

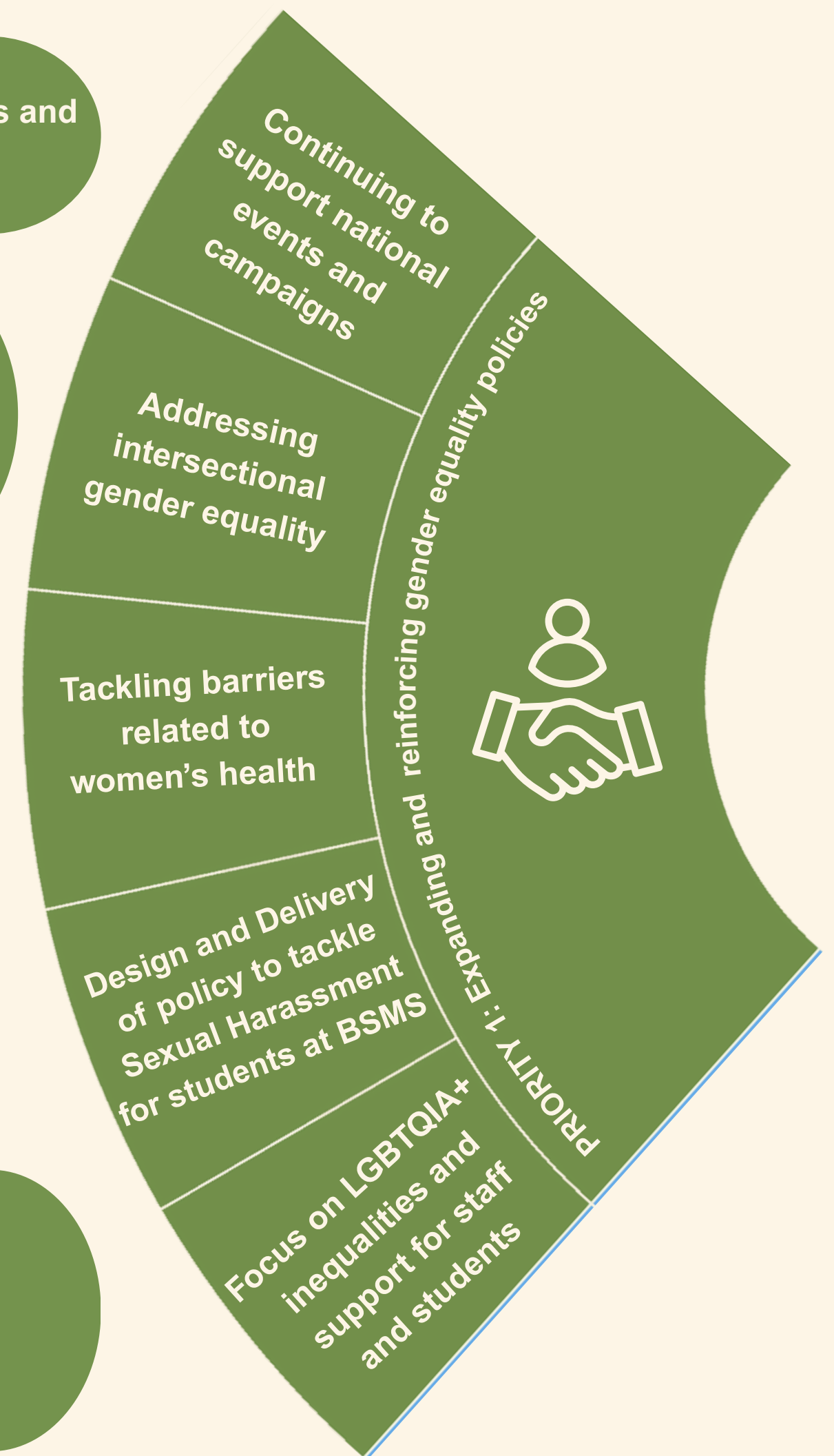
- Promotion of wellbeing and inclusive awareness days and months via campaigns, interviews and events - led by EDI Team

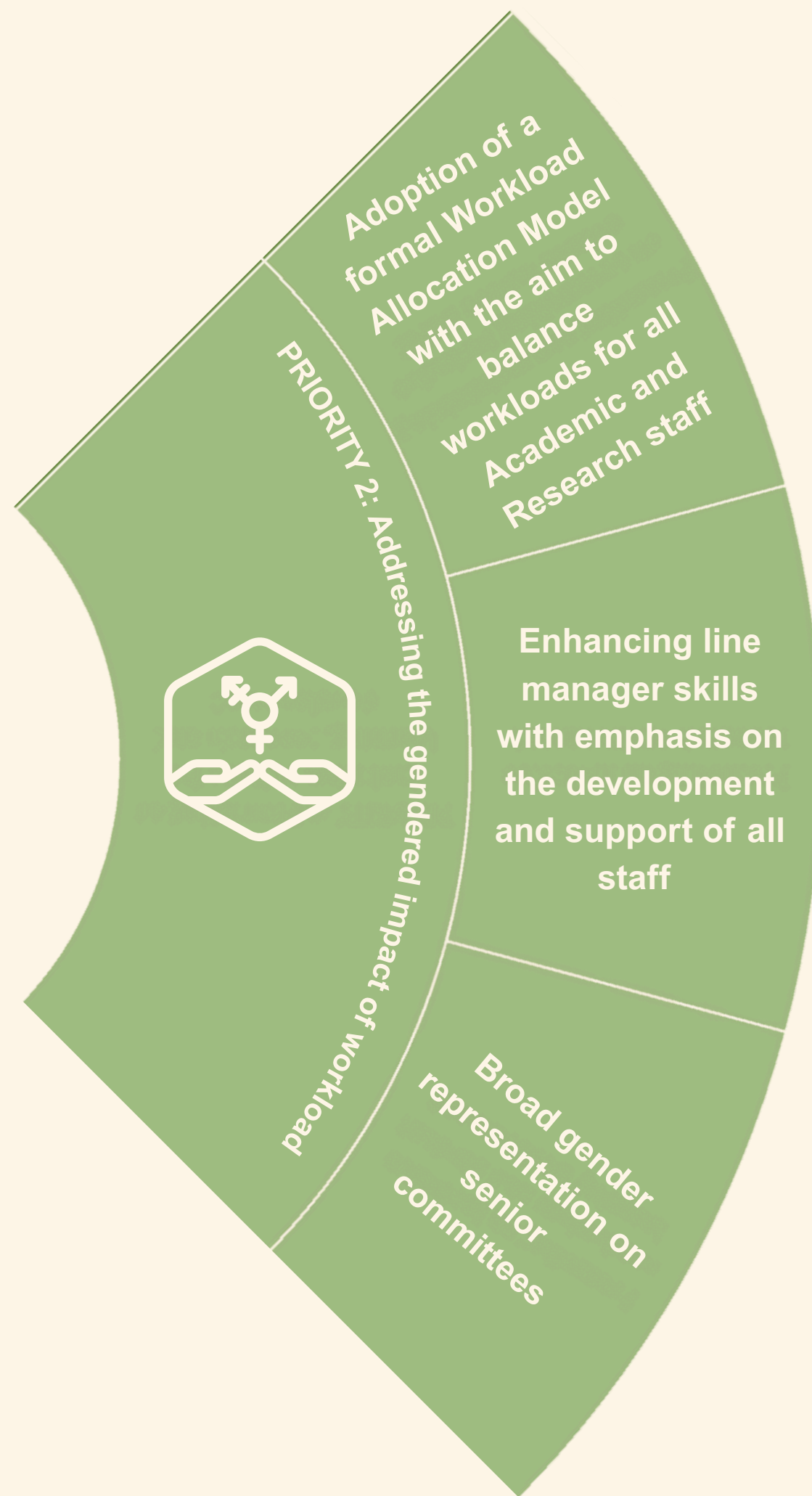
- Expansion of intersectional questions in staff survey and broader campaigns to understand staff perspectives and lived experiences - led by EDI team
- Diversifying panels for recruitment, interviews and examiners - led by Emily Mclean-Inglis
- Disability Working Group to continue identifying areas of concern and liaising with EDSD Committee - led by Dr Ceri Butler

- Menstrual health workshops and events - led by Dr Chi Eziefula
- Staff Wellbeing - Period Dignity Project - led by EDI team
- Promotion of UoS menopause cafes
- Women's Health Research Group and review of potential menstrual health policy - led by Dr Chi Eziefula

- Teaching focused on sexual harassment in the workplace - led by UG Curriculum leads
- Bystander Training for all staff - led by Dr Dunx Shrewsbury

- Termly LGBTQIA+ Awareness training offered to staff and students
- Launch of new LGBTQIA+ Network - led by Dr Alessandro Bosco and Dr Dunx Shrewsbury
- Building better links with UoB and UoS LGBTQIA+ networks to extend support for BSMS staff and student wellbeing





- Workload Allocation Model (WAM) pilot to be trialled in 2025 and expand to all Academic and Research staff in 2025/ 26 - led by Professor Richard de Visser

- Promotion of Bullying and Harassment reporting mechanisms as a response to staff survey data - led by EDI team
- External Bullying and Harassment training developed and delivered for all senior managers to tackle bullying and promote inclusivity in the workplace
- Trauma awareness and supporting students in distress workshop for staff – led by Jess Daniels and Lizzy Pennock (Student Advice team)

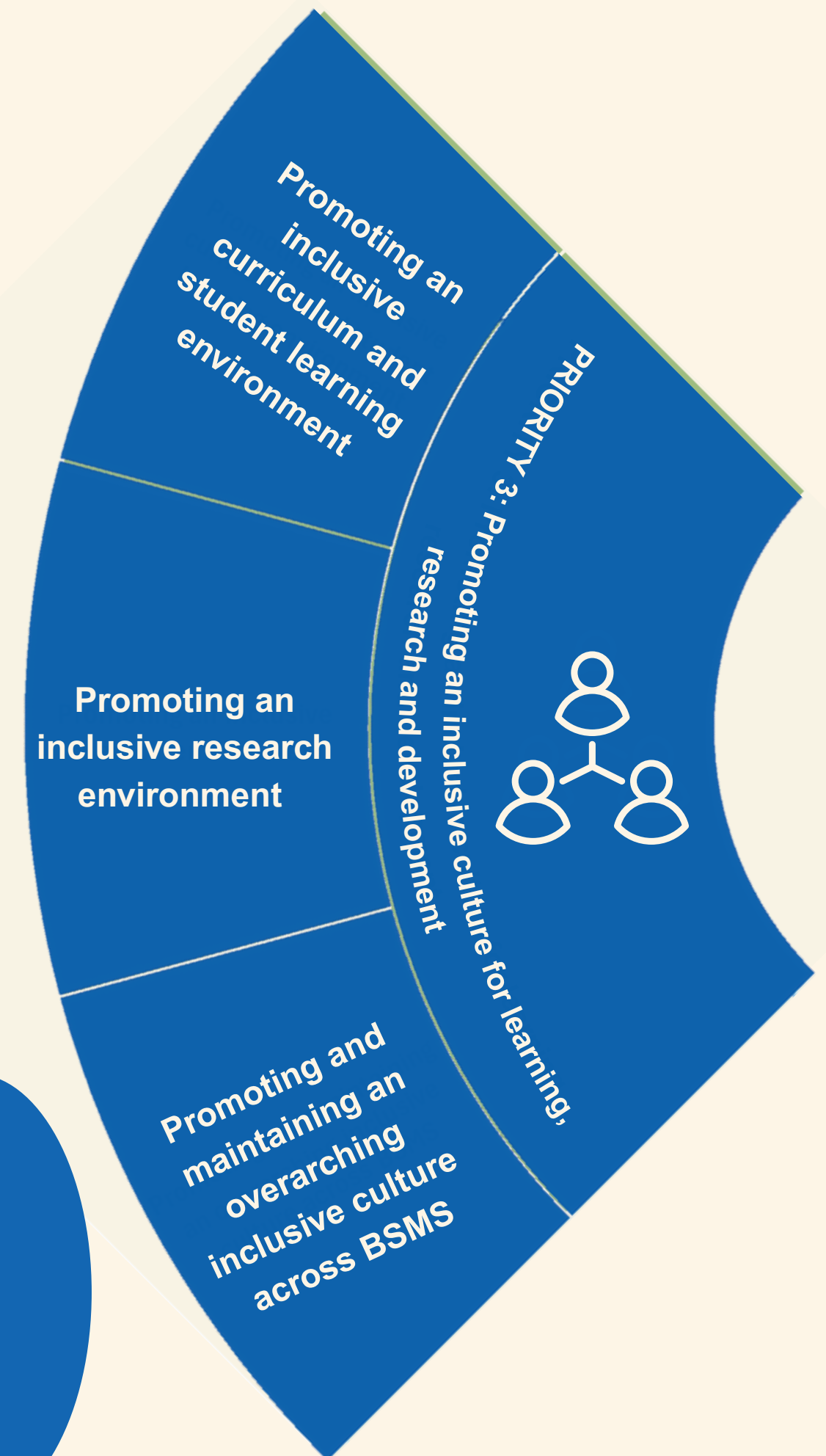
- Annual review of senior committee membership via staff survey monitoring to measure representation - led by EDI team
- Chairs of senior committees to review membership
- EDSD Committee refreshed in 2025 with new terms of reference, membership and chairs to balance A/R and PST staff perspectives - chaired by Dr Elaney Youssef and Leigh Ward
- EDI Observer implemented on Academic Promotions and DPR Panels – led by Emily Mclean-Inglis

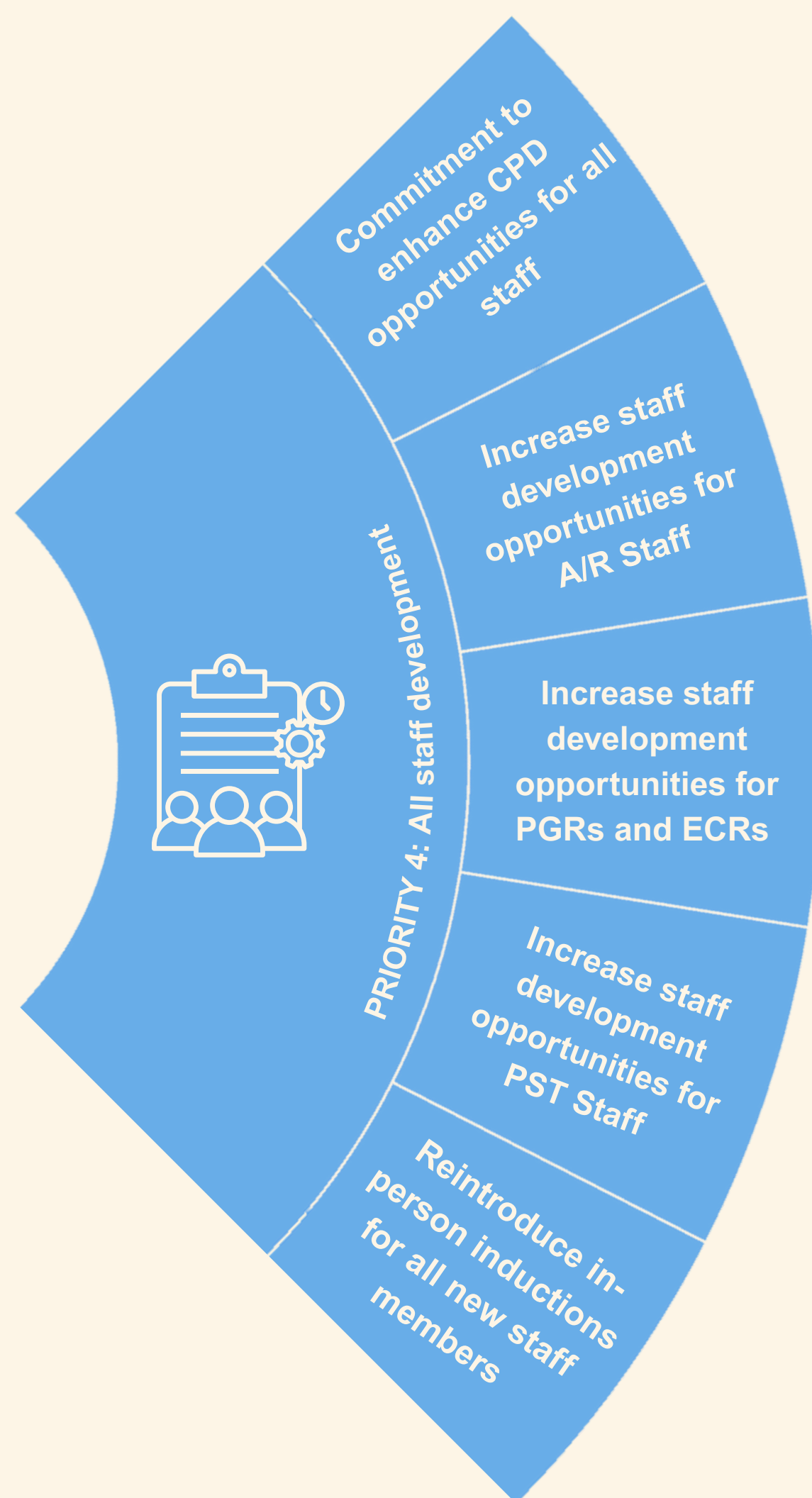


- Continuation of Inclusive Practice Partners Scheme to decolonise and diversify the curriculum - led by Dr Muna Al-Jawad
- Continued delivery of the Anti-Racist Practices in Medical Education conference - led by Dr Neil Singh and Dr Gaurish Chawla
- Staff Race Equality Lead to be implemented by summer 2025
- Development of curriculum in Phase one to include teaching on gender, racism, socio-economic issues and equality - led by Dr Lauren Hardie-Bick, Dr Arianne Shahvisi and UG Curriculum Leads
- Continued EDI-related teaching on discrimination in clinical practice; phase one sessions on inequalities and inclusion, Active Bystander training and LGBTQIA+ health - led by Dr Dunx Shrewsbury
- Continued development of a student anonymous reporting tool
- Monitoring of student attainment and progression - led by Dr Elaney Youssef, Dr Tom Levett and Dr Clare Castledine
- Continued development of 'Inclusive Language Guidance' - led by Dr Muna Al-Jawad (UG) and Dr Wajeeha Aziz (PGT)
- Diversifying recruitment and allocation of examiners to create a more diverse examiner pool - led by Dr Charlie Thompson and Joanna Harrison
- Bespoke OSCE training for students with English as an additional language - led by Dr Charlie Thompson, Emily Mclean-Inglis, Dr Muna Al-Jawad and Dr Elaney Youssef
- Promotion of BSMS Mental Health First Aiders

- Annual research-focused induction event for new research staff
- Continuation of Grants and Fellowships Workshops and launch of internal grant resources
- Actively engaged with Sussex Fellowship and Grant Accelerator Programme for ECR's
- Development of a Parents and Carers network group for research staff - all led by the BSMS PS Research Team - Dr Deeptima Massey, Sarah Hollebon and Bea Ramunno

- Continued promotion of UoS EDI training
- Target to reduce the proportion of staff experiencing or witnessing bullying and harassment through promotion of policies, bullying and harassment training for line managers and bystander training
- Continuation of annual staff and student EDI awards - led by EDI Team
- Development and launch of student wellbeing survey - led by Student Advice Team
- Diversifying student simulation sessions with two new mannequins with light and dark skin tones, interchangeable gender and appearance of age implemented in 2025 - led by Helen Flanagan.
- Provide a greater focus on female and intersectional health through inclusive anatomy teaching
- Promotion of BSMS Mental Health First Aiders to support staff wellbeing
- Launch of EDI and staff wellbeing newsletter - 2025





- Extension of staff development questions in annual Staff Survey to monitor staff perspectives
- Promotion of staff development opportunities to PST staff via line managers
- Appraisal training for PST line managers

- Job vacancies and secondment opportunities featured in InPulse as of 2023
- Relaunch Career Progression Workshop in Autumn 2025; more support around promotion application - led by EDI team and Emily Mclean-Inglis
- Promotion of BSMS mentoring scheme and UoS mentornet programme - led by EDI Team
- Continued monitoring of promotions data by intersection - led by EDI Team
- Ongoing programme of research and career development workshops and events (66 held between Jan 2023 - May 2025) - led by PS Research Team

- Dedicated writing days for researchers across all career stages which providing focused, uninterrupted time for writing research papers, theses etc.
- Enhanced support for ECR's and PGR's including an annual ECR/PGR day, an annual ECR Fellowship workshop, dedicated webpage which showcases ECR's research journeys, and also school nominations of ECRs for the UoS First Grant
- Accelerator programme, culminating in 2 successful grants from our ECR's
- Promotion of UoS/UoB staff development workshops and funded qualification opportunities to all ECRs and PGRs
- Work-in-progress meetings provide a platform for our PhD students, ECR's and Academic Clinical Fellows to present their work at any stage of development to an interdisciplinary audience. Learning bites sessions are also included, which focus on practical research skills
- Large annual events for all career stages exploring topics such as research culture, inclusivity in research and grant applications
- Available conference fund which is actively used

- PST senior management team meetings to allow further opportunities for managers to share best practice - led by Emily Mclean-Inglis
- Development of new PST staff away days to allow for regular updates on career and training opportunities - led by Emily Mclean-Inglis
- Continuation of PST networking opportunities and launch of Connect Club - led by EDI Team, Theresa Hunter and Charlotte Street

- In person inductions to be relaunched in Autumn 2025 to foster an inclusive culture for new staff - led by Emily Mclean-Inglis and Dawn Hanna