Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – November 2024

Theme: Mental Health in Development

Our ambition (as set out in September 2023)

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 progress so far in year 2

Members of our theme have attended training in 2023/2024 including:

- Equity, Diversity and Inclusion: From Tokenism to Meaningful Action talk at the BABCP conference July 2023
- Race inclusion in research workshop 7th March 2024
- Oxford Health BRC Inclusive Research and Exclusion Criteria Workshop 26 March 2024
- NIHR's webinar on inclusive research as a condition of funding, held on the 16 October 2024
- David Taylor Robinson from the University of Liverpool presented at our whole theme meeting in July 2024, 'Tackling inequalities in child mental health. The importance of addressing poverty and adversity'.

The work of our INSiGHTS team (work package 1) led by Prof Kam Bhui is helping to drive good practice and reflection in this area across our theme.

For example, they are working on a scoping review of co-production and marginalised young people. They are building partnerships with youth organisations including GIPSIL in Leeds, 42nd Street in Manchester and Cornwall to consider innovative ways to engage people in mental health research. They are sharing their findings and insights with colleagues across the theme and are planning a series of blogs to share what they are learning.

We are focusing on the topic of research inclusion and Equality, Diversity and Inclusion at our MHID whole theme meeting on the 28 November which will include a panel discussion on research inclusion and a workshop encouraging colleagues across our theme to undertake [Equality Impact Assessments](#) for each of work packages but also make the most of the diverse perspectives and experiences across our theme.

We are encouraging our theme members to participate in opportunities to build diversity in the mental health research workforce, for example through UNIQ+ internships.

Our plans from here

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, the University of York and their 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.

Objectives for coming years

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.

Supporting BRC wide initiatives

We will also continue to contribute to any 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.