



Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – September 2024

Theme: Psychological Treatments

The Theme researchers recognise the importance of developing psychological therapies that are suitable for the whole population and evaluated with representative patient populations. Consideration of inclusion needs to happen at the start of the process of developing, testing, and implementing psychological approaches. There also needs to be greater diversity in those conducting psychological therapy research.

We have new initiatives within the theme to improve practice:

1. **Monitoring:** With appropriate permissions, we will monitor the diversity of researchers funded by the theme, the lived experience support, and research participants. This will include asking researchers receiving support from the theme to collect when appropriate the NIHR diversity data from researchers directly funded, research participants, and PPI advisors. These data will be reviewed annually. All BRC staff to be encourage to attend EDI training and develop knowledge and confidence through reflective practice. Three members of staff already attended the BRC EDI/PPIEP one day workshop on 26th March 2024.
2. **Treatment development and testing:** A key priority is to develop psychological therapies that are inclusive and tested in trials that are representative of diverse populations. We have therefore set aside funding for Patient and Public Involvement in the theme's research. Researcher spend from this budget will need to include demonstration of use to increase equality and diversity in treatment development or trials. For instance, we would expect significant representation from underserved groups in patient advisory groups. This will be documented. We will ask researchers working in our theme to give priority to those who have not had the opportunity to be involved in research before when forming advisory groups. We will also expect multi-centre trials supported by the theme to include sites that have significant under-served communities. We will encourage testing of moderation of treatment outcomes by socio-demographics factors such as ethnicity.
3. **Developing researchers:** We will set up aspiring clinical researcher placements for under-represented groups through the University postgraduate Research Internship Programme (UNIQ+) It strengthens MSc or PhD applicants (i.e., future researchers) to have research experience within leading mental health research groups. There will be three six-week funded placements in research groups within the theme over Years 2, 3, and 4 for individuals who have a graduate degree in psychology and come from under-represented groups.

Currently, the research groups are putting together a plan for the internships and will submit paperwork shortly.

4. NIHR Inclusive Research requirements: As of autumn 2024, the NIHR are putting in place new requirements across all funding streams requiring applicants to 'demonstrate how inclusion is being built into all stages of the research lifecycle ...There will be a significant emphasis on how participant selection is considered'. The details of these requirements have not yet been announced. But Thomas Kabir and Felicity Waite will be attending a webinar organized by the NIHR on October 16th. We will ensure that researchers across the theme are aware of and will put in place these new requirements.