

Self – Assessment Checklist - Opportunities to improve the six national organisational competencies

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| **No** | **Category** | **Actions to improve organisational competencies** | **EPUT Position** |
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| **1** | **Governance & Leadership** | Trust to have an executive Patient and Carer Race Equality Framework (PCREF) lead at Trust board level and accountable for the delivery and oversight of the PCREF, this should also include PCREF cascaded across the Trusts at service level | Leadership has been secured with:   * Trust Executive Sponsor: EXECUTIVE DIRECTOR OF STRATEGY, TRANSFORMATION AND DIGITAL * (MSE ICB) Executive Sponsor: Executive Chief Nurse * Trust Executive / Director Lead: Director of Patient Experience and Participation * Lived Experience Coproduction Lead (LECL) * Implementation Lead (IL): Head of Patient Experience * Senior Responsible Officer (SRO) for Inclusion Trust and System   Governing Committee:   * Patient and Carer Experience Sub-committee / Quality Committee * People Participation Committee (PPC) * Board   Cascading information:   * PCREF landing page on the Trusts publicly facing website (In progress) * PCREF on the intranet (In progress) * Wednesday weekly staff newsletter (recurring) * Essex Partnership University Foundation Trust (EPUT) Bulletin (In Progress) * Ethnic Minority and Race Equality Network (EMREN) |
| **2** | Racialised and ethnically and culturally diverse community representatives included at Trust board level and are inducted/equipped with the skills/training to participate meaningfully in discussions | * Working with Trusts SRO for Inclusion and the EMREN chair to align PCREF, Equality Diversity System 2 (EDS2), and Workforce Race Equality System (WRES) in relation to having a culturally aware and diverse board including the Council of Governors. |
| **3** | Trust to ensure an independent mechanism i.e. advisory board (where applicable) is in place for oversight on the implementation of the PCREF, consisting of local community leaders, patients/carers and voluntary sector organisations | * LECL has begun active recruitment for a shadow board. * LECL to create Standard Operating Procedure (SOP) for shadow board |
| **4** | **Policy & Practice** | Trust commissions cultural awareness training with organisations/representatives that understand racialised and ethnically and culturally diverse communities’ experiences | * Including PCREF overview in the Trusts Corporate Induction * Developing PCREF Training module for all staff with colleagues from Equality Diversity and Inclusion * Working with the Trusts SRO for Inclusion (TRUST AND SYSTEM) to develop cultural awareness training across the Trust * Management Development Programme (MDP) and Leadership Development Programme (LDP) |
| **5** | Trust embeds specific development goals relating to inequalities related to race in staff personal development plans | * Evidenced by the Resilience Intelligent Strength and Excellence (RISE) programme for Black and Minority Ethnic (BME) Staff to be applied. * Consider development plans for all minority staff beyond RISE |
| **6** | Trust co-develops clear policies on addressing racism, whether experienced by patients or staff | * EPUT signed UNISON's anti-racism charter 03/22. Commits the organisation to prevent racial bias. It includes championing a racially diverse workforce, having a clear programme of anti-racist initiatives and providing equality training for all staff. * The organisation has a plan to develop an anti-discrimination framework inclusive of patients and carers. |
| **7** | Trust co-develop and implement reciprocal mentoring programme, which focuses on improving understanding of cultural differences | * Implement focussed recruitment effort for Lived Experience Ambassadors (LEA’s) from Racialised communities * Develop best practice model for reciprocal mentoring between Patients and Carers from ethnically diverse backgrounds and staff / senior leaders. Highlighted as a deliverable of the Working in Partnership with People and Communities Strategy. |
| **8** | Frontline workers are aware of and implement best practice in care for racialised and ethnically and culturally diverse communities, such as the NHS Talking Therapy positive practice guide for ‘[Black, Asian and minority ethnic](https://babcp.com/Therapists/BAME-Positive-Practice-Guide)’ patients | * IL and LECL to work with the Equality, Diversity, and Inclusion (EDI) team to agree approach, along with operational services |
| **9** | Trusts identify a diverse range of champions which act as specialist advisers representing the racialised and ethnically and culturally diverse communities and supporting the Trust on anti-racism activities. | * Engagement champions who are also equality champions working across the trust as specialist advisors in this capacity * Planned work to develop engagement champion pool and upskill them for PCREF. |

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| **10** | **Legislative & Statutory Compliance** | Trusts coproduce service plans and care treatment plans with racialised and ethnically and culturally diverse communities, faith leaders, ethnic led VCSE partners, which address:  Language translation service needs and or other accessible information  Different cultural food requirements  Different faith requirements, such as access to prayer spaces and spiritual support  The type of aftercare mental health provisions offered.  Trauma informed practice | * Patient Led Assessments of Care Environments (PLACE) includes cultural food requirements within assessment * Spiritual care team is diverse, with a mix of faith denominations, also work closely with a range of faith communities across Essex. * Develop Trust wide approach to translation * Ensure as part of the Unified Electronic Patient Record programme (UEPR) that the voice of ethnic minority communities are represented. * Make sure that faith information is a requirement for the UEPR |
| **11** | Trusts work with ethnically and culturally diverse staff and agree on developing wellbeing equality indicators reported at Trust board level supplementary to the WRES/WDES indicators | Yes, evidenced in the WRES action plan |
| **12** | **Data & Information** | Trust has implemented a partnership framework along with good guiding principles on what is an anti-racism and anti-oppressive partnership working | Thread PCREF into Quality of Care strategy with experience: *Those who we care for, their friends, families and carer’s experiences are vital indicators of quality of care. Our workforce’s experience is also an essential factor to create a culture of quality*  Executive team to have EDI objectives moving from FY24/25 onwards  Working to the East of England (EoE) anti-racism strategy, evidence supports good progression to date |
| **13** | Trusts have identified, and support, community champion roles to inform service development, and to inform communities of early intervention support available | LECL working with communities to develop EPUTs version of a ‘shadow board’  Independent advisory group, learning from the Metropolitan Police |
| **14** | Trusts evaluate the impact of partnership working including Trusts working towards equitable relationships, that has mutual benefits and shared decision-making with racialised and ethnically and culturally diverse communities. This includes monitoring satisfaction levels with partner organisations, patients, carers, and staff | Evaluation impact from system; maturity framework  EDI Dashboard has been developed at MSE ICS level. Further development to be done, including a focus on Patient and Carer Race Equality Date (developed in PowerBI) |
| **15** | Trusts implements a clear plan to improve staff survey outcomes and consider the racial diversity of ethnically and culturally diverse staff including alignment with the regional Mental Health Workforce Equity Fellowship. | * Ongoing action plan from staff survey 2022 |
| **16** | Trusts co-produce research initiatives with local communities to understand barriers and opportunities in improving race equity in service access, experience, and outcomes. | Utilise SMI health check results ( data collection finishes Jan 24 ) to coproduce research initiatives |
| **17** | Trusts work closely with their local authority partners and evidence feedback from culturally appropriate advocacy services to improve service provision - including qualitative and quantitative data sharing. | Working at a system level, SRO for inclusion locally, and across 3 systems.  Evidence of good work with Hertfordshire and West Essex integrated Care System (HWE ICS) and the County Council (CC) around the WRES. |
| **18** | Trusts regularly, and independently, evaluate the implementation of the PCREF at a local level with patients, carers, the workforce, voluntary sector organisations and racialised and ethnically and culturally diverse communities and publish the findings. | * Patient and Carer Experience Sub-committee / Quality Committee * Bring to Equality and EDI committee * Regular focus group |

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| **BAME and LGBTQ+ Services**  ​   |  |  |  | | --- | --- | --- | | **​Name of Service** | **​Description of service** | **Contact Details and Website address** | | ​BAATN (The Black, African and Asian Therapy Network) | ​They are the UK's largest independent organisation to specialise in working psychologically, informed by an understanding of intersectionality, with people who identify as Black, African, South Asian and Caribbean. Their primary focus and area of expertise is to support from these heritages and to address inequality of access to appropriate psychology services. | ​https://www.baatn.org.uk/  administrator@baatn.org.uk​ | | ​Digital Share | ​Digital Share focuses on supporting individuals in West Essex who are experiencing mental ill health, social disadvantage and from ethnic communities (EMREN).   They can supply donated IT equipment, donated data, digital buddies, tech advice, recycling old tech and learning new IT skills. | ​Stortford Road, Great Dumow, Dunmow, CM6 1DQ  https://digitalshare.org/​ | | ​Halo Project | ​The Halo Project was set up to support clients by providing specialist cultural and emotional support. They provide emergency and non-emergency services to clients.   Some of the areas they offer support on are, forced marriage, honour-based violence and/ or Female Genital Mutilation. | ​01642 683 045   https://www.haloproject.org.uk/​ | | ​Inclusive Mosque | ​The Inclusive Mosque Initiative is an intersectional feminist mosque dedicated to creating inclusive, safer places of worship and spiritual practice for marginalised communities and families, especially non-traditional families. They are committed to reviving a rights-based Islam that challenges all forms of oppression.  Inclusive Mosque Initiative offers consultancy and trainings to individuals and organisations on Islam, Feminism, inclusion of Black and brown people and LGBT+ communities. This is a bespoke consultancy service to meet the needs of clients from their pool of experts. | ​0203 189 1185    admin@inclusivemosque.org  ​https://inclusivemosque.org/​ | | ​Jami | ​For 30 years Jami has provided practical and emotional support for the mental health of the Jewish community.   Jami's vision is a Jewish community which accepts, acknowledges and understands mental illness.   They work with individuals, communities and organisations to help prevent mental illness from developing, improve early intervention and promote wellbeing. | ​020 8458 2223   https://jamiuk.org/​ | | ​LAWRS | ​They are a human rights, feminist organisation run by and for Latin American migrant women living in the UK.   Their direct work includes case work for women experiencing gender-based violence, counselling and emotional support, advice on benefits, money, debts, employment rights, family law and immigration, workshops and other integration activities. | ​0808 145 4909  https://lawrs.org.uk/what-we-do/​ | | London Friend​ | Since 1972, LGBTQ people have been coming together as London Friend to support the health and wellbeing of others within our communities. Most of these were (and still are today) dedicated volunteers, whose actions continue to provide help that is missing from mainstream services. | ​02078331674  [office@londonfriend.org.uk](mailto:office@londonfriend.org.uk)  <https://londonfriend.org.uk/>​ | | ​The Out House | ​We are a registered charity (no. 1006244), providing opportunities for LGBTQ+ people in Essex. Our mission is to develop and promote a sustainable, fair and equal society where all lesbian, gay, bisexual and transgender people can achieve their full potential.  Through our vast programme of services, including counselling, social events and support groups, we are committed to helping all members of our wonderful LGBTQ+ community. | ​[info@theouthouse.org.uk](mailto:info@theouthouse.org.uk)  01206 871 394  The OutHouse 19 East Hill Colchester Essex CO1 2QX​  <https://theouthouse.org.uk/> | | ​Sarbat LGBT Sikhs | ​Sarbat is a volunteer led group addressing LGBT issues from a Sikh perspective. They empower their members to encourage discussions, tackle homophobia/ biphobia/ transphobia and build bridges beyond their communities. | ​Contact available by the website or their social media platforms. ​  ​https://www.sarbat.net/​ | | ​Switch Board | Providing support and information to millions of people since their phone line started in 1974. They do online chat, a telephone line and email support. | ​​0300 330 0630  <https://switchboard.lgbt/> | |

Abbreviations used in this document:

**EMREN**= Ethnic Minority and Race Equality Network

**PCREF**= Patient Carer Race Equality Framework

**SOP**= Standard Operating Practice

**SRO**= Senior Responsible Officer

**WRES**= Workforce Race Equality Standard