

# Equality, Diversity and Inclusion (EDI) NPPG Survey

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# Summary

This survey was undertaken to understand how members perceive current EDI activity within NPPG, how useful existing initiatives are, and what members would value going forward.

A total of **45 responses** were received.

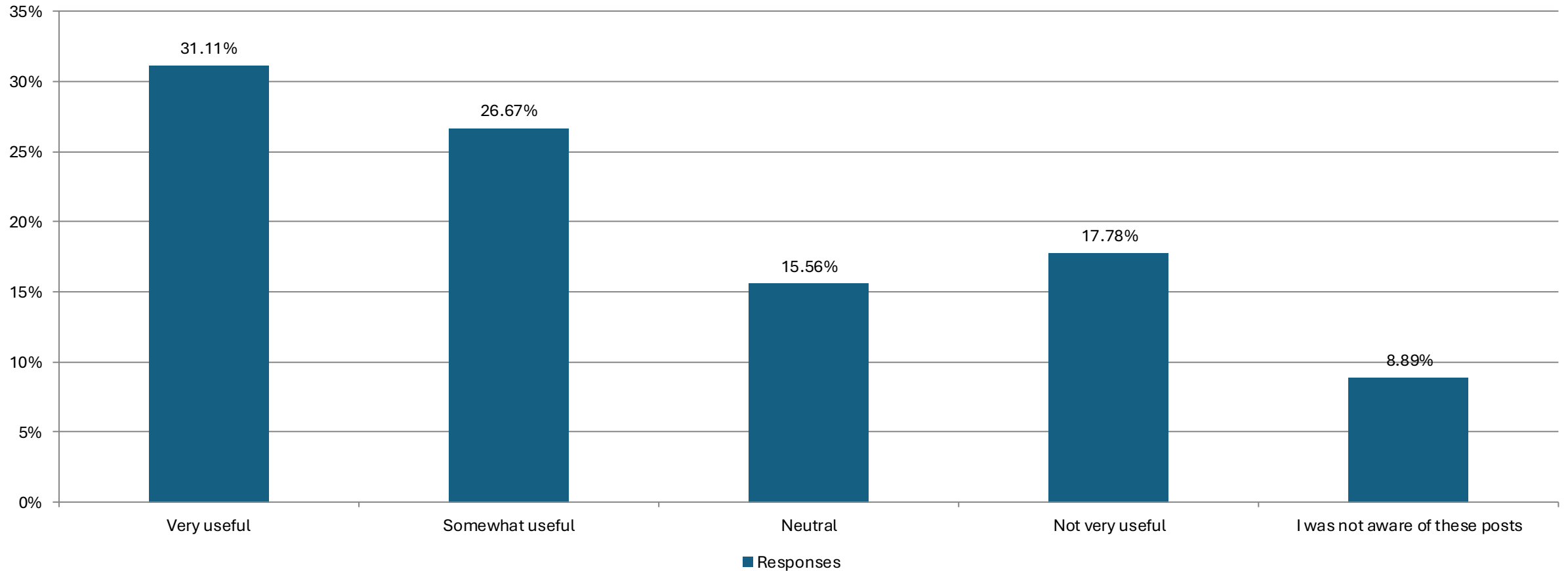
# Key findings

Most respondents reported that EDI-related communication is already taking place within their organisations, although this is not consistent across all settings.

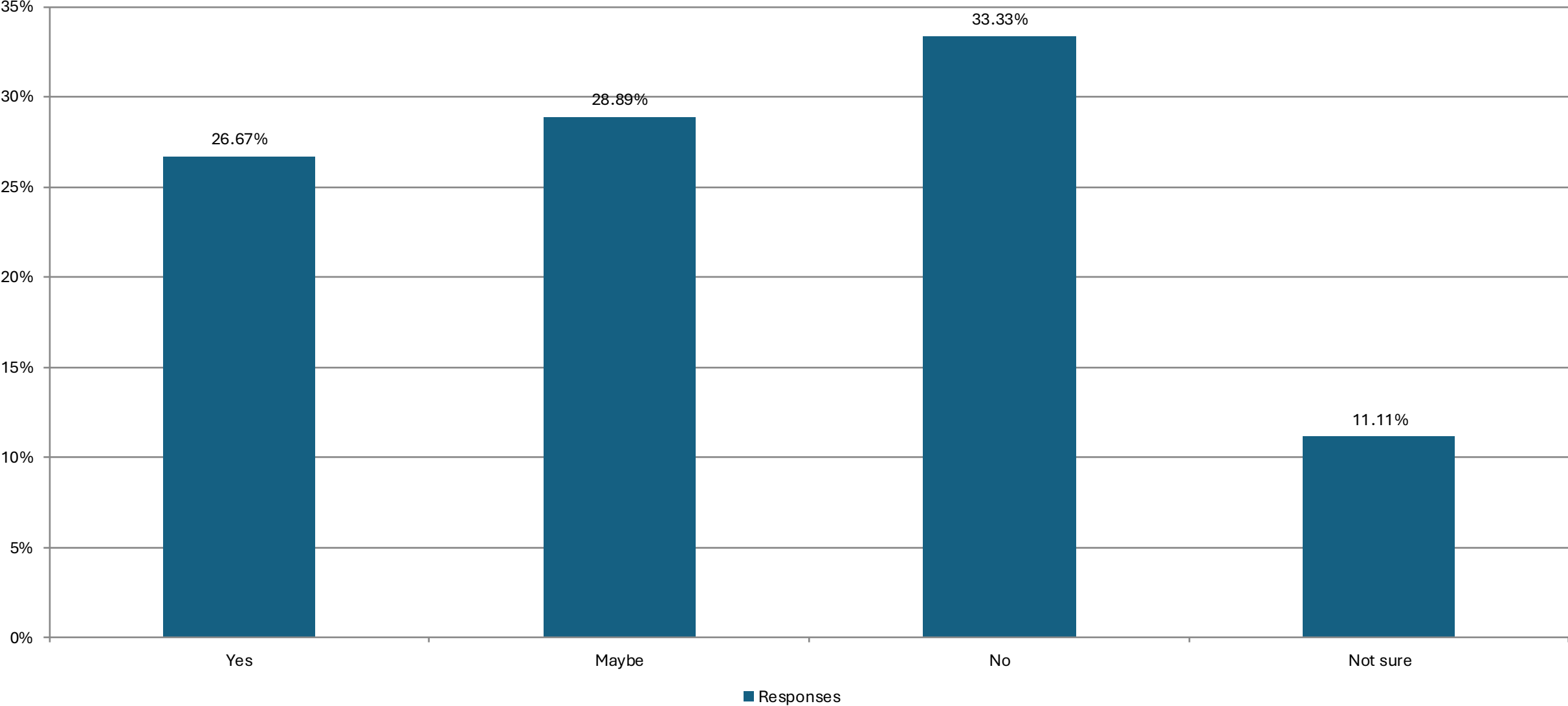


# Usefulness of current NPPG EDI posts

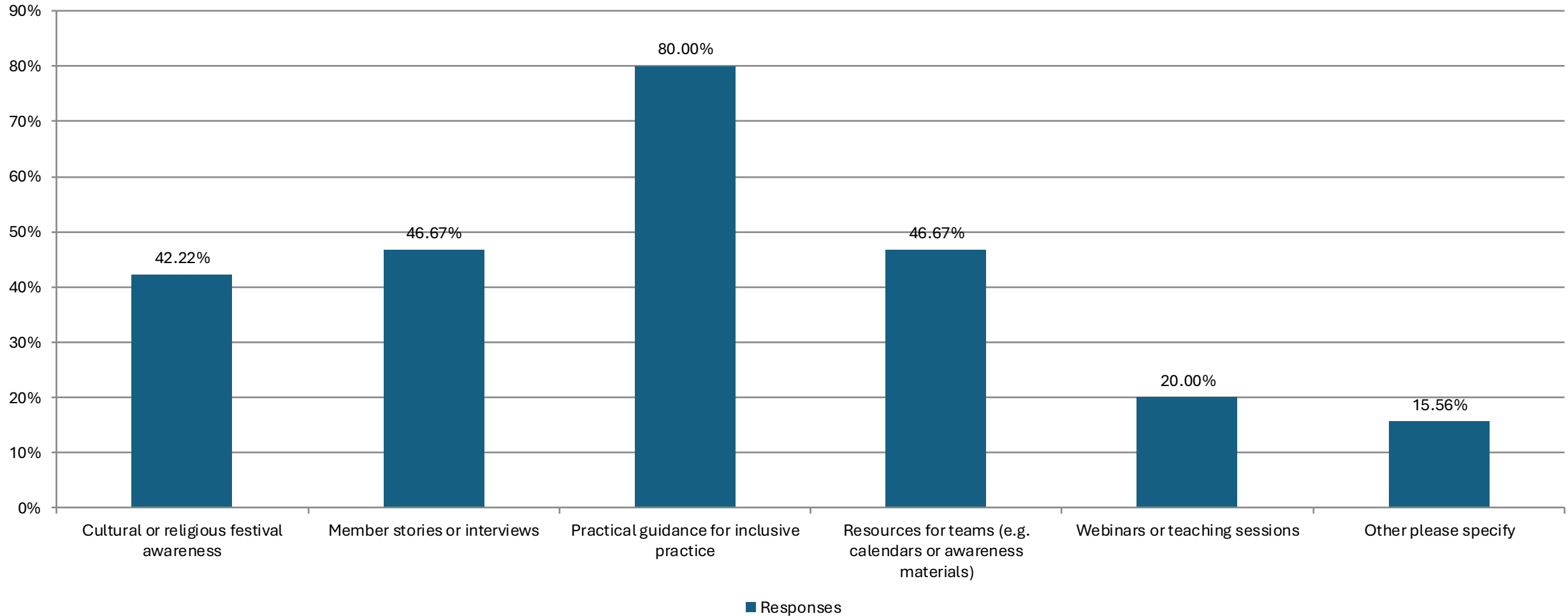
The monthly EDI message board is generally viewed positively, although responses were mixed.



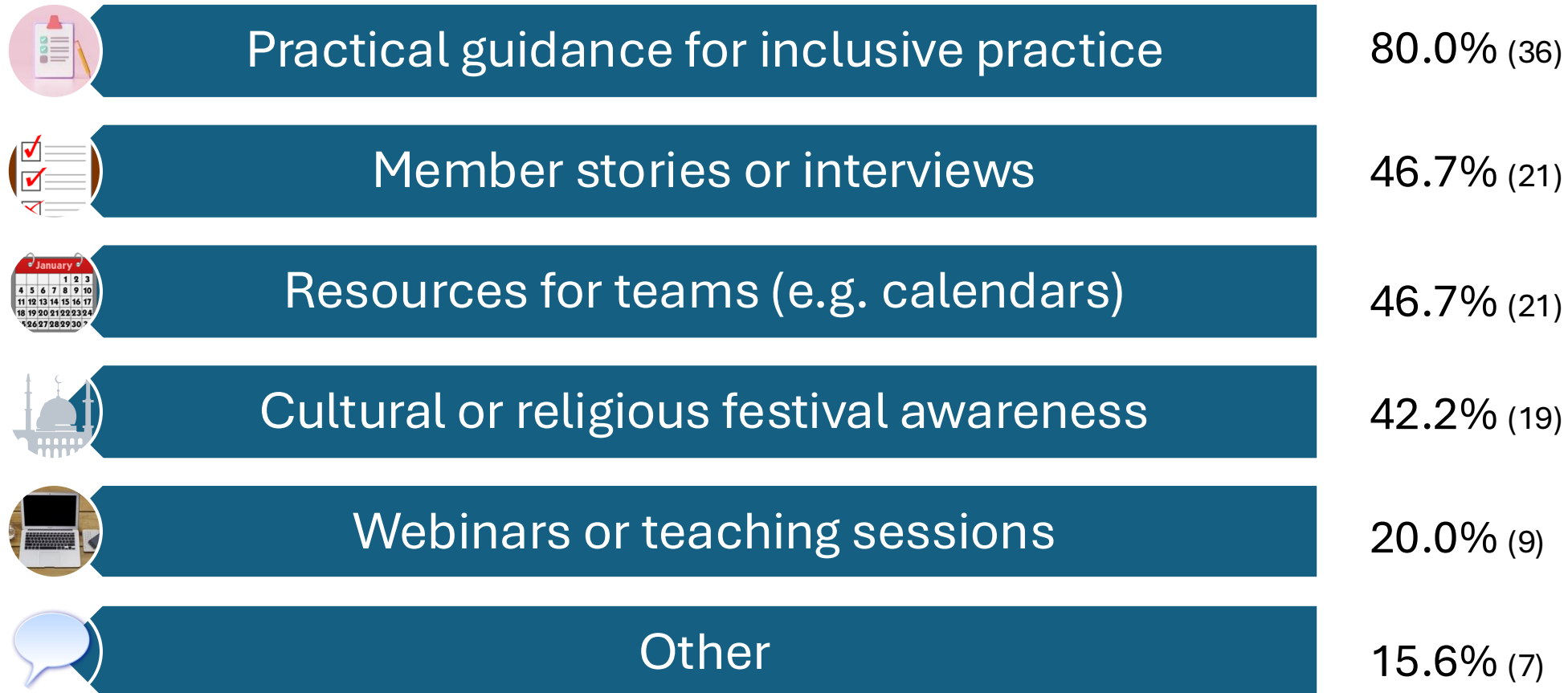
Members were asked if they would like NPPG to share more content about cultural or religious events (for example short member interviews or “spotlight” posts similar to the Mid-Autumn Festival feature).



# What members want



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*“Halal / kosher product information sharing would be helpful.”*

*“Extend beyond cultural and religious awareness (e.g, disability, neurodiversity).”*

*“None, please stick to clinical activities.”*

*“Ignore all religions equally.”*

*“All I want from NPPG is information about paediatric pharmacy.”*

*“Content that would equip us to meet the needs of a diverse patient population.”*

# Is there anything else NPPG could do to make our activities (including communications) more inclusive?

Sometimes it feels like Christian festivals are mentioned last after all others, e.g. Islam, Judaism and Buddhism.

Online access to entire conference options for those who are unable to travel or where the environment isn't suitable for their disability / worsens their symptoms.

Focus on the core reason for NPPG existing and not on highlighting existing reasons that adults are divided.

Are communications available in Braille or are text-to-speech functions possible?

Work based is satisfactory.

That was a lovely summary of Laylatul Qadr today.  
Thank you so much!  
It's nice to share everyone's beliefs.

No, it's perfect.

Ensure opportunities like speaking, research roles & committees are widely advertised & transparent.

Committee representation could be more reflective of population diversity.

Ashifa is doing a great job highlighting different festivals which I was not aware of.

I think they are inclusive - as long as you include Christians and white males.

Do we have a list of products of animal origin & guidance for paediatric medicines?  
Similar to what the SPS has.

Focus on all protected characteristics not just ethnicity/race.  
Disability, Neurodiversity, sex etc.

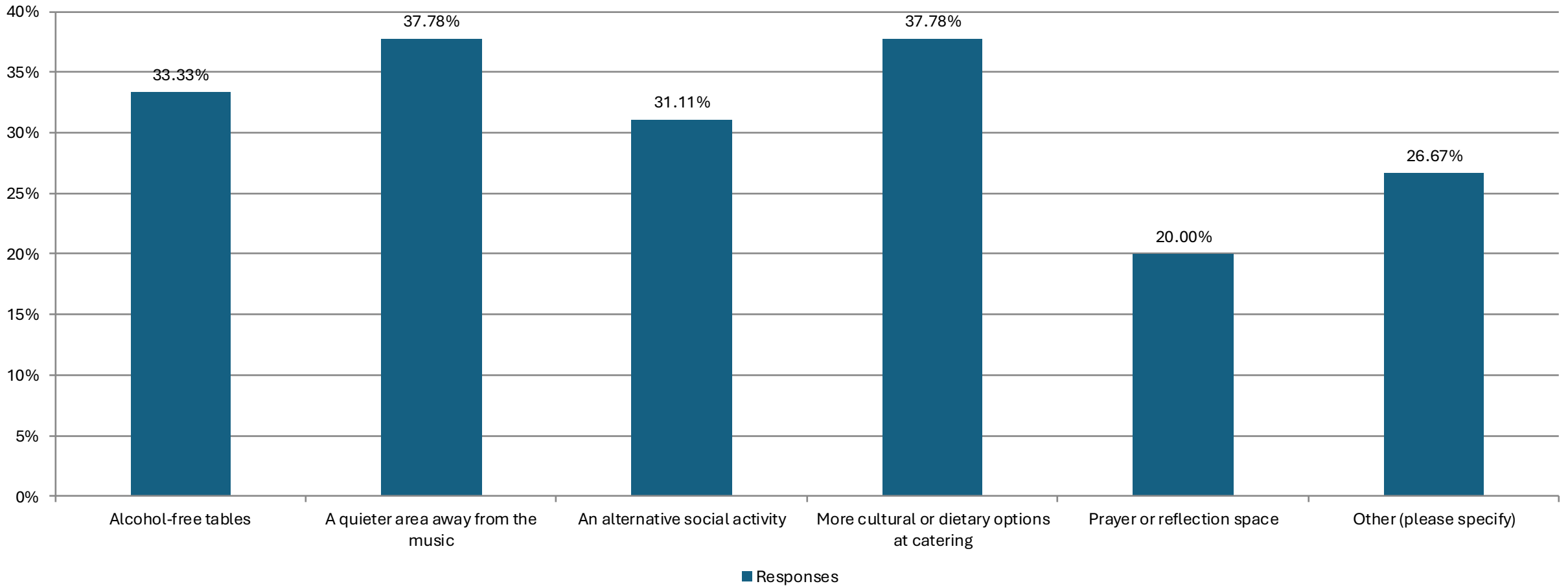
Dyslexia friendly font.

Carry on the good work.

I don't believe NPPG's role is to undertake EDI, this comes from multiple angles and duplicates efforts by RPS, trust etc. would prefer energy resources to go into direct care for children.

Not that I can think of immediately.

Members were asked what they would value at conference.



# Conference Inclusivity - What members told us

## Access & flexibility

Hybrid / virtual attendance

Recorded sessions

Barriers: study leave, funding, childcare, travel

## Environment & social events

Quieter spaces

Alternatives to loud music / disco

Different ways to network

## Food, drink & faith

Alcohol-free options

Halal / wider catering

Prayer / reflection spaces

## Accessibility

Less intense environments

Neuroinclusive sessions and spaces

## Inclusivity

Sponsorship for smaller centres

Support for new attendees (buddy / welcome)

Clear, transparent opportunities to get involved

## Logistics

Cost - affordability and access to funding

Location - central, well-connected venues

Format - shorter, more flexible programmes

Travel & time - impact on work, childcare, and leave

The conference social event includes music and dancing. To help make this more inclusive, what is a song you enjoy dancing to?

## Feel-good / dancefloor

- **Uptown Funk – Bruno Mars (x2)**
- Moves Like Jagger – Maroon 5
- Can't Stop the Feeling – Justin Timberlake
  - Praise – Elevation Worship
- Hips Don't Lie – Shakira

## Throwbacks & classics

- **ABBA (multiple mentions)**
- Livin' on a Prayer – Bon Jovi
- “Anything from the noughties”
- “Classic cheese”

## Global & cultural vibes

- Bhangra hits
- Bollywood dance tracks

 Also noted:

- Preference for not too loud music
- Some members opted out of dancing