



Equality, Diversity and Inclusion Strategy - Action Plan
Statement of Intent – September 2024

Theme: Flourishing and Wellbeing

Flourishing and Wellbeing: The Flourishing and Wellbeing theme is deeply committed to embedding diversity and inclusion in all aspects of its activities.

This commitment involves a continuous and intentional effort to cultivate a culture that actively challenges prejudice, ensures fairness, and embraces differences in all forms. We recognize that diverse research teams bring unique questions, ideas, and creativity shaped by lived experiences. By integrating diversity and inclusion principles into the core of our work, we aim to enrich research practices and outcomes, ensuring that the insights we generate are informed by a wide range of perspectives.

A key aspect of this approach is our focus on developing a talented and diverse researcher community working alongside a diverse pool of patient and public members, allowing for varied perspectives to be embedded in our research processes and outputs.

To further this goal, we have adopted a template from the [AGILE Initiative](#)*, the Equality Impact Assessment (EIA), which helps to identify, monitor, and manage the equality impacts throughout the entire Theme's Research. Although not a legal requirement, the EIA is a powerful tool for considering how we can eliminate discrimination, advance equality of opportunity, and foster positive relations, both in decision-making and in day-to-day activities. The EIA process involves several key steps to ensure inclusivity and fairness in research:

- 1- What research is going to be conducted? – This step outlines the aims, background, and ensures the research design is inclusive from the outset.
- 2- Who is likely to be affected by the outputs of this research? – Identifying the groups or individuals who may be impacted by the research outcomes.
- 3- Could the research affect people differently? – Considering whether different groups could experience varying impacts from the research.
- 4- Description of positive and negative impacts – Clearly detailing the potential benefits and drawbacks of the research on various populations.
- 5- How will negative impacts be mitigated? – Establishing strategies to address and minimize any negative effects identified.
- 6- Define how we will monitor and review arrangements – Setting up mechanisms to continuously track and evaluate the impacts throughout the research process.
- 7- What are the next steps? – Outlining the actions and steps to be taken following the assessment to ensure ongoing inclusivity and impact management.
- 8- With every study we run under Flourishing, an EIA will be completed.

For every study conducted under the Flourishing theme, an EIA will be completed. This ensures that inclusivity and fairness are thoroughly considered and integrated into all stages of our research, from design to implementation and beyond.

* The NIHR funding enabled us to secure additional support from the AGILE initiative, which focuses on providing evidence to assess the effectiveness of Nature-based Programmes for improving mental health and wellbeing in young people, particularly those delivered through schools.