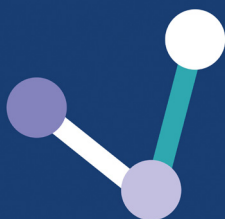


# Equality, Diversity and Inclusion Strategy 2023-27



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# Oxford BRC's Statement of Commitment

The NIHR Oxford Biomedical Research Centre (BRC) is committed to supporting and promoting Equality, Diversity and Inclusion (EDI), recognising that delivering world class research requires diversity of research staff, patients and research participants. Our support for EDI will include actions across all 15 BRC research themes and our enabling hubs. It will involve staff at all levels, from senior leaders to more junior staff.

Our EDI strategy (2023-27) builds on current EDI initiatives at our partnership organisations, the University of Oxford (UOXF) and Oxford University Hospitals NHS Foundation Trust (OUH) and will embed change across the BRC. We will align with the [NIHR EDI Strategy](#) and will engage and partner with BRC stakeholders to catalyse and strengthen EDI activities. A collaborative, partnership approach will be used to ensure that EDI is considered a core value across the whole BRC.

# About NIHR Oxford Biomedical Research Centre

The NIHR Oxford Biomedical Research Centre is a partnership between Oxford University Hospitals NHS Foundation Trust (OUH) and the University of Oxford (UOXF). We fund **15 research themes and six enabling hubs** (see *figure 1*). The BRC is led by affiliates who are employed by one of the two partner host institutions. In terms of governance, a BRC Steering Committee, chaired by the OUH Chief Medical Officer, reports to the Joint

Executive Group and the Joint R&D Committee across both partner institutions (see *figure 1*).

OUH and UOXF each have their own EDI policies and procedures. It is therefore important that we consider all the EDI activities and initiatives across both partner institutions so that we don't duplicate effort and instead identify areas where we can add value at "*BRC level*."

“

...we consider all the EDI activities and initiatives across both partner institutions...

”

# Oxford Academic Health Partners



## STRATEGIC PARTNERSHIP BOARD



**BRC DIRECTOR**

- CLINICAL TRIALS
- R & D GOVERNANCE
- CONTRACTS
- BUSINESS PARTNERSHIPS
- INTELLECTUAL PROPERTY

- RESEARCH
- ESTATES
- FINANCE
- HUMAN RESOURCES
- TRAINING & EDUCATION
- CLINICAL SERVICES

### RESEARCH THEMES

**Theme Leads and Co-Theme Leads**

### BRC ENABLING HUB

- PPIE
- HEALTH ECONOMICS
- DATA ANALYSIS AND TRIAL DESIGN
- BUSINESS DEVELOPMENT
- ETHICS
- RESEARCH CAPACITY DEVELOPMENT

Figure 1: BRC Governance structure

# EDI activities at NIHR Oxford BRC

## Our BRC is underpinned by a commitment to equality, diversity and inclusion in research.

We adhere to and support equality charters which include the Athena SWAN Charter and Race Equality Charter. The University of Oxford was awarded an institutional Silver award in February 2023. All of the departments within the Medical Sciences Division (where the majority of BRC researchers are based) have at least a Silver award, with the Nuffield Department of Primary Care Health Sciences being awarded a Gold award in March 2023. Examples of best practice can be found on [our website](#).

As the BRC is a partnership and does not employ staff directly, our EDI activities take into account the strategies and action plans of our two respective partners, OUH and UOXF, and aims to add value rather than duplicate activities.

OUH's [EDI Objectives for 2022-2026](#) aim to build Trust capability to make progress on EDI and to improve the skills and knowledge of the workforce to integrate EDI into daily work. Of particular relevance is their objective to utilise organisational research capability to drive improvements in EDI.

To support and oversee delivery on EDI, OUH has two steering groups:

- The **EDI Steering Group** – chaired by the Chief People Officer and primarily workforce focussed.
- The **Health Inequality Steering Group** – chaired by the Chief Medical Officer and primarily patients and populations focused.

Both groups report regularly to the Trust Management Executive, as well as the Trust Board, to ensure progress is made against the EDI objectives and that there is accountability for that. In addition to the above, OUH continues to fulfil its EDI reporting requirements such as the workforce race and disability equality standards, gender pay gap reporting, and equality delivery system. The outputs of those reporting exercises are incorporated into the Trust's overall [EDI Delivery Plan](#), which is reviewed by the Trust Board every six months. Reports are published on the [Trust website](#).

The University's strategic priorities for equality and diversity are set out within the [University Strategic Plan 2018-24](#). UOXF publish an annual [Equality Report](#), which outlines progress towards these institutional objectives. Highlights from the most recent report include the appointment of Professor Tim Soutphommasane as its first Chief Diversity Officer in January 2023 and Professor Karla Miller has been appointed Associate Head of the UOXF Medical Sciences Division (MSD), responsible for EDI. As many of our researchers fall under the remit of MSD and UOXF we work closely with them to ensure alignment and to identify opportunities for partnership working.



The BRC Director, Professor Helen McShane, is Deputy Head of the Medical Sciences Division and a member of the central University Personnel Committee, the Associate Professor Working Group and the Employer Justified Retirement

Age Review Committee. She uses her position on all of these groups to ensure EDI objectives are incorporated into university decision making and to raise awareness at BRC level.

**“ A collaborative, partnership approach will be used to ensure that EDI is considered a core value across the whole BRC ”**



*Diversity in Research group*

# Governance of NIHR Oxford BRC Strategy

To support and oversee delivery of our EDI strategy we regularly report to the [BRC Steering Committee](#), which is chaired by the Chief Medical Officer at Oxford University Hospitals NHS Foundation Trust.

EDI continues to be an annual objective as part of our [ISO 9001 accreditation](#). Progress on our EDI objectives are externally audited for the past three years. We continue to review progress on an annual basis and Improvements on EDI are captured annually on our ISO 9001 improvement log to ensure we can track these and identify trends.

## Maturity level reflection

Despite being relatively advanced in many areas, we recognise there is more we can do. We have reflected that the BRC place itself at **'Discovery'** level and plan to use this relative immaturity to learn from our partners at UOXF and OUH who are more **'Mature'**.





# Overarching goals and Action Plan

Here we set out our **SMART objectives** and some key activities, in alignment with [NIHR's EDI objectives](#). Our EDI strategy has been informed by consultation with our BRC themes and key stakeholders leading on EDI at UOXF and OUH. We aim to review this regularly and take corrective action where required. Taking into account the five NIHR strategic themes, we have reviewed actions at BRC level and identified actions which fall under 6 key areas. These are set out in *figure 2* to help translate the overall objectives into core EDI actions.



Figure 2: NIHR Oxford EDI core objectives

# Acronym Buster

ACRONYM	TERM	DESCRIPTION
<b>EDI</b>	<b>Equality, Diversity and Inclusion</b>	<p><b>Equality:</b> Ensuring that everyone is given equal access to resources and opportunities to utilise their skills and talents. Taking a systems approach to what we do and how we do it and identifying and removing long standing, structural barriers to success.</p> <p><b>Diversity:</b> Being reflective of the wider community. Having a diverse community, with people from a broad range of backgrounds represented in all areas and at all levels.</p> <p><b>Inclusion:</b> An approach where individuals with different backgrounds are welcomed, culturally and socially accepted, and treated equally. Engaging with each person as an individual. A sense of belonging that is respectful of people for who they are. (NIHR)</p>
<b>MSD</b>	<b>Medical Sciences Division</b>	The largest of the four academic divisions within the University of Oxford; most Oxford BRC affiliates are based within this division.
<b>OUH</b>	<b>Oxford University Hospitals NHS Foundation Trust</b>	One of the partners in the NIHR Oxford Biomedical Research Centre.
<b>PPIE</b>	<b>Patient and public involvement and engagement</b>	Term used for research being carried out 'with' or 'by' members of the public, rather than 'to', 'about' or 'for' them.
<b>UOXF</b>	<b>University of Oxford</b>	One of the partners in the NIHR Oxford Biomedical Research Centre.



# NIHR Oxford Biomedical Research Centre Equality, Diversity and Inclusion Strategy 2023-27



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