



Equality, Diversity and Inclusion Statement of Intent 2025 - 26

Theme: Psychological Treatments

1. Commitment to EDI Principles

The Psychological Treatments Theme is committed to developing therapies that are suitable for the whole population and evaluated with representative patient groups. We recognise that inclusion must be considered from the outset of therapy development, testing, and implementation. We also aim to increase diversity among psychological therapy researchers and ensure that our research reflects the needs of underserved communities.

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

We aim to monitor diversity across our workforce and support aspiring researchers from underrepresented groups. This includes providing training, internships, and ensuring that all staff are aware of and prepared for new inclusion requirements from funders.

2.1 Key achievements for EDI in research culture and workforce

- Staff attended the BRC EDI/PPIEP workshop in March 2024.
- Plans in place to monitor diversity data across researchers, participants, and PPI advisors.
- Two students from under-represented groups had successful six-week placements in clinical psychology research groups as part of the UNIQ+ Programme. We plan to offer placements again and expand the number.

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

- Conduct annual reviews of diversity data collected from researchers, participants, and PPI advisors.
- Expand the number of placements we offer in the UNIQ+ internship programme.
- Prepare researchers for new NIHR inclusion mandates, ensuring compliance and awareness across the theme.
- Encourage staff to attend EDI training and engage in reflective practice.



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

We aim to ensure that psychological therapies are developed and tested in trials that are inclusive and representative. This includes embedding PPIEP throughout the research lifecycle and prioritising engagement with underserved communities.

3.1 Key achievements for inclusive research practices and PPIEP

- Allocated funding for PPI in theme research, with expectations that it be used to increase equality and diversity.
- Advisory groups formed with significant representation from underserved populations.
- Researchers encouraged to prioritise individuals new to research involvement when forming advisory groups.
- Multicentre trials supported by the theme include sites serving underserved communities.
- Researchers encouraged to test for moderation of treatment outcomes by socio-demographic factors such as ethnicity.

3.2 Objectives and ongoing plans for inclusive research practices and PPIEP

- Ensure multicentre trials continue to include underserved communities.
- Embed EDI considerations into all stages of treatment development and testing.
- Require documentation of how PPI funding supports diversity and inclusion.
- Support researchers in implementing NIHR's new inclusive research requirements.