

## Equality Impact Assessment

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	The Diet and Health Open Innovation Research Club call for Innovation Hubs
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	<p>The Diet and Health Open Innovation Research Club (OIRC) will support strategic, collaborative R&amp;D between businesses and academic researchers, along with other users of research, policy makers and wider stakeholders.</p> <p>Each Innovation Hub is expected to:</p> <ul style="list-style-type: none"> <li>• Support research and translation activity that bridges the gap between bioscience research and translation within the strategic thematic area, developing solutions to diet and health challenges.</li> <li>• Provide thought leadership and build critical mass in each strategic area, by convening and catalysing partnerships.</li> <li>• Effectively co-ordinate an impact account that can be used flexibly to support:               <ul style="list-style-type: none"> <li>○ Business Interaction Vouchers small awards (up to £50k BBSRC funding per project)</li> <li>○ Collaborative Research and Innovation (up to £100k BBSRC funding per project)</li> <li>○ Flexible Mobility Awards – support the mobility of people such as Technicians, Early Career Researchers, industrialist researchers, and broader (taking an EDI approach), to new environments to develop new skills and assess how to translate research outcomes into economic impact.</li> </ul> </li> <li>• Broker partnerships with businesses, SMEs, Government departments and the Devolved Administrations to leverage further funding and ensure co-design of projects that can be utilised by the sector, and subsequently inform UK policy.</li> </ul>
<b>3. What involvement and consultation has been done in relation to this</b>	BBSRC has undertaken a number of assurance processes to ensure relevance to the community.

<b>policy?</b> (e.g. with relevant groups and stakeholders)	This includes undertaking a light-touch Review of previous investment (DRINC2), strategy development with BBSRC's Advisory Panels, working with food and stress-testing ideas with the diet and health community.
<b>4. Who is affected by the policy/funding activity/event?</b>	Short term - Panel members and applicants to the funding call.  Long-term – Public, Businesses, Policymakers, NGOs and Diet and Health Research and Innovation Communities
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	impact monitoring and review will be overseen by the Diet and Health Open Innovation Research Club Steering Group  Research outcomes and impacts will also be collected through ResearchFish and gathered by the OIRC Co-ordination team.

<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>	Potentially negative / positive	<p>1. (Launch event) potential difficulties understanding discussion for those with hearing/visual impairment.</p> <p>2. (Panel/comms) potential difficulties with concentration for attendees with neuro-disabilities.</p>	<p>All applicants and panel members will be asked to highlight any personal circumstances that will need additional support.</p> <ol style="list-style-type: none"> <li>1. Meeting will be held online via Zoom (limiting venue-based accessibility issues.)</li> <li>2. Closed captioning (cc) can be arranged for hearing impaired panel members and slides will be added to the call guidance. Additional support can be provided to visually impaired panel members upon request – including appropriate use of colour/text size in all guidance documents/presentations.</li> <li>3. BBSRC will ensure that plenty of breaks are built into the any proposed activity,</li> </ol>

			including the launch event, collaboration event and panel meetings. Supporting communications will be recorded and/or shared online, (with capacity to by inequalities.) share modified versions for specific needs at request (cc/changed colour/text size)
<b>Gender reassignment</b>	No known negative impact		
<b>Marriage or civil partnership</b>	No known negative impact		
<b>Pregnancy and maternity/paternity</b>	Potentially negative	<p>1. (Launch event) potential difficulties attending launch event</p> <p>2. (Panel) potential difficulties in managing early childcare responsibilities during August Panel meeting.</p> <p>3. (Applicants) potential difficulties in preparing application due to alignment with Easter holidays and associated childcare responsibilities.</p> <p>4. (Applicants) PI rebuttal phase has potential overlap with Summer, which could create differential pressures on those with childcare responsibilities</p>	<p>1. Launch event will be held online via Zoom (limiting venue-based accessibility issues.)</p> <p>2.a We will ensure that plenty of breaks are built into the launch event and panel meetings, and can ensure that panel member participation is scheduled according to childcare responsibilities.</p> <p>2.b Financial support will be available to support childcare costs on the day of the panel meeting upon request</p> <p>3. We have built a collaboration platform to enable opportunities to collaborate with the diet and health community, and provide maximum accessibility to those impacted by Easter holidays.</p> <p>4. Within the confines of the budget spend requirements, the funding opportunity has been</p>

			designed to allow the maximum possible time application window and PI rebuttal phase, whilst safeguarding robust and transparent peer review.
<b>Race</b>	No known negative impact		
<b>Religion or belief</b>	Potentially negative	The call duration falls on Easter Sunday. BBSRC is providing multiple opportunities to maximise accessibility for those affected by the call dates over the Easter break.	Care has been taken to ensure that key call dates do not fall on cultural and religious holidays where possible
<b>Sexual orientation</b>	No known negative impact		
<b>Sex (gender)</b>	No known negative impact		
<b>Age</b>	No known negative impact		

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	The use of peer review during Summer could impact individuals with other significant work commitments during the rebuttal phase, however this is not expected to differentially impact any protected characteristic groups. BBSRC has also implemented a Collaboration platform to help provide opportunities to develop proposals with the community and to mitigate challenges associated with the call.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .		
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> 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 <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.	x	This activity will include mitigating actions to attempt to eliminate bias. We have also discussed the potential barriers with Equality, Diversity and Inclusions teams within BBSRC to understand potential barriers before designing the processes.

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	March 2022
<b>Review date</b> (if applicable):	

**Change log**

Name	Date	Version	Change
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Name	Date	Version	Change
	When published	1	
	07/04/2022	2	<ul style="list-style-type: none"><li>• Updated section on religious beliefs.</li><li>• Updated section on pregnancy, paternity and maternity</li></ul>

