

## The National Institute for Health and Care Research (NIHR) Manchester Biomedical Research Centre (BRC) and NIHR Manchester Clinical Research Facility (CRF): Inclusive Research examples



Case Title	Inclusivity indicators
<b>BRC Cluster(s)</b>	Advanced Diagnostics and Therapeutics Catalyst, Cancer, Inflammation and Under-Researched Conditions.
<b>BRC Theme(s)</b>	Next Generation Therapeutics, Next Generation Phenotyping and Diagnostics, Cancer Prevention and Early Detection, Advanced Radiotherapy, Cancer Precision Medicine and Living With and Beyond Cancer, Hearing Health, Mental Health, Rare Conditions, Rheumatic and Musculoskeletal Diseases, Respiratory Medicine, Dermatology, Integrative Cardiovascular Medicine
<b>Inclusive Research Element</b>	Advice on indicators of inclusivity (Socio-demographic and economic indicators)
<b>Rationale for case study</b>	The Inclusive Research team is working with Patient and Public Involvement, Engagement and Participation (PPIEP) and Equality, Diversity and Inclusion (EDI) teams to suggest ways to collect data on socio-demographic and economic indicators to ensure both inclusivity in research design and monitoring of participation.
<b>Background</b>	NIHR wants to strengthen diversity and inclusion for evidence-based research by including all protected characteristics in data collection. NIHR's guidelines for diversity data collection suggested specific questions and response categories covering the 9 protected characteristics (as defined in the Equality Act 2010) and socio-economic background.
<b>What we did</b>	The Inclusive Research Methods (IRM) Team searched healthcare databases (e.g. PubMed, EMBASE) for data sources on protected characteristics and socio-economic status currently recommended for monitoring and research. We identified recommendations from NIHR, Health Inequalities Steering Group (HISG), Office for National Statistics, and United Kingdom Research and Innovation (UKRI). These were compared with additional recommendations identified in the literature search. We compiled a range of main indicators (wider than the 9 protected characteristics) and their sub-indicators from these sources and identified relevant indicator categories to recommend for inclusive research. The identified 17 main indicators are age, disability, gender, sexual orientation, sex, ethnicity, national identity or nationality, language, parental leave and caring responsibility, religion or belief, marriage and civil partnership, geographic location, employment or income, household, education level, general health, and carer status. In light of the new 2024 NIHR funding requirement for inclusive research, the IRM team conducted a new literature search and identified additional sub-indicators for 9 main indicators.
<b>What the outcome(s) is/are</b>	The first literature review was reported to the BRC/CRF Executives in 2023. As this is a working document with new evidence being periodically added, it was reviewed in 2024, and the updated report was circulated.
<b>Conclusions</b>	-
<b>Recommendations</b>	The Inclusive Research Oversight Board (IROB) recommends using the NIHR Workforce Questions for anonymised non-linked monitoring across the workforce, students, and research participants. The indicator report template is proposed as guidance for developing inclusive research methodologies and to be considered for sampling strategies and analyses.
<b>Future work</b>	Based on the indicator report, the Inclusive Research Team will support BRC/CRF researchers for their study-specific requests regarding inclusive research methods and use of indicators.