

Request for Race Equality Commission May 21

Summary of Key Areas of Interest

The CWAMH care group is committed to working towards achieving race equality within healthcare. This document outlines key areas of work, acknowledges areas for improvement and plans for the future. The aim is to be in a position to ensure equitable access to care by the right person at the right time.

As a team we have many passionate colleagues, including the co-chair for the BAME staff network for the Trust. We have clear priorities within our Transformation programme, specifically within the people workstream we are developing and progressing work to enable the inclusion and diversity agenda is pushed forwards and kept in the forefront of all areas of work.

BAME & Ally Network Group

The BAME and ally network group is an open space where ideas can be shared in order to improve the experience for BAME colleagues and provide an amplifying voice, with a movement for sustainable change, to create an equitable culture for colleagues and patients.

The BAME & Ally Network Group is a trustwide group, currently involved in the recruitment –interviewing and informal Stakeholder panel for an exciting role which will review the lived experiences of Black, Asian, Minority Ethnic staff within the workforce as well as patients experience from a Black, Asian, and Minority Ethnic background. It will also involve responding to complaints/lessons learnt from patients.

Background Information

The population of Sheffield is roughly 19% BAME as per the most recent census in 2011. Of the total referrals for the Inpatient and Community CAMHS services (2020/21) approximately 17.8% young people identify as BAME.

Customer Experience, Feedback and Engagement

- CWAMH provides opportunities for patients/families to see a non-white practitioner.
- The Inpatient CAMHS service holds regular event committee meetings focussing on a diverse range of celebrations, discussed and chosen by the young people.
- Family and Friends Test results from 20/21 across the Trust show 6% of responses were from individuals identifying from a BAME background. To note that there was a high rate of individuals not disclosing their ethnicity (22%)
- The current method of data collection for complaints does not support monitoring of race inequalities. Improving data will be helpful in supporting developing plans.

Good Practice

There are a number of examples of good practice in this area, including those in relation to:

- **Clinical Pathways** - including the discussion of socio-cultural factors and clinical models focussing on patient experience and outcomes
- **Specific Roles** - recruitment of health link workers in the 0-19 service and the provision of an outreach service for BAME communities
- **Service Developments and Provision** – Equality and Diversity is a focus of the Transforming CAMHS People workstream and mental health support teams working into schools building strong links with BAME communities
- **Training and Events** - incorporation of culturally sensitive training for our diverse workforce, specific training for staff working with Roma Slovak families and embedding equality into the staff training strategy
- **Staff Support and Engagement** – health and wellbeing conversations, BAME & Ally Network Group and the identification of BAME representatives from clinical teams.

What are we doing to address any disparities?

In order to address the disparities the Care Group is committed to ensuring improvements are made in the following areas:

- **Training and Development** – develop a “cultural competence” training package and develop a mentoring programme to inspire BAME leaders of the future
- **Accessibility** – create an induction pack for young people, establish better communication links with the Chaplaincy service to ensure effective information sharing regarding religious events
- **Data Collection** – improve the quality of data recorded in respect of ethnicity and undertake a service evaluation auditing the demographics of young people accessing the psychology service
- **Engagement and Awareness** – ensuring BAME representation on interview panels for Band 7 or above roles, address the variation in colleague experience across protected characteristics and develop diversity calendars raising

I hope this information is helpful and look forward to having further discussions.

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