

Equality Impact Assessment

| Question | Response |
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| <p>1. Name of policy/funding activity/event being assessed</p> | <p>Interdisciplinary Ageing Across the Lifecourse Networks</p> <p>BBSRC and MRC intend to establish up to 10 challenge-led Interdisciplinary Research and Innovation Ageing Across the Lifecourse Networks.</p> <p>This programme will draw together a range of disciplines across ageing communities to address specific key challenges within the ageing and health fields.</p> <p>There are three aspects to this equality impact assessment;</p> <p>1 Ensuring that the submission, panel review and awarding processes are free from unintentional bias.</p> <p>2 Ensure that the eligibility criteria are clear and objectively justified*. (*A prerequisite for the academic lead of the Network to have an established reputation in a relevant scientific field)</p> <p>3 The identification of any potential barriers to attendance and participation in the call and the assessment and awarding process as below:</p> <ul style="list-style-type: none"> • Meeting duration. Appropriate duration to facilitate good environmental conditions for assessment and inclusion. • Venue location (if not held virtually) and arrangements to accommodate needs. • Broad-ranging panel membership. • Meeting management/Chair/robust assessment criteria. • Ensuring that attendees with caring responsibilities are able to attend: Meetings will not be held at half-term, school holidays etc. |
| <p>2. Summary of aims and objectives of the policy/funding activity/event</p> | <p>The aims of the Ageing Across the Lifecourse Networks Call are to provide a competitive funding opportunity to support up to 10 challenge-led</p> |

networks to coordinate research within the ageing and health fields for a maximum period of two years.

While the successful networks lead must have adequate and relevant scientific experience and track-record to coordinate an interdisciplinary network of this nature, the call is open to any UK-based researcher who fulfils these requirements.

We will ensure that the assessment process to select the successful applicants will achieve the following:

- Diverse and inclusive membership of the reviewing panel, including representation from relevant industry and academic sectors and scientific disciplines, in addition to institutional, regional and gender representation.
- Full awareness of the environmental conditions that introduce bias into the decision-making process.
- The assessment panel Chair and BBSRC secretariat will communicate the programme's commitment to ensuring objective and robust decision making and is committed to eliminating bias when observed in the process.
- Applicants will be made aware of BBSRC's and UKRI's commitments to equality, diversity and inclusion, with relevant links to the UKRI policy in the call text and any other relevant documentation.
- One call webinar will be hosted by BBSRC and MRC after the Call opening date. Full written transcripts and recordings of the webinars will be made available to any applicants not available to attend on the dates advertised.
- The call and associated events will not create barriers for attendance and participation from a diverse range of people.

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| <p>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</p> | <ul style="list-style-type: none"> • BBSRC and MRC have been in continuous consultations and have endorsed the call design and assessment process. • UKRI's Equality, Diversity and Inclusion Policy has been reviewed. • Consultation with key stakeholders in the academic, funding and policy communities including expert working group meetings. |
| <p>4. Who is affected by the policy/funding activity/event?</p> | <p>All call applicants, external Panel members and Partner employees who will be attending assessment meetings.</p> |
| <p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p> | <ul style="list-style-type: none"> • Unsuccessful applicants to the call will receive assessment panel feedback from BBSRC. • Successful applicants will be expected to provide annual reports to outline both the progress of the funded network, and to report on network membership, governance procedures, the make-up of their Management Board (ensuring a diverse and inclusive membership), and whether they are developing equitable partnerships with national partners. In addition, they will provide a final report one month prior to the cessation of the grant to report key outcomes and impacts of the network. • Successful applicants will participate in a joint progress meeting to outline progression and impacts of the network. |

| 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) |
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| <p>Disability</p> | <p>Negative for potential attendees of call proposal assessment meetings</p> | <p>If physical (as opposed to virtual) assessment meetings and network progress meetings are held, then attendees with physical disabilities may have difficulties if the venue</p> | <p>If physical meetings are held we will:</p> <p>Gather information from meeting participants about any additional requirements they may need in order to</p> |

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| | | <p>cannot cater for their needs.</p> <p>Attendees with neuro-disabilities may experience difficulties with concentration during panel assessments</p> | <p>fully participate and ensure that:</p> <ul style="list-style-type: none"> - The venue is easily accessible to main rail/air links. - Ensure room is light and airy. - Ensure that plenty of breaks are built into the agenda. - Ability for the potential use of screen readers for personnel who are visually impaired, and provision of live transcripts for hearing-impaired attendees. - Ensure that conditions that create bias are eliminated during the assessment process. <p>If virtual meetings are held we will:</p> <ul style="list-style-type: none"> - Ensure that regular breaks are built into the agenda |
| Gender reassignment | No impact | | |
| Marriage or civil partnership | No impact | | |
| Pregnancy and maternity | Negative for potential attendees of call proposal assessment meetings | If physical panel assessment meetings and network progress meetings are held, pregnant colleagues or those with very | <p>In the event of physical meeting we will:</p> <ul style="list-style-type: none"> -Ensure the venue is able to provide a babysitting service or |

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| | | young infants may have specific needs that could act as a barrier to their attendance. | expressing facilities, if requested. - Ensure there are adequate breaks built into the agenda. In the event of virtual meetings we will: - Ensure there are adequate breaks built into the agenda. |
| Race | No impact | | |
| Religion or belief | Negative | If meetings are held during religious festivals this may prevent certain members from attending. | Meetings will be not scheduled on dates that conflict with religious festivals |
| Sexual orientation | No impact | | |
| Sex (gender) | No Impact | | |
| Age | No impact | | |

Evaluation:

| Question | Explanation / justification |
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| Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people? | No – the eligibility criteria for this call do not discriminate on grounds of protected characteristics, and the outcome of the call, namely an interdisciplinary challenge-led network to coordinate research within the ageing field, is intended to be fully inclusive and open to a diverse membership. The panel assessment and monitoring processes will be managed in strict accordance with UKRI's Equality, Diversity and Inclusion Policy. |

| Final Decision: | Tick the relevant box | Include any explanation / justification required |
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| 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 | | |
| 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. | | |

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| Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events: | Yes |
| Date completed: | |
| Review date (if applicable): | |

Change log

| Name | Date | Version | Change |
|---------------|------------|---------|--------|
| Alice Cardall | 16/08/2021 | 1 | |