NIHR | Greater Manchester Patient Safety Research Collaboration

Equity, Diversity and Inclusion
Strategy 2023-2028

Introduction

About NIHR Greater Manchester Patient Safety Research Collaboration

The NIHR Greater Manchester Patient Safety Research Collaboration (NIHR GM PSRC) is one of six research groups in England focused on patient safety. It is funded for five years, from April 2023 to March 2028. The collaboration includes:

- Northern Care Alliance NHS Foundation Trust

- The University of Manchester

- The University of Nottingham

- The University of Leicester

Visit our website: https://www.psrc-gm.nihr.ac.uk.

We focus on four main areas:

1. Making medication use safer.

2. Building a safety-first culture in organisations.

3. Improving how health and care providers work together.

4. Preventing suicide and self-harm.

Our EDI Goals

Our Equity, Diversity, and Inclusion strategy has five priorities:

1. Understanding our research culture.

2. Creating an inclusive research environment.

3. Promoting learning and development.

4. Sharing our progress with others.

5. Monitoring progress and governance.

Priority 1: Understanding Our Culture

We want to understand our organization's culture. This includes collecting data on diversity from staff, students, research participants, and public contributors. We will set up a Diversity Working Group with a mix of people from these groups to help us improve.

Goals:

- **Short-Term (Year 1):**
    - Hold a workshop to explore key EDI topics.
    - Set up the Diversity Working Group.
    - Start collecting diversity data.

- **Mid-Term (Years 2–3):**
    - Develop a strategy for collecting and reviewing diversity data.
    - Assess how diverse our research participants are.

- **Long-Term (Year 5):**
    - Review progress and update plans based on the NIHR Race Equality Framework.

Priority 2: Creating an Inclusive Research Culture

We aim to build stronger relationships and improve participation. We'll recruit community champions from underserved groups to help break down barriers.

Goals:

- **Short-Term (Year 1):**
  - Make our EDI strategy easy to understand and share it.
  - Hold regular meetings to gather feedback.
  - Identify communities we need to engage better.

- **Mid-Term (Years 2–3):**
  - Test peer mentoring for staff and public contributors.
  - Train community champions to boost participation.

- **Long-Term (Year 5):**
  - Fully integrate community champions and highlight their impact.

Priority 3: Learning and Development

We want everyone to understand EDI principles. This includes providing training for staff, students, and public contributors.

Goals:

- **Short-Term (Year 1):**

  - Identify training needs related to study design and planning.

  - Share EDI training resources on our website.

- **Mid-Term (Years 2–3):**

  - Develop a core EDI training plan.

  - Offer workshops on Anti-Racism, LGBTQIA+, and Neurodiversity.

- **Long-Term (Year 5):**

  - Assess how training improves diversity and inclusion in research.

Priority 4: Sharing Our Learning

We aim to share our progress and success stories widely, through publications and events.

Goals:

- **Long-Term (Years 4–5):**

    - Present at national conferences.

    - Host a symposium to showcase EDI achievements.

Priority 5: Monitoring and Governance

We will track our progress regularly and keep stakeholders informed.

Goals:

- **Short-Term (Year 1):**
    - Set up the Diversity Working Group.
    - Review our Equality Impact Assessment process.

- **Mid-Term (Years 2–3):**
    - Improve the assessment process with feedback from the group.

- **Long-Term (Years 4–5):**
    - Review how well our assessments work and make improvements.

Yearly Objectives

Each year, the Diversity Working Group will meet three times to review progress and update plans.

Readability

This strategy has been reviewed by GM PSRC Diversity Working Group Public Contributors and has been assessed to have a Flesch-Kincaid grade level of 8.5 and reading ease of 46.3. Font is Arial size 16.