

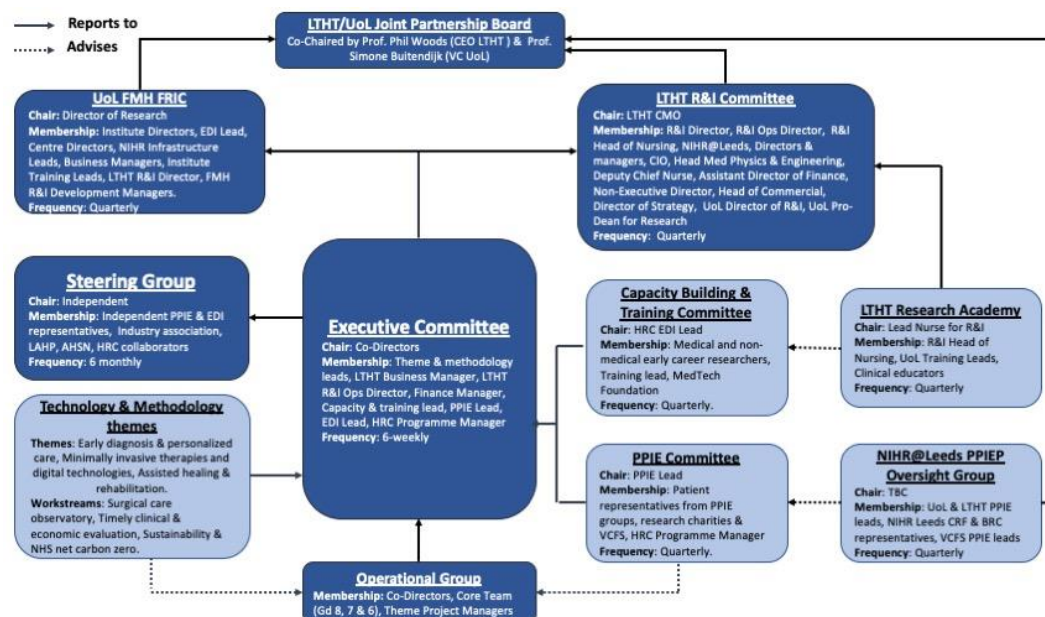
Research Inclusion Strategy template (up to 1500 words)

1. Contact: Please provide the name and email of the staff member coordinating your Research Inclusion Strategy

Dr Sunil Daga – sunildaga@nhs.net

2. Governance: Please outline where the Research Inclusion work sits in the governance structure and arrangements for the strategy

Research Inclusion sits under the Capacity Building and Training Committee, which reports directly to the HRC Executive Committee (see diagram below).



Day-to-day activities will be coordinated by an **HRC Operational Group** consisting of the two Co-Directors, Programme Manager, and Administrative Assistant. Responsibilities will include project management across the themes, organisation of events, and general administration. This Group will be advised by the HRC Executive and PPIEP and EDI Leads.

The **HRC Executive Committee** is chaired by the Co-Directors with membership from theme leads, Capacity and Training Lead, and PPIEP & EDI lead, with other members co-opted as necessary. The Executive will meet 6-weekly to monitor progress against objectives, share intelligence, review strategic priorities, and plan events.

To promote joint partnership working, given the priority of infrastructure funding, LTHT and UoL have created **NIHR@Leeds**, an umbrella group for all NIHR infrastructure to maximise NIHR investment through shared strategies, such as PPIEP, EDI and Communications, in conjunction with joint operational processes. This group reports to the **Joint Partnership Board**, a strategic partnership between the Trust and University with a commitment to promoting excellence in research and education across the two organisations. The Joint Partnership Board meets quarterly and is co-chaired by the Chief Executive Officer of LTHT and Vice Chancellor of the University with representation from senior managers from both institutions responsible for research and education.

The **PPIEP committee** will be chaired by an appointed PPI member, who has extensive NIHR PPIEP experience with national roles, and will meet quarterly to review progress against PPIEP strategy, including the research inclusion strategy.

The **Capacity Building and Training Committee** will meet quarterly to develop and implement an HRC training strategy for all our research community. Our EDI Lead will chair this Committee and will sit on the HRC Executive Committee and will be a member of the Joint Clinical Academic Training Committee, which facilitates academic capacity development of medical and healthcare professionals.

The HRC Capacity Building and Training Committee will develop a strategy to develop and support the next generation of MedTech innovators and methodologists, drawing on existing resources and building new opportunities.

3. Vision: In the context of the objectives of your overarching award, please clearly state your vision for equality, diversity and inclusion and how it supports the delivery of the NIHR [Research Inclusion Strategy 2022-27](#).

Our vision is to be diverse and inclusive, both in terms of the people who lead and run the HealthTech Research Centre, and the people who lead, deliver, and are involved in our research.

Our research inclusion strategy will align to the following themes of the NIHR Research Inclusion Strategy 2022-27:

- Become a more inclusive funder of research – we have a budget for proof-of-concept funding and hosting inclusive events, and increasing accessibility will increase the number of applications from start-ups and SMEs with founders from diverse backgrounds. It will also increase our access to technology that has the potential to address the needs of underserved communities.
- Widen access and participation for greater diversity and inclusion – we would like to increase the diversity of our public contributors (patient/public members), as well as that of the researchers and industry partners we work with. This requires us to be more accessible and inclusive in the design and delivery of our activities and initiatives.
- Improve and invest in the NIHR talent pipeline – our capacity building and training strategy and activities will require that we identify the under-represented groups so that we can embed inclusion into our outputs.
- Evidence-led diversity and inclusion – we will be collecting diversity data for all stakeholders that interact and engage with the HealthTech Research Centre. This data will be reviewed annually to ensure that our activities are reaching and increasing participation from those from underserved communities.

4. Objectives: Please clearly state what your equality, diversity and inclusion objectives are for the term of the award. There should be a clear follow through from vision -> objectives -> actions. Please use the Excel sheet to provide further detail in the accompanying action plan.

Objective 1:

We will build diverse leadership capacity to ensure diversity in our leadership and governance structures by increasing the number of early and mid-career researchers affiliated with the HRC.

- **NIHR Research Inclusion Strategy 2022-27 Theme 3: Improve and invest in the NIHR talent pipeline**

Objective 2:

We will represent the patient community we serve in our research activities by co-developing research and building community profiles to enhance the delivery of patient outcomes.

- **NIHR Research Inclusion Strategy 2022-27 Theme 4: Evidence-led diversity and inclusion**

Objective 3:

We will provide accessible infrastructure by enhancing physical and digital accessibility to increase opportunities to participate and improve experiences.

- **NIHR Research Inclusion Strategy 2022-27 Theme 2: Widen access and participation for greater diversity and inclusion**

Objective 4:

We will host and support inclusive events by promoting diversity of attendance and inclusivity of participation.

- **NIHR Research Inclusion Strategy 2022-27 Theme 2: Widen access and participation for greater diversity and inclusion**

Objective 5:

We will embed research inclusion in the way we work by undertaking Equality Impact Assessments for every collaboration and event, so that we can attract the best people and take forward the best ideas and the best research.

- **NIHR Research Inclusion Strategy 2022-27 Theme 5: Collaborate with partners for impact and sustainability**

5. Research Inclusion budget (if applicable): Please provide details of your equality, diversity and inclusion expenditure each year. Please separate out staffing and project costs.

The Accelerated Surgical Care HealthTech Research Centre has a budget for an Equality, Diversity and Inclusion Lead.

- Staffing costs are £2,700 per year

Equality, Diversity and Inclusion for patient and public involvement, engagement and participation will come from the PPIEP budget which is £22,000 per annum.

Whilst we do not have a research inclusion budget to directly support activities, each Theme Project Manager is responsible for implementing research inclusion practices for their respective theme, and our pump prime budget will be used to support early career researchers to access resources and complete projects to support their career progression.

6. Collaboration: Please give details of planned collaborative inclusion activities with other parts of NIHR Infrastructure, wider NIHR and other partners (including industry).

Our partner organisations, the Leeds Teaching Hospitals NHS Trust and the University of Leeds are home to the following NIHR research infrastructure, collectively referred to as NIHR@Leeds:

- NIHR Leeds Biomedical Research Centre
- NIHR Clinical Research Facility
- NIHR Research Delivery Network: Yorkshire and Humber
- NIHR HealthTech Research Centre in Accelerated Surgical Care

Promoting an inclusive culture to support equality, diversity and inclusion runs through everything NIHR@Leeds does. Whilst each infrastructure unit is different, there is critical overlap in our research inclusion activities relating to creating and delivering inclusive research, serving patients and the public in our region, and supporting our staff in embedding these activities across all working practices. We have considered these strategies under this EDI strategy to ensure they are complementary and not seen as isolated initiatives.

We will align our research inclusion strategies to avoid duplication of work and to maximise our impact in this area by:

- Utilising joint posts such as EDI champions and Research Academy
- Host joint events and activities
- Share best practice and processes and training resources

Planned collaborative inclusion activities with other parts of NIHR infrastructure and other partners include:

- Developing webinars with the NIHR@Leeds Community Research Champions and stakeholders to inspire and encourage people to participate in research.
- We will develop engaging content for underserved communities in the public engagement section of our websites.
- Every clinical evaluation going through the NIHR@Leeds will have a recruitment strategy which targets underrepresented groups.
- We will work with the Research Academy to develop and launch moderate to advanced research inclusion training resources available to all staff.
- We will engage with the Royal College of Surgeons (England) EDI initiatives