2025-26 EDI priorities for Department of Brain Sciences, submitted by Jess Kitsell

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Increase Proportion of male students at PGT	Gender, sex, socioeconomic status	1. Work with Education Team to gather gender data on applications and offers for our courses, including home and overseas students 2. Work with the university Outreach team to audit their application and selection data by gender, as well as processes. 3. Provide travel bursaries to all successful applicants to the DoBS Y12 work experience as standard (approx.£75 per student for 10-15 students).	2023/24 data show: PGT: 2019/20: 65%F 2020/21: 72%F 2021/22: 84%F 2022/23: 75%F 2023/24: 91%F Increase in %F UROP students over reporting period: 2021: 58%F 2022: 74%F 2023: 74%F 2024: 87%F We know that Medicine is still overrepresented by people from higher socioeconomic positions, and that work experience is often based on family networks rather than by fair and just processes.	Education Manager (Accountable), Education Team, EDI Coordinator EDI Co-ordinator (Accountable), Outreach Champion, Outreach Team EDI Co-ordinator (Accountable), Outreach Champion, Outreach Team	Oct-25 to Oct-26 Oct-25 in preparation for Jan-26 application launch Review annually Oct-25 in preparation for Jan-26 application launch Review annually	Demographic data (at least gender) on all of our applicants to identify when gender imbalance first becomes apparent. Analysis of potential bias points. Centralised systems developed to record this data. Data available on gender of successful UROP students and those applying. Gender of successful UROPs will be reflective of those applying to the scheme. Qualitative data showing increased representation in work experience placements. Travel bursaries enable students to participate in work experience who would not otherwise have been able.

2. Bullying and harassment	Mental health and wellbeing	Actions	Data	Responsibility	Timeframe	Success measures
		1. Create additional department recognition awards: + staff member who best exemplifies College Values through their behaviour. + Most supportive PI	CS2023 data show: 77%F, 52%M personally experienced or witnessed aggressive, condescending or intimidating communication over the 12 months prior to the survey	Director of Operations (Accountable), EDIC Chair, EDI Co-ordinator	Launch in Mar-26 Included in Summer 2026 Awards	2027 culture survey shows <50%F and 30%M experienced or witnessed aggressive, condescending or intimidating communication over the 12 months prior to the survey.
		2. Invite College EDI Centre in to run a briefing session on bullying and harassment for the department	CS2023 data show 13%F and 6%M had experienced bullying and/or harassment over the 12 months prior to the survey	EDI Coordinator (Accountable), EDIC	May-June 2026	
		3. Regular signposting of positive culture through department comms (e.g. newsletter) and seeking ways for members to feed into this. Opportunities to give ownership to small groups to effect change	18%F and 48%M agree or strongly agree that bullying and harassment are addressed in a satisfactory way	Comms Manager (Accountable), EDI Co-ordinator	From June 2025	>70% staff (no gender differences) are satisfied how bullying and harassment are dealt with in the department.
		4. Communicate processes for disclosing and what the next steps would be in terms of options for disclosure; highlight and focus on resolutions		Head of Department (Accountable), EDI Co-ordinator	June 2025	
		5. Train up Harassment Advisers through the College EDI Centre so there are additional safe spaces within the department for people to disclose unacceptable behaviour. Partner up with other departments to share advisers so issues can be raised anonymously.		EDI Co-ordinator (Accountable), EDIC, Comms Managers, other department EDI roles	Based on availability of the training (25-26). Review and evaluate partnerships annually.	4 members of the department to be trained as harassment advisers, at least 1M.

3. Recruitment and selection	All, particularly gender and ethnicity.	1. All staff members involved in any stage of the recruitment process will complete mandatory recruitment and selection training to ensure consistency, fairness, and compliance with EDI principles and organisational policies. 2. The department will develop its own Inclusive Recruitment Guidance, aligned with university-wide values, training and best practice. This guidance will be formalised as departmental policy to ensure consistent, equitable, and inclusive recruitment practices across all roles.	We have started to manually collect data on recruitment training and use this to determine whether staff are eligible to sit on panels, have PhD students, host UROP students, etc. We want to ensure this is followed more consistently and measure the impact against recruitment outcomes.	Director of Operations (Accountable), EDI Co-ordinator, Department Operations Assistant, Head of Department, Heads of Division, Divisional Managers, Section Managers	Sept-25 to Oct-26	100% staff involved in recruitment complete the online course (renewable every 2 years), and at least 1 person on each recruitment panel has completed the practical recruitment session. Panel diversity of panels to be collected (minimum gender).
4. Department cohesion	Mental health and wellbeing	1. Continue to commit to funding and facilitating whole department inclusive social events twice per year 2. Reshape departmental meetings to support department cohesion by holding whole department meetings 1-2 per term	People want more opportunities to interact in an informal environment: *"In person social events hugely important for facilitating belonging - need adequate lead time and bear in mind that not everyone is full time at the college so vary the day"*	Director of Operations (Accountable), EDI Co-ordinator, Head of Department, Heads of Division	Summer: Jun-25 Winter: Dec-25 To review after each event New departmental meeting structure to be implemented from January 2026.	>80% staff (no gender difference) agree or strongly agree that there are a variety of social events held in the department that are inclusive and accessible. >2 events hosted by the department per year. Attendance at departmental meetings is at least 50% of the department