

**Equity, Diversity and Inclusion (EDI) Strategy
2023 – 2028**



Yorkshire and Humber Patient Safety Research Collaboration (PSRC) Equity, Diversity and Inclusion (EDI) Strategy

(v1.1 November 2023)

Developed by Jenni Murray, Livi Joseph and Sobia Bibi, in consultation with members of the Yorkshire & Humber PSRC and the Yorkshire Quality and Safety Research Group (YQSR)

Who we are

The [NIHR Yorkshire and Humber Patient Safety Research Collaboration \(PSRC\)](#) is a centre for patient safety research funded by the [National Institute for Health and Care Research \(NIHR\)](#). The centre is hosted by [Bradford Teaching Hospitals NHS Foundation Trust](#) in partnership with the [University of Leeds](#). We are hosted within the [Yorkshire Quality and Safety Research Group](#). Together we engage staff and patients to deliver research that makes healthcare safer. Our themes of work, developed with patients, families, and healthcare staff, reflect both our existing research strengths and the aim of building safety more comprehensively into the system. For information about our themes including a short explanatory video please visit: https://psrc-yh.nihr.ac.uk/psrc_themes/

Our mission

To embrace diversity and inclusiveness across the research continuum to develop solutions that make care safer for all.

Our vision

To create a team culture that embraces diversity and inclusiveness and embeds these principles throughout our research. We will identify, co-create and deliver high quality safety solutions with our patient and staff communities to benefit the lives of all, including members of protected groups^{+(see note 1)}.

Our key operating principle

To be intentional and accountable in making EDI everyone's business.

Our goals

- To continue to build an inclusive and diverse team culture where everyone is enabled to contribute safely and equally fostering a sense of belonging that enhances our ways of working to fulfil our EDI mission.

- To grow skills and confidence to embed and enact the principles of equity, diversity, and inclusion throughout the whole research process.
- To create and deliver culturally responsible, meaningful, and impactful safety solutions with and for communities who are most likely to be harmed or feel unsafe when accessing, receiving, or delivering care.
- To develop sustainable and inclusive relationships with our local communities (patients and carers, public and health and social care staff) and organisations that are built on reciprocity and trust.

Action plan (Goals 1-4)

Goal 1. To continue to build an inclusive and diverse team culture where everyone is enabled to contribute safely and equally fostering a sense of belonging that enhances our ways of working to fulfil our EDI mission.

	Goal 1 Objectives	Measuring	Timeline
1.1	Develop an onboarding system for new starters which includes a needs assessment based on the 9+ ² protected characteristics (using the NIHR diversity data questions) building this knowledge into ongoing recruitment drives to ensure diversity.	Needs assessment completion rate for new starters completed.	Year 1 – 2 (Short term)
1.2	Build a diversity database using the NIHR diversity data questions to identify EDI gaps and measure progression for all new and existing staff and lay leaders and Safety In Numbers Group (SING). To review this on an annual basis to enhance practices to ensure diversity within the team at all levels.	Diversity database built and gaps within the team identified. Number of completed database entries (?)	Year 1 – 2 (Short term)

Goal 1 Objectives	Measuring	Timeline
1.3 Run a regional safety equity fellow competition and appoint three fellows (care professionals or researchers) to deliver a community-based research project to any group identified as more vulnerable to avoidable harm.	Number of appointed safety equity fellows in post with defined project community underway.	Year 2 – 3 (Medium term)
1.4 As part of sustainability and capacity building to establish two safety equity PhD studentships.	Number of appointed safety equity PhD students	Year 2-3 (Medium term)
1.5 Develop a structured support system that ensures all staff receive regular (that meets the wants and needs of employees) one to ones with a buddy and/or line manager.	Proportion of staff paired with a buddy where needs are met. Number of one-to-ones that take place with line manager or buddy over a 12 month period.	Year 1 – 2 (Short term)
1.6 Develop clearly defined and safe escalation process whereby staff who have concerns can raise these in a safe environment where their wishes can be respected, their needs met, and appropriate action is taken to avoid a repeat of similar experiences.	Number concerns raised. Number of concerns addressed.	Year 1 – 2 (Short term)
1.7 To deliver in-person team building sessions specifically working towards embracing diversity and belonging	Number of formal externally facilitated and internally delivered team building sessions on EDI, team culture and belonging.	Year 1 – 2 (Short term)

Goal 1 Objectives	Measuring	Timeline
starting in year 1 (in addition to other operational team activities).		
1.8 To facilitate and collate anonymous exit and stay interview data, using the data to reflect and enhance our onboarding system and buddying / line management training	Proportion of leavers having had an exit interview. Number of stay interviews conducted. Completion of reviewed updated onboarding system based on reflection of feedback.	Year 1 – 2 (Short term)
1.9 Co-develop an induction plan and research training plan for all Lay leaders and members of the Safety In Numbers Group to support their full participation in research activities including governance meetings where appropriate.	Number of new lay leaders to have received full induction in year 1. Number of lay leaders receiving completing at least 80% of training programme by year end year 2. Number of training sessions delivered to SING members by end of year 2	Year 1 – 2 (Short term)

Goal 2. To grow skills and confidence to embed and enact the principles of equity, diversity and inclusion throughout the whole research process

	Goal 2 Objectives	Measuring	Timeline
2.1	Researchers to have their projects reviewed for equality impacts throughout the research continuum and to report on how this had shaped the research processes.	<p>Proportion of projects with evidence of consultation with the EDI working group (where appropriate) at set points in project.</p> <p>Proportion of projects completing an equality impact assessment within study design period.</p> <p>Number of projects reporting impact from these consultations.</p>	Year 1 – 2 (Short term)
2.2	To develop a shared EDI learning repository that captures experiences and reflections (yr 1 and implemented through) which are then fed into learning sessions (starting in yr 2)	<p>Proportion of projects completing objective 2.1 to have been entered onto the repository.</p> <p>Number of learning sessions to have been delivered.</p>	Year 1 – 2 (Short term)
2.3	To develop a training programme for researchers from both internal and external sources (such as the Ethnic Minority Research Inclusion scheme, NHS elearning for healthcare as part of the Core20+5, and external consultants) that explores EDI within safety research,	Number of training sessions held for researchers.	Year 1 – 2 (Short term)

Goal 2 Objectives	Measuring	Timeline
positionality, cultural humility, power dynamics, reflection, and learning, and delivering creative outputs		
2.4 To establish as Safety Equity Research Collaboration (SERC) involving researchers and theme leads across the PSRCs to reflect on delivery of EDI strategies provide peer review and feedback on EDI, share challenges, seek advice, and share in advancement of equity safety science.	Number of staff from each PSRC signed up to the SERC. Number of cross centre meetings held (target of two).	Year 2-3 (Medium term)
2.5 Host a Safety Equity conference across the PSCRs and other key stakeholders including patient groups, policy makers, regulators, Royal Colleges etc.	One Safety Equity conference held.	Year 4 (Long term)

Goal 3. To create and deliver culturally responsible, meaningful, and impactful safety solutions with and for communities who experience safety inequity

Goal 3 Objectives	Measuring	Timeline
3.1 Establish a safety equity research collaboration (SERC) that provides a forum for learning about and sharing the	Two meetings held that includes representation from all PSRCs.	Years 2-3 (Medium term)

Goal 3 Objectives	Measuring	Timeline
challenges of research in this field and the opportunities going forward.		
3.2 To identify the main safety needs of communities likely to experience harm within health and social care with a view to informing safety guides for health and social care.	A completed listening exercise that indicates safety needs within one target group.	Year 1-2 (Short-term)
3.3 Cross theme safety equity project to create an avoidable harm cumulative potential index, working with communities to understand and create potential solutions to these vulnerabilities.	Avoidable harm index developed.	Years 2-3 (Medium term)
3.4 To run a workshop in developing creative outputs for our target audiences.	Workshop delivered.	Year 1-2 (Short-term)
3.5 Two peer reviewed international publications providing evidence about disparities in the safety of care and/or providing solutions to address safety inequity.	Two peer reviewed publications.	Year 4-5 (Long term)
3.6 To ensure cultural responsibility in the development of solutions we will build relationships with key actors (including ICBs across our PSRC, policy makers, educators, industry and business, civil societies, and academic infrastructure who can enact change	A developed roadmap with routes to dissemination and influencing change that is shared across the PSRC	Year 2-3 (Medium term)

Goal 3 Objectives	Measuring	Timeline
nationally and locally. In the first year this will involve setting up meetings and creating connections with each of the three ICBs and will include working into our Research Policy Unit, building on our existing relations with policy makers.		

Goal 4. To develop sustainable relationships with our local communities and organisations that are built on reciprocity and trust

Objective	Measuring	Timeline
4.1 To create successful and sustainable working relationships with community organisations that are sustainable	Number of community organisation that have supported our research reporting that their community valued taking part in research.	Year 2-3 (Medium term)
4.2 Create a PPIE/EDI engagement log of active community involvement in studies to ensure study findings are co-created and fully communicated as part of study sign-off.	Log reporting number of studies with end to end evidence of active community involvement.	Year 1-2 (Short term)

	Objective	Measuring	Timeline
4.3	Training community-based researchers to work with our researchers to encourage wider participation and reduce barriers to participation. Community researchers and theme researchers will buddy up to promote mutual skills development to promote transparency in the research process.	Up to 10 community-based researchers trained.	Year 2-3 (Medium term)
4.4	In partnership with SING members and lay leaders to run targeted campaigns to improve inclusivity of membership. This will be a multi-pronged approach that will be addressed through inviting people via existing PSRC theme based studies, working with community organisations, reaching out to ICBs and to voluntary and community sector organisations to promote safety research and the SING.	Number of campaigns run. Proportion of members reporting that SING is an inclusive forum.	Year 2-3 (Medium term)

1. Additional characteristics in addition to the 9 protected characteristics

- Socio-economic status
- Employment status
- Carers
- Location (geography)
- Migrant status (e.g. asylum seekers, refugees, economic migrants)
- Looked-after children
- Homeless people

