



Equality, Diversity and Inclusion Statement of Intent 2025 - 26

Theme: Mental Health in Development

1. Commitment to EDI Principles

The Mental Health in Development Theme is committed to ensuring that mental health research and PPIE activities contribute to addressing inequalities rather than exacerbating them. We recognise that health outcomes for children and young people are shaped by socio-economic determinants, geographical location, and identity. For example, young people living in deprived areas are significantly more likely to experience mental health problems, and LGBTQ+ youth report higher levels of distress but are less likely to access support services. Our ambition is to ensure that our research and engagement practices reflect and respond to these realities.

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

We aim to support efforts to build diversity in the mental health research workforce and ensure that our internal culture supports inclusive practices. This includes training, reflective practice, and collaboration across institutions and geographies.

2.1 Key achievements for EDI in research culture and workforce

- We hosted a panel discussion at our theme meeting in June 2025 focused on research inclusion. Panel members from across the theme, including a lived experience expert from our Parent Carer Research Network steering group, shared their perspectives on what research inclusion means for them. Hosted Professor David Taylor Robinson from the University of Liverpool at our whole theme meeting to speak and encourage discussion on tackling inequalities in child mental health.
- The INSiGHTS team presented at each theme meeting and led initiatives to drive good practice and reflection across the theme. For example sharing a [blog on their engagement with youth organisations](#).
- Staff from across the theme continued to attend a range of EDI-focused training events, including:
 - “From Tokenism to Meaningful Action” at BABCP Conference
 - Race Inclusion in Research Workshop



- Oxford Health BRC Inclusive Research and Exclusion Criteria Workshop
- NIHR webinar on inclusive research as a condition of funding

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

Years 3–4:

- Contribute to wider OH BRC plans and activities to address identified inequalities in workforce engagement and development.
- Share case studies and experiences within and beyond the theme.
- Continue promoting training and development opportunities for staff and contributors.

Year 5:

- Review progress toward EDI goals and evaluate efforts.
- Share examples of good practice and lessons learned across the BRC.

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

We aim to ensure that young people and family members participating in research and PPIE activities are representative of those most affected by mental health difficulties. This includes building partnerships with community organisations and embedding inclusive practices across all work packages.

3.1 Key achievements for inclusive research practices and PPIEP

- INSiGHTS team conducted a scoping review of co-production with marginalised young people.
- Built partnerships with youth organisations including GIPSIL (Leeds), 42nd Street (Manchester), and Born in Bradford.
- Shared findings and insights across the theme and planned a series of blogs to disseminate learning.
- Delivered a whole theme meeting focused on research inclusion and EDI, including a panel discussion and workshop on Equality Impact Assessments.



3.2 Objectives and ongoing plans for inclusive research practices and PPIEP

- Encourage theme members to use Equality Impact Assessments to develop action plans for inclusive research practices.
- Enable sharing of experiences and ideas through whole theme meetings, operations group meetings, and internal newsletters.
- The WISDOM Schools Research Network and the Parent Carer Research Network will review the diversity of their network members and make plans to engage under-represented groups.
- Collaborate across institutions (Oxford, Birmingham, Reading, Liverpool, York) to benefit from diverse geographical expertise.
- Support BRC-wide efforts to collect EDI data and address barriers such as GDPR and university protocols.
- Engage with stakeholders to understand concerns and communicate the value of EDI data collection.