



UK Research  
and Innovation

# UK Research and Innovation Equality Impact Assessment Form



**Overview of activity**

	<b>Response</b>
Name of activity being assessed	BBSRC STFC Facility access funding for bioscience partnerships Round 3  (Launch webinar, application process and peer review panel)
Council/department/project team	BBSRC, STFC
Aims and objectives of the activity	<p>This proposal presents a £2.1m CR&amp;D investment from BBSRC and STFC to facilitate access for bioscience business-academic partnerships to STFC facilities in the UK, to solve industrially relevant challenges.</p> <p>Overall, the ambition is to support businesses and academic researchers to undertake collaborative research and development (R&amp;D) which is focused on solving industrially relevant research and innovation challenges. This will be through engaging with the unique national capabilities and facilities at STFC.</p> <p>These collaborations will be supported in accessing and working with STFC's large scale facilities, advanced analytical technologies, and high-performance computing or data expertise.</p> <p>The programme provides support and access to advanced analytical technologies, expertise, and capabilities, located at STFC's large scale science facilities around the UK including Harwell, and Daresbury.</p>
Who is affected by your policy/funding activity/event?	<p>Short term - Panel members and applicants to the funding call, reviewers, BBSRC/STFC/UKRI staff.</p> <p>Long-term – Public, Businesses, Academics, project staff and students.</p>
What data and consultation have you used?	<p>This policy is in line with the Equality Impact Assessment that was initially created for this funding opportunity in 2022.</p> <p>In the previous assessment, BBSRC and STFC consulted Equality Impact Assessments conducted for relevant BBSRC calls and schemes.</p>



### Protected characteristics

Protected characteristic	Positive impact or opportunity to benefit	Negative impact	Please explain the impact or why there is no impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible). Detail how you plan to measure the relevant outcomes and outputs of your activity.
	Leave blank if there is no impact or unknown			
Age	<input type="checkbox"/>	<input type="checkbox"/>	No known negative impact	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>BBSRC recognises that disability has a diverse spectrum. Specific examples of barriers are provided below but are not intended to cover this spectrum in its entirety.</p> <p>Difficulties attending events, meetings, or panels.</p> <p>Individuals who have a visual disability may find it difficult to access and view the electronic</p>	All applicants and panel members will be asked to highlight any personal circumstances that will need additional support. BBSRC will make reasonable adjustments, where possible, to support individual needs. Please contact <a href="mailto:business.unit@bbsrc.ukri.org">business.unit@bbsrc.ukri.org</a>

			<p>advert, attend events/ meetings/ panels, view online documentation and/ or complete the online application form.</p> <p>Potential difficulties with concentration.</p>	<p>Events and meetings can be held in a hybrid format, with attendees being able to join virtually if needed. Events can also be recorded.</p> <p>Arrangement of closed captioning (cc) for those with hearing impairments attending virtually to events/ meetings/ panels.</p> <p>Arrangement of appropriate colour / text will be arranged for those with visual impairments.</p> <p>Alternatively, BBSRC will provide a printed version of documentation/ guidance to anyone who is unable to view/complete it online.</p> <p>Communications (e.g., from events) will be recorded and shared online and modified versions can be shared upon request (cc, alternative font, font size, font colour).</p> <p>BBSRC will ensure that plenty of breaks are built into each activity (e.g. comfort breaks and a substantial lunch break).</p>
<p>Gender reassignment (Trans identity)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<p>No known negative impact</p> <p>Call text and guidance will not be skewed towards a specific gender.</p>	<p>Gender neutral pronouns are used in the text relating to the call and are expected to be used in applications.</p> <p>Panel members will be asked to display their preferred pronouns if they are comfortable to, minimising the risk of misgendering.</p>



			Action will be taken to avoid misgendering individuals.	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	No known negative impact	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Difficulties attending the events/ meetings/ panels.  Requirement for regular breaks.  Applicants may feel uncomfortable applying knowing that they are going on parental leave soon.	Events will be recorded to allow so any attendees who cannot attend can view them.  BBSRC will ensure that plenty of breaks are built into each activity (e.g. comfort breaks and a substantial lunch break). Applicants/ panel members/ staff are encouraged to request and take comfort breaks as required.  UKRI policy ensures that grant extensions, and movement of start dates are available to individuals who have been on and/or are going on maternity/parental leave.
Race	<input type="checkbox"/>	<input type="checkbox"/>	No known negative impact	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias

				during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Key dates for the call coincide with some religious (and public) holidays.	The expression of interest is a short application which mitigates the impacts of religious festivals occurring during the EOI stage.  The full stage of the call is open for a long period of time.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	No known negative impact	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	No known negative impact	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.

### Additional characteristics

Additional characteristics	Positive impact or	Negative impact	Please explain the impact including details of any evidence/data used	Detail actions taken/ that will be taken to increase positive or reduce negative impact (or why action is not possible).
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	opportunity to benefit			
	Leave blank if there is no impact or unknown			
Geographical location and place (consider UK and international offices)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential for negative impact  Geographical location may prevent people from being able to attend in person events	Events and meetings can be held in a hybrid format, with attendees being able to join virtually if needed. Events can also be recorded.
Socio-economic status	<input type="checkbox"/>	<input type="checkbox"/>	No known negative impact	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.
Education background	<input type="checkbox"/>	<input type="checkbox"/>	No known negative impact	Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.
Parent/guardian responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential for negative impact  Childcare management during events/ meetings/ panels, application writing and preparation for panels.	Where possible events/ meetings/ panels are scheduled within the times of a normal working day and outside of school holidays, and time schedules at these events will be strictly adhered to.

				<p>Additionally, UKRI policy states that the cost of additional caring responsibilities while on BBSRC business can be reclaimed.</p> <p>Within the confines of the budget spend requirements, the funding opportunity has been designed to allow the maximum possible time during each stage of the call (EOI and full proposal application windows and peer review panels). Whilst safeguarding robust and transparent peer review.</p>
Carer/parent carer responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Potential for negative impact</p> <p>Managing caring responsibilities during events/ meetings/ panels, application writing and preparation for panels.</p>	<p>UKRI policy states that the cost of additional caring responsibilities while on BBSRC business can be reclaimed.</p> <p>Within the confines of the budget spend requirements, the funding opportunity has been designed to allow the maximum possible time during each stage of the call (EOI and full proposal application windows and peer review panels). Whilst safeguarding robust and transparent peer review.</p>





Are there **general or overarching impacts on multiple groups**? What actions will you take to increase positive impact, or reduce/mitigate negative impact?

In person events and meetings present as negative barriers for several groups. To mitigate this hybrid meetings will be an option.

Panel members are required to follow best practice in taking positive steps to safeguard funding decisions, and are reminded of the conditions that may lead to unconscious bias during each meeting. STFC/BBSRC staff presence during meetings acts as an additional assurance to ensure unbiased peer review.



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### Evaluation

Final Decision:	Select the relevant box	Include any explanation / justification required
1. No negative or positive impact identified; therefore, activity will <b>proceed</b> .	<input type="checkbox"/>	
2. <b>Adapt or change</b> the activity in a way which you think will eliminate negative impact or promote equality.	<input checked="" type="checkbox"/>	The activity has been adapted following the actions described in the previous section.
3. <b>Stop</b> the activity because the evidence shows bias or negative impact towards one or more groups.	<input type="checkbox"/>	
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the activity (e.g. in <b>extreme cases</b> or where <b>positive action</b> is taken). Therefore, you are going to <b>proceed with caution</b> with this activity knowing that it may favour some people less than others, providing justification for this decision.	<input type="checkbox"/>	

Continued below...



**Review and sign off**

<b>What are the arrangements for monitoring and reviewing the impact of your activity?</b>	An independent evaluation of the initiative may be commissioned after all awards are completed.  The protected characteristics voluntarily submitted by applicants during the submission process will be monitored.
<b>Next review date:</b>	

<b>Will this EIA be published? * Yes/Not required</b>	Yes
<b>Point of contact</b>	Business.Unit@bbsrc.ukri.org
<b>Signed off by (name and date):</b>	Kaustav Dey, 17/3/25

**Change log**

Name	Date	Version	Change

Continued below...



**Action plan**

Use the table below to define the actions you intend to take (or have taken) to address the indications of negative impact you have identified or to promote equality. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Time-bound).

Action	Deadline	Owner	How will it be monitored?	What is/will be the impact/outcome?