

School of Primary, Community and Social Care Patient and Public Involvement and Engagement:

Diversity and Inclusion Policy Summary

- **Diversity** means understanding that each individual is unique, respecting and valuing all forms of difference which may not always be obvious or visible.
- **Inclusion** means taking action to meet the needs of different people and to promote environments where everyone feels respected, and valued.

The following **Values** that underpin the UK Standards for Public Involvement, reflect the range of strategies that our dedicated PPIE team have put in place in order to deliver on this commitment:

Fairness of Opportunity

To ensure our involvement is inclusive and offers equal opportunities, we invite and listen to all viewpoints and respond in the best interests of ethical research.

- We actively attempt to make research involvement activities available to all – through social media – PPIE Twitter account, community events and items on local radio and in local papers

Respect

We are committed to fostering a culture that ensures that all members of staff and members of the public feel respected and valued for their individual and collective contributions.

- We are happy to attend meetings with new members to help them not feel intimidated within a scientific environment so that they feel that they have had a valued contribution to the project.

Support

To promote equal access and maximise the opportunities for involvement we work with the public to identify and support their needs. Accepting our duty of care to safeguard the welfare of children and vulnerable adults

- We have set up processes to offer payment for time and expenses, offer accessible meeting rooms and information, relevant training and timely feedback on their contributions.

Transparency

We continually review our structures and processes to ensure meaningful involvement, including auditing the effectiveness of what we do.

- We review all university policies to make sure that we have similar policies in place specific to the needs of the Research User Group and any members of the public attending meetings here.

Responsiveness

We are committed to responding to the needs of the communities, groups and individuals that we work.

- We collect feedback on their experiences, discuss this as a PPIE team and share this with the researchers in order to identify any areas that we can try to make changes in.

Accountability

We endeavour to involve the public in our governance and leadership so that our decisions promote and protect the public interest.

- We have two representatives of the Research User Group who are members of the Consortium Board. The Consortium Board represents the joint research partnerships between the RI and North Staffordshire NHS health partners and we also have another member sitting on the CIPCA Database group which acts as custodian for the ethical use of patient's medical data in research.

In applying these values, we work collaboratively with staff, and members of the public to enshrine and integrate Inclusion and Diversity around PPIE into the heart of our research processes and practices.

We actively encourage the involvement of the public from a variety of cultures, experiences and perspectives in line with the [Equality Act 2010](#). The Act covers the [protected characteristics](#) of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity; race; religion or belief, sex and sexual orientation.