



Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – September 2023

Theme: Better Sleep

OHBC EDI OBJECTIVE 1: We will focus on creating equitable opportunities within the BRC facilitated by mentoring, developing support networks and a commitment to embed EDI within a positive culture.

The Better Sleep theme will:

Continue a collaborative Leadership approach for our theme.

Ensure all theme staff attend EDI training and continue to learn and develop knowledge and confidence through reflective practice.

Support at least one member of the Theme Leadership Team to attend the Inclusive Leadership course.

Adopt best practices in staff recruitment including rolling out the successful pilot of competency based interviewing, and public partners as panel members for staff interviews.

OHBC EDI OBJECTIVE 2- Build leadership networks within the BRC to advocate for progressive EDI and to challenge resistant systems.

The Better Sleep theme will:

Seek Active Bystander and Cultural Competencies training for theme staff.

Have EDI as a standing agenda in our Theme meetings.

Work across BRC themes and other networks to share best practice in EDI.

Work with and support public partners with intersectional experiences to challenge and support our research culture and practice towards more diverse and inclusive research – across all levels of theme decision making and governance.

OHBC EDI OBJECTIVE 3 - Develop EDI resources and implement them with the production of further relevant materials for better research design.

The Better Sleep theme will:

Involve public partners in considering EDI within research design for all new grant applications.

Seek ways to embed EDI assessments and processes within research design.

Seek ways to standardise monitoring of protected characteristics across research participation.



OHBC EDI OBJECTIVE 4 – Ensure that the patient and public communities served by our partner network locally and nationally have the opportunity to participate in our research in accord with INCLUDE guidance.

The Better Sleep theme will:

Learn from the Diversity in Research Group about barriers to research participation and aim to address these within our theme culture and practice.

Continue to build and support a network of diverse public partners with lived experience which is relevant to our research.

Monitor demographics of public partners and actively engage with people and communities who are under-served within PPIE.

Continue and promote inclusive practice in PPI by:

- Providing support if needed, individually to public partners to enable their active involvement.
- Ensuring accessibility requirements are met, including e.g., payments for caring responsibilities, provision of technology or translation support.
- Timing, format and location of PPI sessions to meet the needs and availability of public partners.

Involve public partners from across the UK in our research.

Involve public partners in improving and contributing to our research culture, our research practice, and support diverse and inclusive engagement and communications.