

2024-25 EDI priorities for Institute of Clinical Sciences/Laboratory of Medical Sciences, submitted by Lee Sykes

Priority	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)	End of year review and update (RAG rated)
1. Work to complete our 2025 Athena priorities as outlined in our action plan- two examples listed here.	Harmonisation of the appraisal forms (IC and MRC). To make the process streamlined and accessible for all line managers, and to ensure an equal experience for both UKRI and ICL staff	AS Survey 2019 and 2021 free text comments and actual uptake of appraisals compared to total headcount 18/19 33% 19/20 74% 20/21 43% 21/22 42%	C&D WG Chair/Head of People and Culture, overseen by Athena Exec Committee	Jun-25 Post-doc form revised for June 2023, to survey late 2023 and revise form if necessary for 2024	Implementation of harmonised appraisal form, increased uptake of appraisals to 70% (no gender differences) AS survey reports	
	Facilitate more effective mentor-mentee interactions. To enhance the understanding of the benefits of mentoring to increase the uptake so more people benefit from mentoring. Increase the visibility of mentors and uptake of mentoring opportunities	AS Survey 2021 47% reported having a mentor (F:57%, M:38%)	People and Culture in consultation with C&D working group, overseen by Athena Exec Committee	Provide resources and guidance on how to select a mentor and setting/managing mentor-mentee expectations of the relationship – emulate materials supplied by the IC mentoring scheme Extend facilitated mentoring to CDFs and IC postdocs	AS Survey reports 60% of people say they have mentors 100% of CDF and IC postdocs formally select a mentor and have at least one meeting with them	

<p>2. Improve the representation and experiences of Black Heritage scientists at the ICS/LMS</p>	<p>Postdoctorate Fellowship for Black Heritage Scientists to launch 2025. This will include a salary in line with our postdoctorate pay scale and full research consumables. Fellows will benefit from additional coaching and mentoring from internal and external specialists.</p>	<p>Underrepresentation of Black biomedical scientists at all career stages:</p> <ul style="list-style-type: none"> - Nature report How UK Science is Failing Black Researchers - Demographic underrepresentation at ICS/LMS 	<p>EDI Manager, Black in Biomedical Research Advisory Group (MRC), MRC Race Equality Lead</p>	<p>Postdoctorate Fellowship for Black Heritage Scientists is piloted from early 2025.</p> <p>Second round of recruitment in 2026.</p> <p>Report presented to MRC 2027/28 to determine successes and continuation of funding.</p>	<p>4 scientists from Black Heritage backgrounds recruited across 2025-26 pilot to complete 3-year postdoctorate opportunity across different scientific groups.</p> <p>Funding confirmed for implementation of pilot as BAU.</p> <p>Retention of Black Heritage scientists in biomedical research after their postdoc is complete- map of career journeys</p> <p>Increased representation of early career scientists of Black Heritage at the LMS</p>	
<p>3. Disability</p>	<p>Create a stream of work and action plan for the MRC around disability and long-term health conditions.</p>	<p>Low disclosure rates of employees reporting a disability on MRC ERP system (2%). We know this to be inconsistent with staff population. 80% of the institute have not shared their disability information (yes/no) with us.</p> <p>Internal survey shows that staff with a disability are more likely than the overarching group to experience poor mental</p>	<p>EDI Manager</p>	<p>Engagement- via employee and manager focus groups across different job families</p> <p>Creation of a series of SMART objectives to be embedded within our overarching EDI plan responding to the needs of the LMS/ICS community with a disability or long-term health condition, and the</p>	<p>Development of SMART objectives and presence within EDI Action plan</p> <p>More representative data around disability- staff profiles to mirror disclosure rates in surveys (c.15% from 2% disclosure rate on our employee dashboards)</p>	

		health symptoms. It also shows that there are inconsistencies across the institute regarding implementation of reasonable adjustments.		needs of our line managers.	Clear process for the implementation of reasonable adjustments that is not dependent on line manager's understanding of disability Identification of training needs	
4. Inclusive Leadership	Design and promote a suite of trainings and toolkits available at point of need to develop our line managers as leaders of positive research and workplace culture in our institute.	Inclusive leadership is a vital part of embedding EDI and culture change across an organisation. Enabling our leaders to further develop their leadership practice with inclusion at its core will support LMS' transition to a Team Science approach. Given our groups are led by both Imperial College and MRC funded group leaders, there is a need to set consistent standards and responsibilities to ensure an 'LMS' approach to line management and leadership.	Head of People and Culture, Deputy Head of People and Culture, EDI Manager	Full scoping to be outlined in 2025 financial year	Universal expectations of line managers outlined at the LMS Reduction of inconsistencies in LMS culture between research groups (e.g., support from LM question, universal implementation of PDRs across groups)	
5. Development of an institute-specific EDI Action Plan	Building on the overarching Imperial College and UKRI EDI strategies, the LMS/ICS will develop its first EDI action plan that responds to its unique	The LMS historically has not had its own EDI Action Plan, though the Athena Swan framework has provided a useful means of improving elements of EDI within the institute. With the	EDI Manager, LMS EDI Forum, Institute Director, consultation with Culture Forum	EDI Action plan to be developed in 2025 and published following staff and student consultation.	EDI Action plan responding to LMS' specific context and UKRI and Imperial College EDI Strategies.	

needs as a biomedical research institution in the heart of London.

introduction of the LMS' first EDI Manager and the desire to embed EDI as a strategic priority for the institute, a clear action plan that outlines our deliverables and accountability is needed.