

**Transforming the UK food system for healthy people and a healthy
Centre for Doctoral Training
Equality Impact Assessment**

Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>Strategic Priorities Fund (SPF) Transforming the UK food system for healthy people & a healthy environment: Centre for Doctoral Training</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<p>Proposals are invited for a Centre for Doctoral Training (CDT) that will deliver a pipeline of diverse and skilled people who are able to apply holistic and critical interdisciplinary food systems thinking to health and sustainability challenges in academia, government, business, and civil society organisations. The CDT will bring together research organisations and stakeholders to develop interdisciplinary studentships that cover different parts of the food system.</p> <p>As part of the call, potential applicants will have the opportunity to attend an online webinar to inform applicants of the funders' aims and objectives for the call as well as raising any queries/ issues. All information from the webinars will be made available on the individual research councils websites so they can be accessed by potential applicants.</p> <p>The assessment and decision-making will be via panel meeting and interviews with applicants. We will take steps to ensure this process is fair and robust and that the decisions taken are criterion led. We will ensure that criteria aligns with best practice and promotes Equality, Diversity and Inclusion (EDI) principals.</p> <p>Panel members and UKRI office staff will be fully briefed on their roles and responsibilities.</p>
<p>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</p>	<p>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. We sought internal advice from those with expertise in equality and diversity, and with the BBSRC events management team to ensure that the assessment meeting and interviews allow attendance and participation</p>

	from a diverse range of people. We also consulted the RCUK Action Plan for Equality, Diversity and Inclusion .
4. Who is affected by the policy/funding activity/event?	Research community, stakeholders, staff from Gov departments, UKRI employees & panel members.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>The impact of the call is the generation of high quality CDT proposals within the scope of the call. These will be assessed by an independent assessment panel.</p> <p>We will monitor successful proposals to identify if attendance at the webinar has had a positive impact on success rates.</p>

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	<p>For attendees to Panel meetings/ interviews: 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 interviews.</p> <p>There is always the possibility of unconscious bias in assessment of applications.</p>	<p>Information about attendees additional requirements will be collected during prior to panel meeting and interviews. Individuals will be encouraged to contact staff to discuss the support available prior to panel/ interviews.</p> <p>The panel meeting and the interviews will be combined into a 2 day meeting, to avoid panel members travelling to multiple separate meetings.</p> <p>Interviews will last 1 day to avoid the need for applicants to stay overnight.</p> <p>The venues for panel meetings will be accessible from major rail/air links. The rooms will be light and airy and the agendas will have sufficient breaks.</p> <p>We are conducting an online webinar to avoid the need for</p>

			<p>participants to travel to workshops. All information from the webinars will be made available on the individual research councils websites so they can be accessed by potential applicants.</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>
Gender reassignment	No		
Marriage or civil partnership	No		
Pregnancy and maternity	Negative	Travel to the panel meeting and interviews may exclude those who have childcare responsibilities or pregnant women who might require additional care.	<p>The panel meeting and the interviews will be combined into a 2 day meeting, to avoid panel members travelling to multiple separate meetings. Interviews will last 1 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 who are unable to attend the webinar.</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>
Race	Negative	There is always the possibility of unconscious bias in selection of participants	We will ensure that the selection criteria used are objective, transparent and

		<p>Participants for whom English is their second language may be negatively impacted.</p>	<p>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>
Religion or belief	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>
Sexual orientation	No		
Sex (gender)	Negative	<p>There is always the possibility of unconscious bias in the 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 panels/ interviews.</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 RCUK Action Plan for Equality, Diversity and Inclusion.</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</p>

			claimed as set out in https://bbsrc.ukri.org/documents/bbsrc-handbook
Age		<p>Later career 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>