold senior positions with pre-established industrial/ civil society/ government links. It may be more challenging for earlier career researchers to lead on the applications.</p>	<p>The large interdisciplinary nature of the call promotes the interactions between many stakeholders, therefore allowing routes of involvement for those with less experience or contacts to increase the reach of their work and build future networks</p> <p>We will monitor the diversity stats for attendance, submission , assessment and award and compare these with the population.</p>