



Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – September 2023

Theme: Mental Health in Development

Health outcomes for children and young people are affected by a broad range of factors including socio-economic determinants and geographical location (Royal College of Paediatrics and Child Health). For example:

- Young people living in deprived areas are 1.3 times more likely to have a mental health problem (Health Foundation and Association for Young People's Health).
- Young people who identify as lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ+) experience higher rates of mental health distress than reported in the general population yet are far less likely to seek support services.

In addition, young people taking part in mental health research and PPI activities are not as representative as they could be of those most affected by mental health difficulties.

The research and PPIE work we enable must contribute to addressing these inequalities not further exacerbate them.

Our approach

We will work with colleagues across our theme to undertake [Equality Impact Assessments](#) for each of work packages We will offer colleagues across our team training in collaboration with the [Centre for Research Equity](#) to undertake these assessments.

We will use these Equality Impact Assessments to develop action plans to make progress across our theme's work. We will enable the sharing of experiences and ideas at our whole theme meetings (3 times per year) as well as monthly operations group meetings and in monthly internal email newsletters to all theme members. We will benefit from the geographical experience and expertise across our theme with colleagues from across Oxford Health NHS Foundation Trust, University of Birmingham, University of Reading, University of Liverpool, and the University of York and the Born in Bradford team.

We will share and work with colleagues in other themes to offer training and development opportunities to build the confidence and capability of our research teams in EDI.

Supporting BRC wide initiatives

We will contribute to the BRC wide efforts to gather EDI data on staff and participants where possible and contribute to efforts to understand and overcome the barriers to doing this (particularly related to information security/ GDPR and university protocols around this), including better understanding colleague, PPI contributor, partner and participant concerns around this and conveying how this can contribute to our efforts towards making progress on EDI.



Objectives:

Year 2

- We will encourage and support colleagues across work packages to conduct [equality impact assessments](#) in liaison with the Centre for Research Equity.
- Contribute to BRC wide efforts to enable collection of data on protected characteristics of staff, contributors and participants.

Years 3 & 4

- Develop plans and activities to address identified potential inequalities related to engagement around PPIE and research participation.
- Share case studies and experiences within and beyond our theme
- Continue to share opportunities for training and development for PPI contributors and staff members on EDI.

Year 5

- Review progress towards EDI, evaluating our efforts and sharing examples of good practice.