

City & Hackney: commitment to reducing BAME health inequalities in mental health

Hackney Health & Wellbeing Board
Thursday 10 September





The Synergi Collaborative

The Synergi Collaborative Centre is a five year national initiative, funded by Lankelly Chase, to frame, rethink and transform the realities of BAME inequalities in severe mental illness and multiple disadvantage.

The centre works closely with commissioners, policy makers and politicians as well as public service providers and services users.

The collaborative aims to create and deliver a vision to help eradicate BAME inequalities in severe mental health illness and their fundamental causes.

<https://synergicollaborativecentre.co.uk/>

Synergi National Statement of Intent



Against the backdrop of George Floyd's killing, the Black Lives Matter anti-racist protests worldwide, and the systemic inequalities highlighted by Covid-19, CEOs, medical and nursing directors of NHS Mental Health Trusts, commissioners and public bodies are being asked to become pledge signatories and commit to:

1. Initiate fundamental service level changes to reduce ethnic inequalities in access, experience and outcomes.
2. Measure, monitor and report the nature and extent of ethnic inequalities and progress made.
3. Work in partnership with local BAME communities, service users and relevant community agencies.
4. Provide national leadership on this critical issue.
5. Ensure inclusive and sustainable change in our localities and communities.
6. Support timely and progressive research and policy development.
7. Contribute to a biannual progress update as part of this Statement of Intent.

City and Hackney: current projects

Hackney Improving Outcomes for Young Black Men: Mental Health strand

The system wide mental health strand aims to improve the emotional and mental health and wellbeing of Young Black Men and their families with a marked improvement in access to and trust of mental health services.

Objective 1

Young people access early help and support more quickly.

Objective 2

Black families and young people are less suspicious of mental and emotional health and wellbeing services / less fearful of being labelled as someone with mental health needs.

Objective 3

Wider policy decisions take account of mental wellbeing impacts.

Hackney Improving Outcomes for Young Black Men: Mental Health strand strategy

The Mental Health Strand of the programme is trying to prioritise real long-term systems and culture change:

- **Putting Young People, Families and Communities in the lead:** prioritising lived-experience and facilitating authentic community leadership in decision-making
- **Acknowledging the context:** understanding the causes and drivers of systemic inequality and the role of services in exacerbating this
- **Provision, Practice & Response:** Developing non-traditional working, building trust and confidence, emphasising prevention, challenging expectations & tackling structural racism and bias within systems
- **Developing Partnerships:** influencing and taking action across statutory, voluntary and private sectors
- **Improving communications and transparency**

COVID-19's Impact on Inequalities in Hackney

An inequalities toolkit has been produced for use in incorporating inequalities considerations into planning in City and Hackney. The toolkit includes:

- Inequalities matrix Equalities Impact Assessment (EIA) checklist
- Summary of inequalities evidence and impact in City and Hackney

Next steps: to support City & Hackney's integrated system to review and develop their restoration plans with the aid of the toolkit.

System wide Equality & Diversity group

City and Hackney's system wide Equality & Diversity group are working to embed equality based decision making within system working, including:

- Working with system partners to Co-produce an EIA tool and guidance for larger system initiatives, strategies and schemes and to ensure EIA reporting in a meaningful way
- Identify a senior level champion to help embed equality-based thinking and analysis into system working
- Report back to SOCCG, ICB, AOG, and ICCEEG to emphasise their role/responsibility in helping to embed routine use of EIAs
- Promote the EIA checklist
- Develop and deliver training on what an EIA is, its benefits, and how to undertake them.

Ask to Hackney Heath & Wellbeing Board

Agree to sign up to the Synergi National Statement of Intent

1. Initiate fundamental service level changes to reduce ethnic inequalities in access, experience and outcomes.
2. Measure, monitor and report the nature and extent of ethnic inequalities and progress made.
3. Work in partnership with local BAME communities, service users and relevant community agencies.
4. Provide national leadership on this critical issue.
5. Ensure inclusive and sustainable change in our localities and communities.
6. Support timely and progressive research and policy development.
7. Contribute to a biannual progress update as part of this Statement of Intent.