



Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – September 2023

Theme: Flourishing and Wellbeing

The Flourishing and Wellbeing Theme investigates the potential of non-clinical settings in improving mental health in young people and in older adults. Our public health approach requires interaction with diverse groups, especially those traditionally underrepresented in research. Our goal is to showcase how community resources like outdoor green spaces, public institutions such as museums and libraries, and workplaces can serve as platforms for preventive measures and mental health interventions.

Our Theme seeks to cultivate a Flourishing workplace, which to us means creating a work environment that attends to and upholds the fundamental principles of equality, diversity, and inclusion (EDI) in daily interactions, as well as in the way we mentor, develop and represent our research group. EDI principles are not only essential ethical and legal obligations, but also integral to the well-being of our researchers, partners and the communities we serve.

The Equality Act of 2010 acknowledges nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race/ethnicity, religion and belief, sex, and sexual orientation. We take a more comprehensive approach to diversity and inclusion, accounting additionally for factors such as caregiving duties and neurodiversity, among others. Importantly, we acknowledge that individuals have diverse identities and experiences, and the intersections of these characteristics can result in variations in how privilege and discrimination are perceived and experienced.

Our EDI commitment places a particular emphasis on ensuring that every individual, irrespective of their background and role, receives the support and empowerment they need to thrive.

Objectives:

Year 2

- Our leadership team will set the example, demonstrating their dedication to EDI and flourishing through their actions, decisions, and communication.
- Working with the Department of Psychiatry People and Culture working groups, we will offer resources for education and training for our staff (researchers and administrators) to enhance awareness and comprehension of the nine protected characteristics and their interconnectedness with well-being.
- We will provide adaptable work arrangements to accommodate diverse needs of our team members, including those related to age, disability, family responsibilities, and others.



- We will support team members and their professional development, highlighting relevant training and mentorship opportunities to further their careers.

Year 3

- We will request and review feedback from our team members and our stakeholders to continually enhance our EDI initiatives and their impact on well-being.
- Working with the Core BRC team, we will:
 - help assess and modify policies and procedures to enhance our EDI support for individuals across the nine protected characteristics.

Year 4

- maintain transparency in our EDI endeavours by routinely reporting on progress, obstacles, and achievements related to the feedback we requested in Year 3.
- communicate our findings to the broader BRC teams to share knowledge and best practices.

Year 5

- Evaluate our EDI performance and use the recommendations to shape our future EDI strategy.