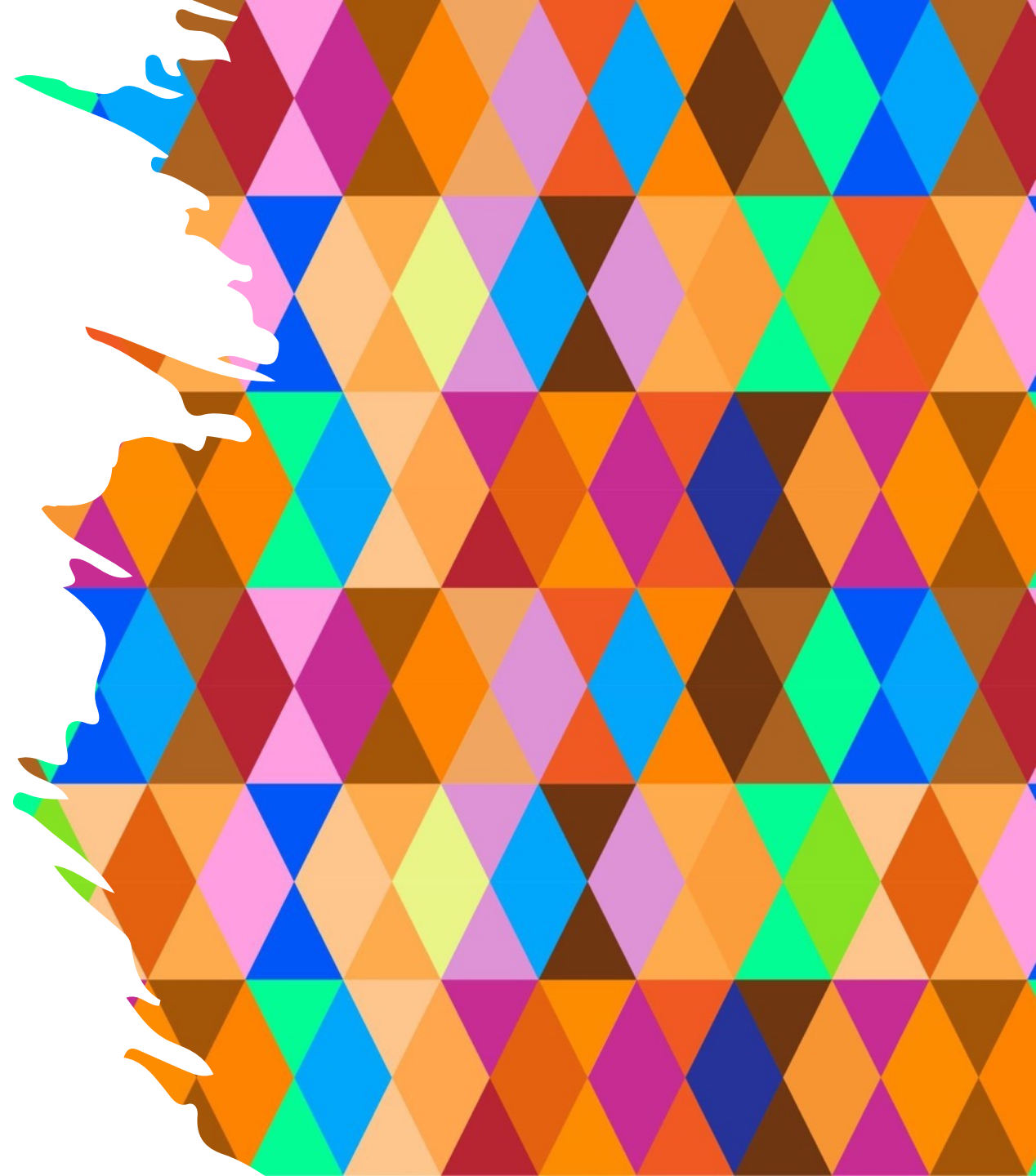


# SIMS DDI Action Plan achievements 2023

Susan John & Heidi Lempp

February 2024



# Outline

Recruitment and  
Induction

Work flexibility and  
family friendly  
working  
arrangements

Career  
development

Organisation and  
Culture

Links with Faculty  
People and Culture

King's Race Equality

# Recruitment and Induction

- **General SIMS Induction module** continues, completion of Health & Safety form for each new staff member > local Induction > swipe card via Denise Jamieson
- **SIMS Sharepoint access** will be delegated to Grace  
<https://emckclac.sharepoint.com/sites/SIMS?e=1%3A5a1ec127fb774139820b3aa16206cffa>



# Work flexibility and family friendly working arrangements (1)

- **Hybrid working** for Professional Service and academic staff continues in agreement with first line manager
- **SIMS Mental Health First Aider** Stelios Papaioannou continues in his role <https://www.kcl.ac.uk/research/sims-ddi>
- **Support for carers** now available @KCL <https://internal.kcl.ac.uk/hr/parenting/carers> +
- **New Menopause Policy** to create inclusive and supportive environment <https://www.kcl.ac.uk/policyhub/menopause-policy> +
- New **personal and professional development courses** for staff <https://internal.kcl.ac.uk/news/news-article?id=a73c2d6d-fa84-48ee-8428-57b140e269fe> +

# Work flexibility and family friendly working arrangements (2)

- **Disability Support and Inclusion +**

email: [diversity@kcl.ac.uk](mailto:diversity@kcl.ac.uk) and <https://www.kcl.ac.uk/disability>

- Hidden Disability Sunflower Lanyard Scheme [hannah.sauer@kcl.ac.uk](mailto:hannah.sauer@kcl.ac.uk)

- **Environmental sustainability** (labs and office space): +

- SIMS award application in progress for submission in April 2024 to KCL, led by CT
- new Champion member (Sarah Ryan) @ DDI Committee since December 2023

# Career Development

- Successful **Probation**: 2/3 (one delayed), more than in 2022 ☒
- **Learning and Development Fund**: 1 staff member ☒
- Annual PhD Symposium 12.6.23 ☒
- **KCL Career Tracks for PhD students** (Anna Favalessa) to continue
- **Post-doc network** restarted, led by Lucia Montorsi+
- new post-doc Associate @SIMS DDI Committee since Dec 2023, Dr. Simon Kimuda
- Financial Hardship fund:+
- <https://www.kclsu.org/groups/associations/17541/>
- <https://emckclac.sharepoint.com/sites/PGRWH/SitePages/PGR-Financial-Aid-Scheme.aspx>
- **RUC rearranged**: within Departments/Tiers and monthly SIMS Seminar, awaiting evaluation
- **KCL Support Research Staff**: KCL fixed term contracts for researcher: currently reviewed centrally and implemented by the end of 2024.
- **KCL Employee Assistance programme** commenced +

# Organisation and Culture (1)

- **Promotion** success: 11 staff members promoted (6 female/5 male) in 2023  
10 staff members had successful promotion in 2022. +
  - Promotion Celebration 02.11.23 ☒
- **Annual PDR return:** 87% Inflammation Biology, 96% Immunobiology  
69% Infectious Disease = PDR return rate 84%. 2022 PDR return 59% ☒
- **SIMS Work Culture Survey 2024** (follow up from 2022)
  - Video by Leonie Taams recorded 12.11.23 ☒ currently edited to go on DDI website ☒
    - additional resources on DDI website, e.g. Report and Support
    - Confidential advisers and mediation pilot scheme for PG students
- **Exit survey results 1999-2022** on DDI webpage  
<https://www.kcl.ac.uk/research/sims-ddi> +

# Organisation and Culture (2)

- **SIMS DDI website** <https://www.kcl.ac.uk/research/sims-ddi> +
- **SIMS DDI Committee ToR** <https://www.kcl.ac.uk/research/sims-ddi> +
- **Academic and Teaching mentors** for all Lecturers, Senior Lectures and new staff continues
- **Cultural Competence** modules for students: kick starter module piloted 2022 and now offered to all KCL students
  - 2023/24 for student facing staff now rolled out February 2024  
<https://www.kcl.ac.uk/cultural-competency> +
  - HL continues as a member of the Oversight Group



# Links with Faculty People and Culture

- New **Faculty Culture and Diversity Team** in place since August 2023  
<https://www.kcl.ac.uk/lsm/people-and-culture> +
  - SJ and HL continue to attend **monthly DDI Faculty meetings**
- **Faculty survey** completed Summer 2023, linked to KCL Survey 2023 - results published during Townhall meetings with Faculty Executive Dean in 2023 and actions taken at Faculty level, e.g. Work-Life balance working group in 2023/24 +
- **Renewal of FoLSM Silver Athena Swan application** in preparation for September 2024 submission: +
  - Athena Swan survey completed in December 2023, response rate 30%
  - 2 monthly Self-Assessment Team (SAT) meetings attended by HL

# King's Race Equality

- **King's Race Equality Maturity Model** launched 2023 +  
<https://www.kcl.ac.uk/professional-services/race-equality-at-kings-1#section-4>
- All staff who apply for promotion and interview panels need to undergo ED & I module +
- Annual **Black History Month**, Harold Moody Lecture @Guy's campus 5.12. 23 :  
Title: "Addressing Black maternal and infant health inequalities"  
<https://www.kcl.ac.uk/events/harold-moody-lecture-2023>
- ED&I **Black Mentorship Scheme**: no staff member enrolled as a mentor 
- **Decolonisation MBBS and BSc**:
  - SIMS working group set up 2023 (SJ, HL, David F. Steve T.) following guidance by Dr. Bernadine Idowu October 2023, plan to conduct focus groups with BSc students facilitated by Simon and Bernadine and apply for internal funding. +
  - HL continues as a member of the GKT Medical School Cross Disciplinary EDI-Decolonization-Cultural Competence Working Party
  - HL continues as a member of the KCL Decolonization Working Group

# Summary



**Achievements:** many (not all) set goals attained, including many new initiatives started in 2023, centrally led



**New members in 2023:** yes 2



**Monthly updates** of School DDI activities presented to the SEC and Faculty



**Follow up SIMS Work Culture Survey** in 2024



**Change of DDI and Deputy DDI lead** in 2024