



Equality, Diversity and Inclusion Statement of Intent 2025-26

Theme: Better Sleep

1. Commitment to EDI in Better Sleep

Better Sleep is committed to the EDI strategy outlined by the Oxford Health BRC. We aim to address all four objectives in the EDI Strategy and action plan, ensuring our practices reflect the diverse experiences of those we seek to help achieve better sleep. Sleep is a universal experience, yet deeply personal and shaped by factors such as physical and mental health, work, and socio-economic status. This complexity presents unique EDI challenges.

2. Our challenges and priorities for EDI in research culture and our workforce

We are working to ensure that our EDI practices are fully representative of those we seek to help. EDI is a standing agenda item in our monthly management meetings, and training is actively promoted across all staff levels, from early career researchers to professors.

2.1 Key achievements for EDI in research culture and workforce

- Embedded EDI into monthly management meetings.
- Promoted EDI training across all career stages.
- Integrated EDI into governance and decision-making processes.

2.2 Objectives and ongoing plans for EDI in research culture and workforce

- Continue building a diverse network of public partners.
- Strengthen relationships with underserved communities, such as the Muslim Women's group via the Asian Cultural Centre.
- Monitor demographics of public partners to ensure representation.

3. Our challenges and priorities for inclusive research practices and PPIEP

We aim to ensure that our research practices are inclusive and representative of those we seek to support. This includes embedding PPIEP into all levels of our theme's work.



3.1 Key achievements for inclusive research practices and PPIEP

- Established the Better Sleep Research Advisory Network (BSRAN) with Public Partner Champions.
- Public partners involved in governance-level decisions and grant reviews.
- NHS Shift Workers Research Advisory Group contributed to survey design, data interpretation, recruitment strategies, and intervention feedback.

3.2 Objectives and ongoing plans for inclusive research practices and PPIEP

- Cement PPIEP as a core element of our theme's research culture and practice.
- Continue engaging with underserved communities and expanding inclusive advisory networks.