

2024-25 EDI Priorities for Department of Metabolism, Digestion and Reproduction, submitted by Véronique Azuara

No:	Rationale	Actions	Owner	Timeframe	Measure of Success
Key Priority 1: Facilitating the progression of women in academic positions					
1.1	Actively support the development of ECRs, newly recruited Lecturers/Fellows, and mid-career female academics within the Department.	Invite and encourage ECRs to pitch ideas for funding to the MDR Research Committee. Follow-up support in the form of application proofreading and mock interviews. Focus these actions on key funding schemes available and operate quarterly.	ECR Champions MDR Research Manager In collaboration with PFDC/ECRI	Promote support offered by MDR Research Committee (e.g., newsletters and targeted ECR emails). Grant writing and support workshops (ongoing process) to be arranged. These will also show successful applications from ECRs who will talk about what helped them apply.	Increase ECR satisfaction with opportunities for development and growth to 70% in Departmental Culture Survey by 2029.
		Targeted approach to Fellows and Lecturers to attend newly launched leadership and peer mentoring programme to benefit from support available and foster cohort building across the Faculty/University.	HoD Heads of Division & Section	Two uptakes in April and October each year	Review numbers of attendees split by gender each year and seek feedback from participants.
		Ensure a gender balance of candidates attending Senior Academic Leadership and HoD Leadership Development Programme. HoD and Department Manager record attendees and ensure equal number of male and female candidates are put forward.	HoD Department Manager	Run annually	

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Key priority 2: Improving staff support, development, and mentorship					
2.1	<p>Ensure yearly appraisal meets its target of supporting staff development.</p> <p>The current ARC return rate is 38% (87F:46M) during first-round transitioning from PRDP to ARC (July-Sept. 2024).</p>	<p>Develop communication plans around the benefits of the ARC process, signpost resources and briefing sessions available within the University, and actively encourage female staff to discuss career development opportunities.</p>	<p>ARC Champions</p> <p>Communication Champions</p> <p>In collaboration with POD</p>	<p>Webinars on topic starting from March 2025 before our second ARC cycle.</p> <p>Extend the ARC period from 3-months (July-Sept) to 6-months (May-Oct).</p> <p>Pulse survey is currently being launched to identify feedback around the 2024 ARC process and focus groups to determine the benefits of ARC and career development discussions.</p>	<p>Surveys after the 2025 ARC cycle to measure the percentage reporting this as a useful development tool.</p>
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Key priority 3: Career Support of PTO staff					
3.1	<p>Provide tailored support for career progression of PTO staff.</p>	<p>Hold a Department PTO staff Development Day to explore issues and team building, advertise University-wide networking opportunities (e.g., technician networking events).</p>	<p>PTO Champions</p> <p>Department Manager</p> <p>In collaboration with POD</p>	<p>Hold the first Department PTO staff Development Day by the end of 2025, and then every 2 years based on feedback. This will review barriers to progression and include POD to provide development and support.</p>	<p>Increase PTO staff satisfaction with opportunities of learning and development to 61% (all staff) in Department Culture Survey by 2029.</p>

3.2	<p>Secondments and work shadowing to provide an opportunity to increase job satisfaction and improve skills.</p> <p>PTO staff satisfaction with opportunities of learning and development 47% favorable (CSQ29 – 49%F:50%M).</p>	<p>Promote PTO secondments and training for career progression and ensure that female staff are encouraged to take part.</p> <p>Showcase examples of successful secondments.</p> <p>Develop a resource highlighting potential opportunities for work shadowing across the University.</p> <p>Identify a PTO training budget to equip staff to obtain the skills required to successfully apply for more senior roles.</p>	<p>PTO Champions</p> <p>Communications Champions</p> <p>Department Manager</p>	<p>First case studies on secondment to be featured in Department newsletters and blogs by Spring 2025.</p>	
		<p>Create a resource for staff in MDR, which showcases the career journeys that other PTO staff have taken.</p>	<p>Communications Champions</p>	<p>New MDR PTO webpage to be launched by 2026.</p>	

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Key priority 4: Enhancing staff wellbeing, belonging and inclusion					
4.1	<p>Increase staff confidence in the process of addressing bullying and harassment in the department and empower more women to speak up (especially clinical academics and researchers).</p>	<p>Recruit new Bullying and Harassment Champions on the PCC, develop webinar-based training programmes on (1) active bystander, (2) sexism and gender-based micro-aggression and (3) bullying and harassment for Postdocs and Fellows to encourage all staff to call out bad behaviour. We feel that these local sessions may have a greater</p>	<p>New Bullying and Harassment Champions</p> <p>ECR Champions</p> <p>Department Manager</p> <p>In collaboration with HR, POD, PFDC/ECRI and CATO</p>	<p>Programmes to be developed by September 2025, then delivered each year.</p>	<p>By 2029, decreased levels of experienced and reported bullying in departmental culture surveys (from a baseline of 17% – CS2021).</p>

		<p>uptake than University-based courses.</p> <p>Work closely with our NHS Trust partners for a joint approach in tackling concerns around bullying and harassment.</p>			<p>Higher proportions of female clinical academics and researchers that feel able to speak up and express opinions freely, to at least 62% (Department total) in Department Culture Survey.</p>
		<p>Increase awareness of unacceptable behaviour at the workplace, promote investigator training courses to increase knowledge of and staff engagement with the process of tackling bullying and harassment.</p>	<p>Communication Champions</p> <p>Division Managers</p>	<p>Regular signposting of the various routes of 'report and support' in newsletters and on notification screens in each division.</p>	
4.2	<p>Empower staff to access mental health and/or wellbeing support when needed and/or when returning from prolonged periods of absence (e.g., parental leave, illness).</p>	<p>Recruit new Wellbeing and Health Champions on the PCC committee, develop "prevention" interventions in the form of webinar-based on wellbeing, promote existing "Ad hoc" support offered by Mental Health first aiders in each division and promote training courses.</p>	<p>New Wellbeing and Health Champions</p> <p>In collaboration with POD</p>	<p>Regular events on the theme of wellbeing.</p>	<p>Improve staff confidence asking for mental health and/or wellbeing support at work to 70% in Department Culture Survey.</p>