2025-26 EDI priorities for Institute of Clinical Sciences (ICS) with MRC LMS, submitted by Lee Sykes

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1.	Anti-Bullying	Delivery of in-person active bystander training Refresh of stand up for positive practice campaign	EDI Survey identified need for active bystander intervention and need to share information about reporting B&H	EDI Manager, EDI Committee	Refresh of campaign autumn/winter 2025 Pilot delivery of AB training Feb 2026 to MHFA cohort Subsequent rolling trainings for staff and students to be implemented every 3 months on a rolling basis subject to uptake	Survey shows increase in percentage of those who know how to report B&H and reduced instances of witnessing and experiencing inappropriate behaviour Percentage enrolled in active bystander course Increased engagement with reporting resources
2.	Inclusive leadership	Design and promote a suite of trainings and toolkits available at point of need to develop our line managers as leaders of positive research and workplace culture in our institute.	Inclusive leadership is a vital part of embedding EDI and culture change across an organisation. Enabling our leaders to further develop their leadership practice with inclusion at its core will support LMS' transition to a Team Science approach. Given our groups are led by both Imperial College and MRC funded group leaders, there is a need to set consistent standards and responsibilities to ensure an 'LMS' approach to line management and leadership. Additionally, our Operations managers, many of whom are	Head of People and Culture, Deputy Head of People and Culture, EDI Manager	Full scoping to be outlined 2025/2026	Delivery of inclusive leadership training program, increased management confidence from GLs and strategic leadership confidence in operations managers

			operating as strategic leaders for the first time, would benefit from formal management training that encompasses elements of inclusive leadership. Conducting this at the same time as and with similar methodology to the GH training where relevant would help create a unified approach to leadership and shared institute values			
3. Work to complete our 2025 Athena priorities as outlined in our action plan - two examples listed here.	Mentoring	Provide resources and guidance on how to select a mentor and setting/managing mentor-mentee expectations of the relationship – emulate materials supplied by the IC mentoring scheme Extend facilitated mentoring to CDFs and IC postdocs	AS Survey 2021 47% reported having a mentor (F:57%, M:38%)	People and Culture in consultation with C&D working group, overseen by Athena Exec Committee	Database of mentors internal to LMS is created	AS Survey reports 60% of people say they have mentors 100% of CDF and IC postdocs formally select a mentor and have at least one meeting with them
	Increase awareness of SPL and campaign for improvements to co-parent leave	Survey on parental leave at LMS Talk from UKRI Human Resources Teams and Imperial HR about SPL and how this can be used Campaign with shared interest groups across different research councils for augmented protected leave for co parents/fathers	VERY low uptake of SPL at LMS Survey data showed poor awareness of how SPL could be used and by whom	Work Life Balance group, EDI Manager	Parental leave survey (launched summer 2025) to understand current barriers to taking certain types of parental leave Talk from Human Resources- early 2026 Campaign- throughout 2026	Increased uptake of SPL Increased awareness of different types of leave indicated in survey and how to access them Increased likelihood of taking SPL in survey Positive response from UKRI to campaign

4.	EDI Action plan	Building on the overarching Imperial College and UKRI EDI strategies, the LMS/ICS will develop its first EDI action plan that responds to its unique needs as a biomedical research institution in the heart of London.	The LMS historically has not had its own EDI Action Plan, though the Athena Swan framework has provided a useful means of improving elements of EDI within the institute. With the introduction of the LMS' first EDI Manager and the desire to embed EDI as a strategic priority for the institute, a clear action plan that outlines our deliverables and accountability is needed.	LMS EDI Manger	Early scoping to begin in autumn/winter 2025 Consultation to take place early 2026 to ensure identified priorities resonate with key LMS stakeholders, including committees, TU members, SLT and interested parties	EDI Action plan created responding to LMS' specific context and UKRI and Imperial College EDI Strategies.