Equality, Diversity and Inclusion (EDI) Strategy – 2022-2025

Our vision

The Southampton Clinical Trials Unit is committed to equality, diversity and inclusion in everything we do, and to making health research inclusive to all communities.

We will work to provide equal opportunities to our staff, collaborators, patients, and public members. We will drive change to ensure that we are protecting against discrimination, ensuring that everyone feels valued, and embedding EDI values of equity and accessibility in our governance, practice and behaviours.

Our commitment to EDI

Equality

Ensuring we provide a fairer society where no one faces discrimination, and everyone is treated with dignity and respect. Providing equal opportunities and ensuring equity for everyone involved in health research.

Diversity

Recognising the diverse experiences, skills and abilities that people from different communities and demographics bring to health research. Understanding the barriers some people face in accessing research and healthcare settings and working as an organisation to overcome these.

Inclusion

Creating a culture where everyone feels they belong, and that their opinions, experiences and contributions are valued. Ensuring accessibility for all and driving forward change to make our organisation and practices truly inclusive.

Our key priorities

Priority 1: Developing knowledge

- Staff training
- Developing and providing resources
- Communications

Priority 2: Improving access:

- Reflecting the communities we work with
- Widening participation in our patient and public involvement activities
- Working with researchers and patients to make trial participation diverse and inclusive
- Encouraging diversity in research applications
- Promoting a culture of inclusivity and equality in the SCTU

Priority 3: Ensuring accessibility

- Making SCTU communications accessible, inclusive and easy to understand
- Making patient-facing materials accessible, inclusive and easy to understand
- Working to make our trials and public activities accessible and inclusive for all

Priority 4: Providing support

- Ensuring our staff and the collaborators have the tools and training to incorporate EDI in our day-to-day activities
- Working with trial sites to make EDI a standard part of the recruitment process

Priority 5: Measuring success

- Monitoring our progress
- Obtaining feedback on our processes
- Demonstrating leadership and accountability at all levels

<u>Where we are</u>

All SCTU staff are required to complete mandatory EDI training provided by UoS and are encouraged to undertake further learning, e.g. attending EDI webinars and courses that are relevant to their roles.

We have reviewed our application process for proposals to the SCTU to ensure researchers working with us are committed to EDI and accessing under-represented groups in their research projects.

Our EDI Working Group was established in 2021 to identify EDI priorities and areas for improvement.

We routinely collect ethnicity data as part of our clinical trials on the patients we recruit and our Chief Investigators.

Action Plan:

Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)
Launch and embed our EDI strategy and action plan to staff and stakeholders to support the delivery of the strategy.	Review EDI strategy, report progress and revise action plan	Review EDI strategy, report progress and revise action plan
Establish regular meetings of the EDI working group and set objectives	Review the effectiveness of the EDI working group and implement recommendations	Review any evolving needs and priorities of the EDI working group and implement recommendations
Establish a regular programme of EDI support and training for staff	Review and revise training provision	Continue to develop staff training and resources
Develop a calendar or EDI activities and events to help widen participation	Review and revise activities	Review and revise activities
Apply for UoS Public Engagement with Research Unit seed funding for a community project around widening participation and diversity in trial PPI. (application Sept 22, outcome Oct 22, projects commence Nov 22, final reporting Sept 23)	If funding application is successful, complete and review success of widening participation project. Explore further funding to expand EDI project work.	Explore further community projects to increase EDI in trial PPI and research participation
Review and update our external brand and communications	Review and update trial documentation and protocols to identify EDI needs and gain feedback	Review all wider SCTU documentation to identify EDI needs and gain feedback
Set up EDI monitoring for our researcher partners	Review our monitoring and data collected	Review data collected and where necessary set new objectives for improving EDI
Set up EDI monitoring for our PPI contributors	Review our monitoring and data collected	Review data collected and where necessary set new objectives for improving EDI
Establish baseline data and set KPIs and metrics	Report and review metrics and shift KPIs as required	Report and review metrics and shift KPIs as required

Measuring success

We will review the strategy and progress against our action plan regularly throughout the year, with a full review at the end of each year to ensure we are meeting our objectives and revise these where necessary.

In the first year, a key objective is to establish baseline EDI data and set our KPIs from this.

The EDI working group will report to the Directors and SCTU governance for oversight of our progress against our objectives.

Timescale

This document sets out our three-year EDI strategy from August 2022 to July 2025. It outlines our objectives for each year and will be reviewed annually to ensure we are meeting our goals and updating them where needed.