



Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – September 2023

Theme: Preventing multiple morbidities (Prevention)

The Prevention Theme aims to prevent multiple morbidities in two groups:

1. The general population through population-level interventions
2. Through working on individual-level interventions with people with mental illness

In both groups, we aim to address risk factors for multiple morbidity- nutrition, alcohol use, obesity, and smoking and the underlying causes of these, such as societal drivers of inequalities and adverse health behaviour.

People from marginalised groups (e.g., people living in poverty, excluded from school as children, unemployed, black and minority ethnic groups, LGBTQ+, and by age, gender) often face multiple disadvantages and these disadvantages seem to cause both mental illness and other forms of multimorbidity. They are more likely to smoke and have dysregulated eating and drinking patterns. It is thus essential that the Prevention Theme research team and participants develop methods to adapt interventions that do not exacerbate or narrow inequalities that currently arise through these causes and enhance our ability to recruit marginalised groups to studies that test the interventions.

As part of the overall BRC objectives, we will ensure the nine protected characteristics template is completed for all staff. The approach is most likely to be through a centralised survey that ensures confidentiality given the small number of staff per theme. We will endeavour to collect this data on participants where practical and reasonable, giving the individuals the chance to understand why the information some may consider private are helpful to collect. It may be helpful to develop central resources (information sheets, consent forms, templates, online completion) for entry into a BRC-wide system. This would ease data collection across the sites and partners. We recognise there will be ethical dilemmas in collecting such data, and so our actions will be aligned with the BRC wide strategy that will follow research to explore these dilemmas.

We are committed to developing exemplars of good practice and will ensure we share our learnings on developing more inclusive recruitment and developing culturally appropriate interventions and infrastructure.

Working with our partners, we will ensure fair and inclusive recruitment practices for staff, in accord with organisational policies. We will optimise the research cultures across the BRC by raising issues of equity and inclusion and diversity in the organisational policies/practices, as well as in the research itself (through inclusive research practice, considering cultural adaptation of outcomes, ensuring PPIEP efforts include diverse groups).

We also wish to build research teams to work on prevention and aim for those researchers to be more representative of the populations we seek to support. We will also ensure that



the voice of the public informs our research through our PPIEP work. We plan to over-recruit for our two standing PPIEP panels to ensure adequate representation from typically underserved groups based on ethnicity and socioeconomic status. We will be working actively with the McPin Foundation (<https://mcpin.org/>) to support peer researchers from diverse marginalised groups in working with, and alongside us to deliver our projects. This will include producing reports and ensuring dissemination of our work, and active participation in writing future research grants.

Objectives:

Year 2

- Understand staff ethical concerns about collecting their personal data and collect it in the light of these.
- Map partner data sets and systematise collection across partners (either through integrated systems or separate survey).
- Support collation of central resources, like information sheet and consent forms.
- Provide best practice exemplars.

Year 3 and 4

- Ensure collection of data for all participants.
- Provide best practice exemplars.

Year 5

- Review our progress and evidence of inclusive practice, gather learning, offer recommendations for future research.