2025-26 EDI priorities for School of Public Health, submitted by Fred Piel

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. Fairer workload allocation	Create metrics to monitor fairer **workload allocation** by gender, broadening beyond only teaching allocation, potentially including wider activities such as public engagement, EDI work	Wellbeing and culture survey results. People and Culture committee is female-heavy	SPH Management Board, People and Culture committee	December 2025 or even early 2026?	Consensus on metrics and what "success" looks like, including any gender differences; performance on metrics, e.g. via culture survey results, to be documented on SPH website	
2. Enhance working culture and environment	Improve reporting of **bullying and harassment** through a combination of advertising the reporting tool and more visible "zero tolerance" message from SPH senior leadership	Imperial 2024 staff survey showed 20% of women and 9% of men had experienced it in SPH; 2023 culture survey also showed significant numbers had experienced or witnessed this; 1 in 6 did not know how to report it	People and Culture committee chairs, Comms Manager	Early 2026 for implementing stricter measure to encourage staff to do compulsory training.	Rise in reported numbers to be more aligned with 2023 culture survey results Culture survey shows >90% know how to report it. Culture survey shows improvement in proportion believing SPH management is committed to tackling B&H – greater than 10% improvement, with no difference in gender	Bullying and harassment workshop at the SPH Away Day.
	Improve training for **LGBTQ+** staff/students undertaking international work Organise training session in partnership with MindOut; receive favourable feedback	Results from survey of LGBTQ+ staff/students feeling unsafe in countries with anti-LGBTQ+ laws or attitudes; 2024 SPH strategy survey had 27 non-heterosexual respondents	LGBTQ+ working group	Dec 2026 for completing training	Survey of LGBTQ+ staff/students report improved levels of feeling safe	

3. Increase BAME staff in higher level positions	Set up SPH working group for **race equality**.	Race equality charter preliminary surveys show challenges to career progression experienced by staff from minoritised groups	Volunteer OC members, who will appoint their own lead	Promote and host interns from the HDR UK Black Internship Programme within SPH and FoM over the 2026 summer.	Contribute to university REC efforts and policies
	Where feasible, undertake analysis of **ethnicity** by job level, producing similar statistics as are available for gender for Athena Swan (e.g. some data sets will have small numbers, so liaise with Imperial REC team)	Low numbers of BAME staff in Senior positions, both in PTO and Academic and Research.		Review recruitment practices and improve language of adverts and job description; use more diverse dissemination routes.	
4. Better support people with disabilities and/or mental health issues	Set up SPH working group for **disability** and **mental health** issues with mixed-gender representation	Imperial staff wellbeing surveys; SPH culture and strategy surveys	People and Culture committee, Disability Champion, Mental Health Champion	Training session on neurodiversity as part of our SPH Away Day in January 2026	Improvement in proportion agreeing in culture survey to the two questions on work-related mental health and wellbeing support, with no gender gap
5. Improve career planning and development support for PTO staff	Encourage PTO staff to seek opportunities for **shadowing** (through discussions at appraisal (ARC))	Career development / progression	Line Managers	Pilot introduction of shadowing opportunities in ARC throughout 2026.	Shadowing opportunity taken up by at least two members of staff
	Reinstate **away day** for PTO staff as annual event	OC for networking and improved communication across all SPH. PreCOVID attendance was high	Deputy School Manager	Organise PTO staff away day in September/October 2026.	>70% satisfaction on feedback questionnaires about content of away day.

				Target attendance improvement of 20% on 2024 (2024 attendance was 35 people)	
6. Better support for ECRs	Increase take-up of **personal development days** by PDRAs by promotion by senior management, setting expectations for line managers, highlighting examples through better comms	Strategy survey found just 1 in 40 took all 10 allowed; 46% of females and 38% of males took no days of development	Line Managers, Comms Manager	Refresh P&C pages on SPH website by end of 2025.	At least half for males and females to take up >7 days by end of AS award	