NIHR | North West London Patient
Safety Research Collaboration

NIHR North West London Patient Safety Research Collaboration Equality, Diversity and Inclusion Strategy 2023–2027

Schedule of updates	
September 2023	Version 2

This strategy details our vision, objectives, approach, and goals for equality, diversity, and inclusion (EDI) at the NIHR North West London Patient Safety Research Collaboration for 2023-2027. This strategy is a live document, and it will be revised and updated for 2025-2027 to reflect our progress and our evolving EDI maturity level.

Definitions

Patient Safety Research Collaboration (PSRC): Partnerships between universities and NHS trusts that support patient safety research, funded by the National Institute of Health and Care Research (NIHR). PSRCs carry out research to improve patient safety, looking at topics including service delivery, patient safety behaviours, clinical decision making, and transitions between care settings. A key emphasis underpinning all PSRC research will be reducing safety inequalities in healthcare.

Equality: Equality is not about treating everyone the same. Equality recognises that everyone has individual needs and the right to have those needs respected; inequality exists and that unlawful discrimination needs to be tackled; employment and Trust services should be accessible to all; and it is about treating people fairly where everyone can participate and have the opportunity to fulfil their potential.[2]

Diversity: Diversity is about respecting and valuing individual differences. Diversity recognises that everybody is different; we need to understand, value, and respect those differences; and diversity can include individuals and groups with varying backgrounds, experiences, styles, perceptions, values, and beliefs.[2]

Inclusion: Inclusion is a universal human right. The aim of inclusion is to embrace all people irrespective of race, gender, disability, medical or other need. It is about giving equal access and opportunities and getting rid of discrimination and intolerance (removal of barriers). It affects all aspects of public life.[2]

Equity: Equity is about recognising systemic disadvantages and striving for everyone to be treated fairly, be it removing barriers to resources or opportunities that some groups in society face.

Introduction

The NIHR North West London PSRC is committed to Equality, Diversity and Inclusion, in research, in PPIEP and in our academic staff workforce, so that our research benefits all

Where we are now

The NWL PSRC has a dedicated EDI Lead who will oversee the strategy and support engagement with a diverse range of communities. The EDI Lead attends all PSRC Executive and Management Boards where both Patient and Public Involvement, Engagement and Participation (PPIEP) and EDI are standing and accountable items. Theme Leads at Management Boards will be expected to update the EDI Lead on all upcoming EDI-related activity or questions for awareness and feedback, whilst the Executive Board will review our progress upon this strategy annually, focusing on recruitment, community engagement and research practices. Our PPIEP Advisory Board will have oversight of EDI activities in line with PPIEP activities and provide reflections for action. A collaboration between Imperial College Healthcare NHS Trust (ICHNT) and Imperial College London (ICL), this PSRC will adhere to the principles and aims of both organisations' policies[1,2] with respect to EDI as well as incorporating NIHR approaches[3] and aligning where possible with other NIHR infrastructure. Our vision and objectives are built on, and in line with, the NIHR's Research Inclusion Strategy for 2022-2027[3].

Both ICHNT and ICL are committed to systematically addressing workplace and research culture concerns, as well as working to eliminate biases experienced due to gender, ethnicity, and other protected characteristics. EDI issues touch all aspects within ICL as well as ICHNT, and are therefore championed within leadership. Within ICHNT, staff networks report into their EDI Committee which is chaired by the Trust CEO, Prof Tim Orchard.

The PSRC Director, Prof Bryony Dean Franklin, is also Co-Editor-in-Chief of BMJ Quality and Safety, where she recently set up an EDI working group and published an [editorial](#) highlighting the journal's approach. She is passionate about inspiring and encouraging early career researchers, has supervised 11 PhD students to completion (of whom 8 have been of minoritised ethnic backgrounds), served as a departmental graduate tutor, and mentored and supervised several NIHR fellowship holders. The Institute for Global Health Innovation (IGHI) co-director, Prof Ara Darzi, has supervised over 120 PhD and Medical Directorate students to completion, many of whom have gone on to take up senior

leadership positions within both academia, industry, and the NHS; he has championed several EDI initiatives to improve research culture (e.g., the Julia Anderson Training Programme, which is committed to ICL's EDI strategy).

The PPIEP team is dedicated to growing the PSRC's network of public members, including those from seldom heard and vulnerable groups. They do this through taking time to build trust and maintaining relationships with local community organisations. The PPIEP team trains and supports researchers to do inclusive PPIEP, encouraging recruitment via a variety of methods both online and offline (e.g., through the VOICE network) and organising meeting times to suit different preferences.

The NIHR NWL PSRC therefore considers itself at the Discovery phase of the EDI maturity scale, extremely committed to identifying and seeking the gaps to address practices, and willing to collect data to devise and monitor ongoing and future initiatives. Data protection will be prioritized in this activity. The NIHR NWL PSRC seeks to become a leader in promoting EDI within the next five years, with an inclusive culture becoming a pillar of our brand, and thereby our strategy sets out the foci, metrics, and commitment to doing so.

Commitment Statement

EDI is at the core of our leadership, researchers, delivery of health research and our approach to tackling health inequity. It ensures fairness for our workforce, equitable access and excellent experience, and optimal outcomes for the populations we serve. It also ensures that we give people the resources they require as individuals, rather than just providing the same resources to everyone.

We must take pride as a collaboration for not only being a repository of knowledge, but being one that fosters reflection and positive societal change. Implementing real and practical steps of changes is imperative for both our staff and the researchers that we employ, supervise and mentor, but also for the wider community we serve by taking steps towards better representation of the people of NWL and beyond. This is not just in being inclusive, but also in being accessible.

This strategy sets out our vision, aims and objectives to create a fair, just and equal culture across the NIHR NWL PSRC over the next five years. It is the application of ICL's and ICHNT's more general institutional-level policies to the specific circumstances of the PSRC. We will ensure that all PSRC

senior leadership are fully equipped to lead on EDI matters. However, an integrated approach requires the responsibility for change to be distributed across the whole collaboration.

It is important to us that we move beyond just complying with our duties, that we are proactive and continually striving to improve. To successfully embed our strategy, it is important that we are capturing how we are doing against our objectives, reflecting on what we could do better and putting changes into practice. We will keep up to date with any changing landscape, and align with other NIHR infrastructure (e.g., Biomedical Research Centres) to share learnings and champion EDI.

Aligning with other infrastructure also involves key alignment with our funder, NIHR. We have considered our strategy and most importantly, built our objectives, in line with the strategic themes of the NIHR Research Inclusion Strategy for 2022-2027.[3] We will focus on becoming a more inclusive recipient of funding, and as being part of the Discovery phase, will focus our objectives upon strategic theme 2 ('Widen access and participation for greater diversity and inclusion'), as well as theme 3 ('Improve and invest in the NIHR talent pipeline')[3]

Objective 1:

To improve and diversify our recruitment and retention practices to develop a more balanced workforce, including diversity of senior leadership, governance, and decision-making positions within the PSRC.

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Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
More members from diverse backgrounds sit on our recruitment panels	Engage with, and learn from, underrepresented groups from our more established senior researchers/staff to increase appointments to our recruitment panels from ethnic minority and female applicants. Survey applicants to our recruitment panels about their personal characteristics (including age, gender, sexual orientation, disability, and ethnicity). Ensure recruiters have all taken mandatory EDI training prior to interview. Review recruitment panels, strategies and data with our EDI committees. Where data suggests characteristics are poorer in some areas, seek to develop action plans.	Operations Team / EDI Lead	Collect data to monitor age, gender, sexual orientation, disability and ethnicity of applicants and appointments to our recruitment panels **from start of 2024**. Work towards diversity within staff sitting on our recruitment panels from start of 2024 baseline, **by mid-2027**, if baseline data is not representative of the NWL population.

| More researchers/staff from diverse backgrounds are attracted to apply and are recruited to positions within the PSRC | Create an environment where everyone feels responsible to engage with, and learn from, EDI, to understand and remove barriers.

ICHNT staff EDI data to be collected via MyESR/Qlikview.

Collect data on age, gender, sexual orientation, disability and ethnicity for all staff recruitment processes, including for all shortlisted candidates, interviewees and those recruited.

Ensure all senior staff/line managers attend mandatory EDI training and that this is up to date prior to becoming line-manager e.g., Unconscious Bias.

Where data suggests characteristics are poorer in some areas, seek to develop action plans.

Consider how we advertise, including working with local communities or name-blinding PhD applications.

Work with our EDI committees and PPIEP Advisory Boards on the language of adverts before they go out. | PSRC Theme Leads / Operations Team | Collect data to monitor age, gender, sexual orientation, disability and ethnicity of applicants to positions within the BRC **from start of 2024.**

Work towards equal success rates to positions within the PSRC for researchers and staff, regardless of age, gender, sexual orientation, disability or ethnicity **by mid-2027.** |
| --- | --- | --- | --- |

More researchers from diverse backgrounds are retained and working in the PSRC	Help build, or signpost to support networks for women, ethnic minority and neurodiverse or disabled researchers/staff to connect those who have similar experiences and find potential mentors. Embed EDI in our researcher communications to ensure our content is inclusive and accessible. Champion the work of researchers from diverse backgrounds in our researcher communications. Continue to identify and help remove barriers that female researchers face staying in academic research and progressing to senior positions, including by promoting flexible research career policies and providing support through our Springboard Women's Development Programme and Women in Academic Medicine network. Provide dedicated career support initiatives to researchers from ethnic minority backgrounds and those who identify as neurodivergent or disabled including mentoring and leadership through our IMPACT Development Programme and Calibre leadership programme, respectively.	PSRC Theme Leads / Operations Team	Evidence of signposting researchers/staff from diverse backgrounds to networks supporting underrepresented groups by **2025.** Availability of communications best practice guidance on our PSRC website by **end of 2024.** Sign-posting of mental health first aiders, confidential care and well-being groups on our PSRC website by **start of 2024.** Collect data to monitor number of female ICL researchers who have undertaken the Springboard Women's Development Programme **from start of 2024**. Collect data to monitor the number of ICL researchers from ethnic minority backgrounds who have undertaken the IMPACT Development Programme **from start of 2024.** Collect data to monitor the number of ICL researchers who identify as neurodivergent or disabled who have undertaken the Calibre leadership programme **from start of 2024.**

Achieve diversity across our governance, advisory and leadership structures, making sure decisions are made in an inclusive way	EDI a rolling agenda item on all key decision-making committees. Diverse representation on Theme Management Committees, including a PPIEP and EDI representative.	PSRC Executive Board / PSRC Management Board / PPIEP Advisory Board	Theme Management Committees' meeting minutes and list of attendees retained in designated electronic folders, **from late-2023.** Theme Leads to report on EDI on all Management Boards to PPIEP EDI Lead , reflected in minutes, from **mid-2023.** EDI representative on our boards from **mid-2024.** Ensure NMAHPP representation on all three of our Boards by **mid-2024.**
Reach-out and work directly with outreach programmes to support internships and placements	Support and develop the Julia Anderson Training Programme, including recruitment process and project placement. Reach-out and work with outreach teams to support opportunities for school leavers. Consider designing an initiative with other NIHR infrastructure that supports paid placements for those with little experience.	PSRC Manager / PSRC Theme Leads	PSRC to support **1-2** projects a year for the Julia Anderson Training Programme from **mid-2023.** PSRC to have connected with outreach teams by **Q4 2023.**

Objective 2:

To ensure accessibility requirements for all staff and research participants, as well as our events, and ensure that our events are inclusive, safe spaces to join that encourage participation.

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Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
Ensure accessibility requirements for all staff are met	Promote and support researchers/staff to have awareness of Disability Confidence Scheme, Mental Health support, Flexible Working etc.	PSRC Manager/ EDI Lead	Have a dedicated PSRC web-page for staff to EDI with links for support by **mid-2024.** Conduct staff survey and collect data annually on awareness of initiatives by **mid-2024.**
Ensure accessibility and inclusivity in all in-person and online events	Ensure consciousness of religious holidays across all events, as well as timings for others e.g., with childcare. Consider best practice guidance for different events, including accessibility e.g., signage to lifts, not covering mouths in online events, 'how-to join sheets'. Review characteristics of all speakers with the EDI committees. Consider closely the events we partake in and be prepared to step-down if does not feel inclusive.	PSRC Operations Team	All PSRC researchers to ensure key Religious Holidays are in their calendars from start of **2024.** Best practice guidance designed for events to be available by **mid-2024**. All events to produce an Equality Impact Assessment before and review of such after each event by **mid-2024.** Collect data on event speakers by **mid-2024** and consider action plans for any gaps by **2026.** Use evaluation forms to obtain feedback from staff and the public about each of our research events and activities held by **2024.** Based on feedback, improvements made to subsequent events and activities. Learning is put together and reported at least **2 months** after each event.

Objective 3

To build diverse leadership capacity by creating equitable opportunities for current and future leaders.

Objective 3: To build diverse leadership capacity by creating equitable opportunities for current and future leaders.			
Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
Specific training for potential future leaders	Promote and support researchers to attend the College's Springboard Women's Development Programme, IMPACT Development Programme and Calibre leadership programme for women, staff who identify from a minority ethnic group and staff who identify as neurodiverse or disabled, respectively. Support the BRC with their "Women in Academic Medicine Group". Review opportunities with EDI networks to ensure feels attainable to all.	PSRC Theme Leads / PSRC Operations Team	**From mid-2024,** collect data to monitor the number of senior researchers from diverse backgrounds attending the College's Development Programmes (see above).
Raise awareness of discrimination with specific training in EDI principles.	Promote and support researchers/staff within the BRC and CRF to undertake, as a minimum, the following EDI online training, or equivalent: ● EDI at Imperial ● Unconscious Bias ● Harassment: confronting inappropriate behaviour ● Being an Effective Ally Sign-post to CATO for academic training and mandatory EDI training with nurses, midwives, allied health professionals and medically qualified staff.	PSRC Operations Team / PSRC Theme Leads	**By mid-2024, collect data annually** on the percentage of researchers/ staff within the BRC completing the following EDI online courses or equivalent: ● EDI at Imperial ● Unconscious Bias ● Harassment: confronting inappropriate behaviour ● Being an Effective Allu Work towards 100% researchers/ staff have undergone the EDI online courses above, **by start of 2025.**

Specialised training for NMAHPP in identified areas requiring support	CATO will provide academic training for nurses, midwives, allied health professionals and medically-qualified staff across a wide range of areas linked to research.	CATO / PSRC Operations Team	**By mid-2024, collect data annually** on number of training courses offered by CATO to NMAHPP per year. **By mid-2024, collect data annually** on number of NMAHPP attending training courses offered by CATO per year.

Objective 4

Signpost to existing mentoring schemes and create and support new schemes that are of strategic importance to the PSRC.

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Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
PSRC should play an active role in facilitating and enabling mentoring schemes	Promote and support researchers/staff within the PSRC, particularly PSRC Theme Leads and PSRC Executives, to take part in either ICL's or ICHNT's Reverse Mentoring Schemes. Support mentoring within the PSRC Network (SafetyNet) for joint supervision. Seek to broaden the Julia Anderson Training Programme.	PSRC Theme Leads / PSRC Operations Team	At least one PSRC Theme Lead or member of PSRC Executive acting as a mentor on the Reverse Mentoring Schemes, **by start of 2025.** At least one project jointly supervised with another PSRC **by mid-2025** PSRC to have at least 1-2 projects each year with the Julia Anderson Training Programme from **mid-2023**

Objective 5

Signpost to existing networks and create and support new networks that are of strategic importance to the PSRC

Objective 5: Signpost to existing networks and create and support new networks that are of strategic importance to the PSRC.			
Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
PSRC should play an active role in facilitating and enabling staff networks supporting underrepresented groups	Set up and regularly update a dedicated section on our websites to serve as a hub for finding supportive networks for people underrepresented in science and medicine in ICL and ICHNT. PSRC to support sign-positing to CATO and Healthcare Professionals Academic Group (HPAG). PSRC to play an active part in networks supporting underrepresented groups. In establishment of the PSRC Network (SafetyNet), develop an EDI resource to showcase initiatives and shared learnings.	PSRC Operations Team / EDI Lead	Live and regularly updated dedicated section on PSRC website signposting to ICL and ICHNT staff networks, **by mid-2024.** EDI strategic initiatives to be online with the PSRC Network by **mid-2025.**

Objective 6 overview

To actively capture how we are doing, and report with open availability to ensure that we are being an inclusive recipient of funding.

Objective 6: To actively capture how we are doing, and report with open availability to ensure that we are being an inclusive recipient of funding.			
Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
Identify EDI Champions to sit on each Theme Committee and in the PSRC Executives, with a dedicated remit	EDI Champions to be across theme leads, post-doctoral members, PhD students and Operations Team. Establishment of EDI oversight within PPIEP Advisory Board, to be attended with EDI Champions.	All	One named EDI Champion within each category: theme leads, post-doctoral members, PhD students and Operations Team, by **start of 2024.** PSRC PPIEP Advisory Board meeting minutes and list of attendees retained in designated electronic folder, **from start of 2024**. At least one EDI Champion to demonstrate attendance per PPIEP Advisory Board from **mid-2024.**

Objective 7 overview

Advocate for a more equal, diverse and inclusive future within the PSRC and play an active part in constructive challenge.

Objective 7: Advocate for a more equal, diverse and inclusive future within the PSRC and play an active part in constructive challenge.			
Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
Explain EDI strategy clearly and keep it open to continuous improvement	EDI strategy to be written in plain English, and added to the PSRC website. Ensure that EDI information on the PSRC websites is presented in a coherent and accessible manner and encourage feedback by providing an email address for comments. Make use of the NIHR guide to creating inclusive language and content.[4] Establish PSRC annual survey that provides feedback and open-ness for discussion. Establish EDI-specific PSRC comms plan.	EDI Lead / PSRC Operations Team	EDI strategy to be written in plain English and added to the PSRC website **by end of 2023.** Revisions/updates to EDI strategy published on PSRC website as required. **Annually**, review the accessibility of the PSRC website to ensure that it meets accessibility and usability standards in compliance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018. To include i) review of simplicity of the content and the ability to zoom in on content, and ii) review the number of PDF documents, as these are not fully accessible to all screen reader software. PSRC website and Twitter feed will be reviewed **6-monthly** for evidence of EDI campaigns, including evidence of researcher, research participant and public contributor testimonials from minority groups. Annual PSRC survey to provide openness with researchers by **mid-2024.**
Create a culture of constructive challenge, up to and including questioning ICHNT/ICL/ NIHR policies where they are not within the ethos of EDI	PSRC Executive Boards and PPIEP Advisory Boards to meet at least 6 monthly to discuss and oversee i) PSRC Theme recruitment, hiring, and retention practices, ii) PSRC Theme engagement practices and iii) PSRC participation practices. Standing EDI agenda item for all PSRC Executive and Management Boards.	EDI Lead / PSRC Theme Leads / PSRC Operations Team	PSRC Executive meeting minutes retained in designated electronic folder, **from mid-2023**. PSRC PPIEP Advisory Board meeting minutes retained in designated electronic folder, **from mid-2023**. Revisions/updates to EDI strategy published on PSRC website as required. Theme Leads to report on EDI at every PSRC Management Board from **mid-2023.**

			Capture data annually of the characteristics of those in post and those who have applied by **Q4 2024**. Seek action plans for where there are significant gaps.

Objective 8 overview

Aim to ensure that the public we serve locally and nationally is reflected in the patient safety research we undertake through PPIEP in our research

Objective 8: Aim to ensure that the public we serve locally and nationally is reflected in the patient safety research we undertake through PPIEP in our research			
Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
More members of the public from diverse backgrounds sit on our committees	Develop systems to measure appropriate demographic and protected characteristics, with a view to ensuring that individuals recruited to public involvement in research governance roles reflect the local population. Survey applicants to our public involvement in research governance roles about their personal characteristics (age, ethnicity, gender, geographical location, and disability data).	EDI Lead	Collect data to monitor age, gender, ethnicity, disability, and geographical location of applicants and appointments of members of the public sitting on governance committees across the BRC, **from 2024.** Work towards diversity within members of the public sitting on governance committees across the PSRC from 2024 baseline, **by mid-2027**, if baseline data is not representative of the local population.
More members of the public from diverse backgrounds are recruited to our research studies	Develop systems to measure appropriate demographic and protected characteristics, with a view to ensuring that participants in our research studies reflect the local population. To promote inclusion of under-represented communities PPIEP Lead and PPIEP Officer will continue to establish relationships with NWL communities through place-based engagement and involvement. We will facilitate conversations with under-served groups and diverse cultural and ethnic communities about health, science	PSRC Theme Leads / Principal Investigators PSRC PPIEP Lead/PPIEP Officers	Collect data to monitor age, gender, ethnicity, disability, and geographical location of research participants across BRC studies, **from mid-2024**. **Annual** survey, **from mid-2024**, documenting evidence of our research teams' study recruitment approaches and activities for increasing, where appropriate, diversity in research participation.

	and research to increase their participation in public involvement and in research studies. We will link with ongoing community engagement activities in NWL.		
Our research events are welcoming, inclusive and accessible	Review our research events processes, including Code of Conduct, to ensure they are inclusive, accessible and free from harassment. Ensure our events venues are accessible e.g., wheelchair access, hearing loops.	EDI Lead / PSRC Manager	Use evaluation forms to obtain feedback from staff and the public about each of our research events and activities held. Evaluations demonstrate that events and activities are successful. Based on feedback, improvements made to subsequent events and activities. Learnings are put together and reported.
Undertaking / funding research of highest quality that is relevant to, and where appropriate involves, a diverse population of research participants	PPIEP/EDI Lead to provide training and personalised plans to all PSRC Researchers, including in its design (groups to work with, how to conduct activity) as well as an evaluation after each activity. Projects to undergo evaluation with Research Partner Groups with public partners. Work with our community partners on effective and meaningful dissemination and offer to work with us back. We will identify a group of Community Partners with strong community links to guide community outreach and engagement, the insights of which will feed into all our projects and themes. Develop PPIEP and EDI reporting questions upon conclusion of all projects, including with public partners on how they found the process.	EDI Lead	All projects to have personalised plans by **2025.** EDI reporting form to be ready by late **2024.** **4** Research Partner Groups to occur a year, with all meeting minutes and attendees recorded in a retained folder by **2024.** At least work/utilise a community partner on a funding grant application once a year **from 2024.** Appoint a group of Community Partners with strong community links to advise PSRC on community engagement and outreach activities, **by end of 2024.** Reporting on PPIEP/EDI from every project by **mid-2025.**

	PSRC EDI Lead to work with PERC to address elements of EDI and provide guidance/facilitation.		
Undertaking / funding research of highest quality that, where relevant, has considered health inequalities	When reviewing research protocols, Research Partner Groups will be expected to challenge, from a health inequalities perspective, the study design, including any recruitment approaches or inclusion/exclusion criteria that are too restrictive if not appropriate to the research question.	EDI Lead	Evidence of panel discussions regarding health inequalities aspects of study proposals in PSRC Research Partner Group meeting minutes retained in designated electronic folder, **from 2024.**
Understand full diversity data for all those involved in our involvement, engagement and research activities	Studies will recruit from a local ethnically and socially diverse population of 2.3M, as well as nationally when the PSRC are a hub for network collaborations. We will use digital tools, such as Cerner (Power Trials) and our Whole Systems Integrated Care (WSIC) database and use GP mailouts to identify patients for our research studies, thus increasing the pool of potential participants.	EDI Lead	**By end of 2024,** research teams will routinely collect and share data with Theme EDI Champions to monitor age, ethnicity, gender, geographical location, and disability of individuals approached and recruited to our research studies. **By end of 2024,** EDI Lead will collect data to monitor age, ethnicity, gender, geographical location, and disability of all members of the public participating in involvement and engagement activities within the PSRC. Work towards diversity within those involved in our involvement, engagement, and research activities from 2024 baseline, **by mid-2027**, if baseline data is not representative of the local population.
Be transparent about diversity data to identify and address issues	Publish anonymised, aggregated diversity data, highlighting issues and key actions.	EDI Lead / PPIEP Advisory Board / PSRC Manager	The PPIEP Advisory Board and PSRC Executive Board will aim to publish an EDI report as part of the annual reporting period **by the end of Year 3** of the award (Financial Year: 2025/2026). The EDI report will be made publicly available on PSRC website. The EDI report and learnings will also be shared with all our staff via email.

Objective 9 overview

Become a leader and innovator in EDI, alongside other PSRCs, and within NIHR infrastructure.

Objective 9: Become a leader and innovator in EDI, alongside other PSRCs, and within NIHR infrastucture			
Intended Outcome	**Actions**	**Owner**	**Key Metric(s) PSRC**
Develop and co-lead the PSRC Network (SafetyNet), including specific NWL PSRC EDI objectives	Ensure to share learnings and best practice amongst our centre, as well as our networks, and demonstrate a culture of EDI responsibility. Build on existing toolkits and co-design a patient safety EDI community toolkit to be used by all PSRC researchers. Set up a national group of public members interested in patient safety research.	EDI Lead / PPIEP Officer / PSRC Manager	Ensure PSRC Network Advisory Boards occur **twice a year** with representatives from all PSRCs as possible, by **2025** Develop PSRC Community Toolkit by **late 2025.** Set up of national public member group by **2025.**
Become a global leader in the EDI space	Facilitate events on EDI, as well as publish academic articles. Conduct evaluations of PPIEP and EDI within the PSRCs as part of the network for key learnings and recommendations.	EDI Lead / PPIEP Officer / PSRC Theme Leads	Conduct EDI events as part of the PSRC Network activities at least once annually from **2025.** Aim to publish best practice as much as possible. Conduct evaluations of EDI activity and report on key learnings by **2027.**

References

1. Imperial College London EDI Strategy
2. Imperial College Healthcare NHS Trust EDI Strategy
3. NIHR Research Inclusion Strategy 2022-2027
4. NIHR A guide to creating inclusive content and language

Abbreviations

BRC: Biomedical Research Centre

CATO: Clinical Academic Training Office

CRF: Clinical Research Facility

EDI: Equality, Diversity, and Inclusion

FTE: Full-time Equivalent

HPAG: Healthcare Professionals Academic Group

HR: Human Resources

ICL: Imperial College London

ICHNT: Imperial College Healthcare NHS Trust

ICS: Integrated Care System

IGHI: Institute of Global Health Innovation

LGBTQA+: Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Asexual and

more

NIHR: National Institute for Health and Care Research

NIHR NWL PSRC: NIHR North West London Patient Safety Research Collaboration

NMAHPP: Nursing, Midwifery, Allied health professions, Healthcare Scientists, Psychology, Pharmacy

NWL: North West London

PPIEP: Patient and Public Involvement, Engagement and Participation

PSRC: Patient Safety Research Collaboration

WSIC: Whole Systems Integrated Care