

NIHR Imperial Clinical Research Facility

Equality, Diversity and Inclusion Annual Report 2024-25

In 2023 the NIHR Imperial Clinical Research Facility (CRF) and Biomedical Research Centre (BRC) published our joint Equality, Diversity and Inclusion (EDI) Strategy for the period 2022-2027. This strategy outlined our objectives and goals for embedding EDI across all that we do. Our vision is to create an inclusive and diverse workforce and a culture that protects and promotes the interests of patients and the public in health and social care research.

Governance

To ensure that we deliver our strategy as planned we have established two EDI committees:

- NIHR Imperial CRF EDI Committee. Meets every 3 months. Reviews CRF objectives, assigns and carries out actions and tracks progress. Includes CRF staff and community partner.
- BRC and CRF EDI Oversight Committee. Meets every 2 months. Provides oversight of the joint strategy and information sharing/joint working. Includes representation from Imperial NIHR Infrastructure, Trust and University EDI teams, BRC Theme Leads and a community partner.

EDI has also been added as an agenda item to our Executive Committee and Management Meetings to make sure that it is considered across all decisions that we make.

Training

This year all CRF staff have completed Unconscious Bias training, mandatory Trust Equality and Diversity training and Oliver McGowan part 1 and 2 Mandatory training on learning disability and autism.

Systems and Processes

We aim to instigate systems and processes to instill EDI considerations in all that we do.

Recruitment

An ongoing Imperial College Healthcare and NHS Trust (ICHNT) project for Band 7 and above staff appointments has found that having a diverse panel, with different genders and ethnicities, and submitting a letter explaining the appointment choices to the chief executive, has significantly improved the chances of hiring a minority ethnic candidate. We have expanded on this project and ensure a diverse recruitment panel for all interviews, not just band 7 and above.

Study adoption

When a study comes to our Protocol Review Board, we ask the researchers whether they have thought about how they will make sure that participants they recruit to their studies are

representative of the diversity of either their disease area (patient studies) or the local population (healthy volunteer studies). We also give them links to the Ethnicity Framework and EDI Toolkit to help them address this.

Data collection/monitoring

Before we can address any inequalities, we need to know what our starting points are. The main focus so far has therefore been on data collection. The CRF has a wide group of stakeholders; as of February 2025, we have collected information on the following:

- ICRF staff (Data taken from HR reports and survey)
- ICRF researchers (survey)
- ICRF interview panels CRF (records)
- Applicants for ICRF jobs (HR reports)
- PPI Panel (survey and database)
- Healthy Volunteer Database (survey and database)
- ICRF participants (electronic medical records)

We have compared our data against census data from 2021 for Greater London-graphs included in Appendix 1. Although the CRF is based in North West London, a review of the postcodes for our stakeholders, particularly our participants, showed that they were distributed across NW London, Greater London and England. We have chosen Greater London as our baseline comparator for all groups.

In general, groups are broadly representative of the Greater London population other than the PPI Panel who are older, have a greater proportion of underlying health conditions and are more likely to be carers. We are actively seeking to address the age disparity by recruiting through Freshers' Fair.

EDI Activities

School open days: The ICRF held annual school engagement events prior to the pandemic, but historically students were primarily from private schools and so the students were mostly white. Our PPIE Manager recently developed a collaboration with Hammersmith & Fulham Council Children services which led to support identifying local schools who would be interested in these events. Of the 40 students who attended from 2 schools in 2024, we had representation from 19 different self-reported ethnicities, of which just 5% were white, and a gender balance of 60% female, 35% male and 2.5% transgender demonstrating a substantial improvement on previous events.

Community engagement: As part of ongoing inclusion initiatives in collaboration with NIHR Imperial BRC Patient Experience Research Centre and other partners, the NIHR Imperial Clinical Research Facility (ICRF) is committed to embedding inclusion at the heart of our research delivery. We held a community engagement event at Phoenix Fitness Centre and Janet Adegoke Swimming Pool in White City, London. This initiative builds on previous public-facing outreach events, including the

Great Exhibition Road Festival, Lambeth Country Show, and the People's Research Café. We intentionally brought staff from diverse backgrounds to reflect and connect with the local population. The event generated significant interest and led to further invitations for community engagement activities. Attendees valued our presence in their space and emphasised the importance of direct, face-to-face dialogue

Appendix 1-EDI Data





