



Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent Update: October 2024

Theme: Better Sleep

Theme Statement of Intent: Better Sleep is committed to the EDI strategy outlined by the Oxford Health BRC. Further, we will continue to ensure we address the four Objectives in the EDI Strategy and action plan (statements will be published on the BRC website)

Everyone sleeps, or at least attempts it. It is a commonality shared amongst everyone, an event of essential importance for both our physiological and emotional wellbeing, yet the experience of one's sleep and what it means to have "better sleep" is individually unique. Better sleep, therefore, represents a unique EDI challenge in that our sleep experiences can be influenced by everything in our life from our physical health to our mental health, to our work and to our socio-economic status.

We are working to ensure that we have a robust plan to achieve all four of the EDI objectives defined in the Oxford Health BRC EDI governance process as well as ensuring our EDI practices are fully representative of those we seek to help achieve better sleep.

To ensure EDI is at the front of our themes thinking, we have ensured that EDI is a standing agenda within our monthly management meetings and that training is actively promoted amongst all staff members, early career to professorial.

To ensure EDI is at the heart of our theme, alongside study specific PPI activities, we have established an overarching theme specific network of Public Partner Champions as part of Better Sleep Research Advisory Network (BSRAN). Our theme public partners bring with them their intersectional experiences and challenge and support our research culture and practice towards more diverse and inclusive research – across all levels of our theme decision making and governance. Specifically, three of our Public Partner Champions were involved in our end of year one Better Sleep Strategy Away Day in Feb 2024 providing guidance at a governance level as we move into year two. Additionally, the BRSAN helps to review all theme grant and fellowship applications prior to submission.

An example of our integrated, study specific, EDI is our NHS Shift Workers Research Advisory Group. This group represents a diverse population of NHS shift workers, both clinical and non-clinical, with lived experience of the challenges that face our NHS staff. This group have been involved in all aspects of our NIHR funded Shiftwork programme grant, advising across all work packages. The group has:

- Reviewed the survey that was to be sent to shift workers and managers to ensure that the right questions were asked to afford the potential to garner data in areas that they believe need to be changed
- Reviewed findings from the systematic review package to ensure that our interpretation of the data, in particular the qualitative data, correctly expresses the experiences of shift workers

- Inputted into the recruitment strategies for the intervention to ensure that we are capturing a representative sample of shift workers
- Formed a smaller taskforce to feedback on specific aspects of the sleep intervention and data collection tools.

Looking forward the Better Sleep theme will continue to build and support a network of diverse public partners with lived experience which is relevant to our research. For example, Better Sleep has been involved with the working group for developing sustainable relationships with the Muslim Women's community via the Asian Cultural Centre. Sleep impacts everyone and so we will continue to monitor demographics of public partners and actively engage with people and communities who are under-served within PPIE. We will continue to keep PPIEP at the core of what we do as a theme cementing EDI as an integral aspect of our research culture and research practice.