

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Endemic Livestock Diseases Initiative Phase 2 (2022) funding call.
2. Summary of aims and objectives of the policy/funding activity/event	This activity will invest up to £7.35 million to support research and innovation across businesses, academia and broader stakeholders towards endemic livestock diseases. This investment builds upon previous funding activities in Phase 1 of the Endemic Livestock Diseases Initiative. The scope of this initiative was developed in consultation with academia, industry, and wider expert stakeholders, including farmers.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	The scope and two-part structure of the Endemic Livestock Diseases Initiative have been defined through detailed analysis of key evidence sources and strategic engagement with academic researchers, and contacts from at least twenty industry organisations, including veterinary service providers, animal health companies, retailers and membership/trade organisations, Defra, Welsh Government, Scottish Government and Daera. This has provided key stakeholders across the research and innovation ecosystem to inform and co-develop the programme.
4. Who is affected by the policy/funding activity/event?	<p>Short term - Panel members, reviewers and applicants to the funding call.</p> <p>Long-term – Public, Businesses, Policymakers, NGOs, farmers, project staff and students, related research users who may be involved as Project Partners and collaborators.</p>
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>Voluntary disclosure of diversity data is requested from applicants and reviewers. These data are used to inform BBSRC on the inclusivity of our processes and indicate where improvements could be made.</p> <p>The activity will be monitored by the Business Interaction Unit in BBSRC and an external coordinator. Research outcomes will be collected via ResearchFish.</p> <p>BBSRC encourage those engaged with the call to communicate foreseen barriers, and BBSRC endeavour to make associated reasonable adjustments where possible.</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	Potential negative	<p>Je-S does not comply with disability accessibility schemes. This is currently being addressed by the Funding Service (TFS) project.</p> <p>BBSRC recognises that disability has a diverse spectrum. We encourage individuals to communicate their needs.</p>	<p>The Funding Service (TFS) project is addressing accessibility to Je-S. No immediate action can be taken to improve accessibility to Je-S. In this instance, applicants should ask for assistance from their organisation's research office.</p> <p>Every attempt will be made to accommodate panel members' requirements ahead of and during the panels.</p>
Gender reassignment	No known impact		
Marriage or civil partnership	No known impact		
Pregnancy and maternity	Potential negative		<p>BBSRC will grant extensions to award holders in line with standard UKRI policies.</p> <p>Provision for parental leave are covered in the UKRI terms and conditions, and will be highlighted in the call document.</p>
Race	None Identified		
Religion or belief	None identified	Religious festivals have been considered in the timetable for this call.	Care has been taken to ensure that key call dates do not fall on cultural and religious holidays where possible
Sexual orientation	None identified		
Sex (gender)	None identified		
Age	None identified		
Other (e.g. Parenting /Caring/	Potential negative	A significant portion of the time between the call opening and call closing falls during the summer	A considerable amount of work has been undertaken with the relevant stakeholder groups

<p>Guardianship responsibilities)</p>		<p>(including school) holiday period. This may negatively impact parents with school-age children, or others wishing to take holiday over the summer period.</p>	<p>throughout Phase 1 of this initiative (over the past 12 month) to raise awareness of the potential timings for Phase 2. This is important because award holders in Phase 1 are likely to consider applying to Phase 2 in order to continue to develop and progress their collaborative projects. Prior to Phase 1 a large number of the communication channels (e.g. direct to farm) were not well-established in the context of this investment. This has been a key, successful outcome of Phase 1 and therefore engagement and communication with many of the relevant communities for Phase 2 launch will benefit from this.</p> <p>A similar launch timeframe was operated for Phase 1, and BBSRC have been monitoring whether this had a detrimental impact on the investment, wider community and applicants, which was not the case; all learning will be applied to Phase 2 launch and implementation.</p> <p>The investment launch webinar will be recorded and made available to view online after the event for anyone unable to attend live.</p> <p>The timeline for proposal submissions has been scenario tested against operational risks to BBSRC, desired outputs, outcomes</p>
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			<p>and impacts of the investment, and EDI factors outlined in this case. Based on this analysis, BBSRC have adjusted the timings as far as feasibly possible to maximise the time available outside of the summer holiday / school holiday period to write applications while keeping within the timetable for the investment implementation and overall delivery. This timeframe is important because it will provide Phase 2 award holders with the optimum project length. A longer bidding window would likely require shorter awards which would substantially decrease the outputs, outcomes and wider impacts of the Phase 2 investment.</p> <p>The assessment panel will be held online to increase accessibility for panel members with caring responsibilities.</p>
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Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	A number of risks have been identified and considered in the process of developing this call. These risks have been mitigated as far as possible.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
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	X	Possible risks and bias have been identified and activities have been adapted as far as possible. BBSRC will review this EIA at bi-monthly intervals throughout the call delivery process.
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.		

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:	27/07/2022
Review date (if applicable):	

Change log

Name	Date	Version	Change