

# Public Policy Southampton Action Plan 2023-2025

## A Living Document

### Useful resources:

[PPS Evaluation 2020-2022](#)

[PPS Strategy Board Update](#)

[Consultation Plan](#)

### How to use this document:

This document is intended to be a 'living document', which means it is never a 'final' version as it will be used for continuous reflection, updating and reviewing.

This document should be reviewed by the PPS team and the EDI Working group every **3 months**, to ensure actions are on track and to review any actions that may change direction, not be relevant or working anymore, or need a different focus. **RAG**

This document will be public on the PPS website and every 3 months, updates should be sent out to the PPS membership via the newsletter, with invitation to receive feedback and reflections. **RAG**

This practice will allow for further reflexivity in the process of implementing the next EDI action Plan (2023-2025) and allow the plan to adapt and respond to need, feedback and capacities.

### Questions for PPS Strategy Board:

- Does the action plan go far enough?
- What is missing?
- What isn't needed?

Themes	Recommendation	Alignment with University EDI Strategy	Date to complete	Spring 24 update	Summer 24 - update
Research & Reflection	Reflect on and consider the strategies outlined in upcoming EDI research project	Evaluate and Assess	November 2023	To be completed end of AY 2324	
Training & Support	Ensure training on including EDI in policy impact features in the training calendar (as a standalone and/or as features of each training session)	Equip and Apply	December 2023	Session included in Policy Training programme due to be delivered June 24	
Governance	Embed Equality Impact Assessments across PPS Activities	Equip and Apply	December 2023	EIA completed for NFT x ARI call –	
Communications & Awareness	Plan a communications campaign to raise awareness of Public Policy Southampton's EDI work, including	Equip and Apply	January 2024	Awaiting new Comms lead (May 24)	

	regular updates in the newsletter				
Communications & Awareness	Review PPS Communications and visual outputs against accessibility best practice	Evaluate and Assess	July 2024	Awaiting new Comms lead (May 24)	
Governance	Consider a reflection on ethics and values of the PPS team, and how it is using its power to enact positive change according to the university's wider mission	Evaluate and Assess	July 2024	Planned for summer away day	
Training & Support	Create a mentorship or peer mentoring scheme for policy associates	Assimilate	July 2024	No progress (will fall under new Comms Lead)	
Governance	Fund and resource dedicated staff time for EDI activities, including monitoring and evaluation, regular feedback loops and acting as a point of contact	Equip and Apply	September 2024	GG co-chairs RIS EDI group Miya engagement with this work	
Research & Reflection	Design and carry out external consultation with key stakeholders on EDI practices (e.g partnerships with local authorities)	Evaluate and Assess	September 2024	No progress (will fall under new Eval Lead)	
Governance	Continue working with wider departments to formalize a mechanism for diversity data	Evaluate and Assess	December 2024	GG using EDI co-chair role to raise this	

	collection			issue via Exec Champion	
Training & Support	Expand the mentorship or peer mentoring scheme to the wider PPS membership	Equip and Apply	July 2025	No progress (will fall under new Comms Lead)	
Training & Support	Using lessons from UK Parliament, host multiple reflective sessions with researchers of different intersections and protected characteristics to surface barriers and actions, with a focus this year on neurodiversity and disability.	Equip and Apply	July 2025	No progress	
Research & Reflection	Research: Investigate the EDI implications of researchers experiences using social and digital media for policy engagement (e.g Twitter)	Evaluate and Assess	July 2025	No progress (will fall under new Comms Lead)	
Research & Reflection	Facilitate inter-departmental reflective sessions to share best practice, issues, and successes in partnership with University Charters & EDI Teams	Attract and Engage	July 2025	GG to use the RIS EDI group platform to suggest this	
Monitoring & Evaluation	Outsource a consultation to evaluate the impact of the EDI work since 2020	Evaluate and Assess	July 2025	No progress	

## Specific Team Recommendations

Themes	Recommendation	Alignment with University EDI Strategy	Date to complete
Resource	Embed Equality Impact Assessments across PPS Activities	Equip and Apply	Summer 24 away day
Resource	Hold semi-regular reflective space for team to discuss this work and how it relates to their own identities (if comfortable)	Evaluate and Assess	Summer 24 away day
Research & Reflection	Reflect on boundaries and ethics within the team and how it relates to particular policy areas	Evaluate and Assess	Summer 24 away day
Resource	Continue to deliver regular team building and training for team on EDI to increase confidence and knowledge	Attract and Engage	Summer 24 away day
Governance	Decide on an updated Mission and Vision for PPS EDI and how it relates to the wider mission	Evaluate and Assess	Summer 24 away day