

Health and Wellbeing Board - Addressing BAME Health Inequalities Action Plan 2019-2022									
Ref No.	Issues	Action	Owner/Governance	RO/ Lead	Timescale	Action Progress	RAG	Desired Impact	Impact measure(s)
Mental Health									
Children and Young People (CYP)									
1	Equality and diversity is a core focus across three CAMHS service users groups, with one group being specifically focused on BAME inequalities. The aim is to improve access to mental health services for BAME groups.	<p>Establish mental health participation group with a focus on BAME children and young people</p> <p>Ensure that changes to emotional well-being and mental health support have explicit actions and targets related to BAME groups</p>	<p>LBL CYP commissioning team / CYP Mental Health and Emotional Wellbeing Board</p> <p>Early Help & Prevention Programme Board - (Children & Young People's Strategic Delivery Plan)</p>	Caroline Hirst	Mar-21	<p>User groups have remained active during the pandemic, with young people meeting through virtual means. A review of the service specification for this service is being planned and will be conducted over the coming months.</p> <p>Specific BAME related measures and actions will be implemented in all specifications related to commissioned and collaborative services</p>	Green	To improve access to a range of emotional and mental health services for BAME groups. Impact is measured through performance data and service user feedback.	<p>Following recent scrutiny regarding quality of equalities data from CAMHS, a target has been set to monitor progress in this area. Target: Ethnicity should be recorded on 95% of cases at the point of a CAMHS assessment. The target has been met 3 times out of the 5 months of 20/21 so far.</p> <p>Work is being conducted to develop a more representative measure for BAME that reflects identified need as well as percentage representation of population.</p>
2	32 recommendations from member-led review and NHS intensive support team review of mental health pathway for CYP in Lewisham have wide reaching intentions to improve access to emotional and mental health services for all CYP including BAME CYP	Response to recommendations looking at whole pathway of services linking to MH prevention / schools	LBL CYP commissioning team / CYP Mental Health and Emotional Wellbeing Board	Caroline Hirst	April 2019 – March 2021	<p>Implementation of i-Thrive has slowed down during the pandemic, but there is a partnership commitment to the model to drive system change to embed a common language, shared decision making and outcome informed practice. With regards to the access target, although access levels are reducing and have for the first month dropped below the monthly target rate, Lewisham remains on track to meet the 35% overall target, by the end of the year. A review and refresh of the CAMHS Transformation Plan will be conducted over the coming months with BAME CYP being a particular focus, including working towards a more progressive indicator for BAME access to services.</p>	Yellow	To achieve 35% against the national access target and that BAME CYP are adequately represented within this.	The national access target for CYP mental health is a key measure. In 19/20 against a target of 34%, SE London achieved 34.6%. For 20/21 this target increases to 35%.
Adults									

3	Participants at the Lewisham BAME mental health summit held on 8th October 2018 identified that mechanisms for genuine coproduction and dialogue with BAME communities were required to address the mental health inequalities experienced by BAME communities in Lewisham	Work to ensure that there is community and service user participation in co-design of local service and care pathways	Adults Mental Health Provider Alliance	Kenny Gregory	Ongoing	This is being progressed by the mental health provider alliance		To ensure that local adult mental health service and care pathways are designed to meet the needs residents, particularly those from BAME communities	Number of community members and service users recruited to participate in service and care pathway design; BAME mental health service user survey into experience of services/care
4	A mental health JSNA was prioritised and completed in 2019 and had recommendations relating to addressing mental health inequalities in BAME communities	Implementation of recommendations from the Adults Mental Health JSNA	Adults Mental Health Provider Alliance	Kenny Gregory	Ongoing	The recommendations of the JSNA have been presented to the Adults Mental Health Provider Alliance and are being implemented by the Alliance partners		To ensure that all of the relevant recommendations from the mental health JSNA relating to mental health inequalities in BAME communities are addressed and/or implemented	TBC
5	Participants at the Lewisham BAME mental health summit held on 8th October 2018 identified that mechanisms for genuine coproduction and dialogue with BAME communities were required to address the mental health inequalities experienced by BAME communities in Lewisham	Work to ensure that Lived Experience workers are ethnically representative of the Lewisham population	Adults Mental Health Provider Alliance	Kenny Gregory	July 2020 (Linked to external funding bids)	Mabadaiko CIC have been commissioned to undertake insights work with Black ethnic communities concerning existing mental health services in Lewisham		To understand what causes health inequalities around people who categorise themselves as black. To get insight into the barriers in accessing mental health services for both Common Mental Illness (CMI) and Serious Mental Illness (SMI) for people who categorise themselves as black in Lewisham	TBC
6	Participants at the Lewisham BAME mental health summit held on 8th October 2018 identified that mechanisms for genuine coproduction and dialogue with BAME communities were required to address the mental health inequalities experienced by BAME communities in Lewisham	To co-produce approaches to engagement and on-ongoing dialogue as component of the Alliance Engagement & involvement strategy	Adults Mental Health Provider Alliance	Kenny Gregory	Sep-19	Mabadaiko CIC have been commissioned to undertake insights work with BAME communities concerning existing mental health services in Lewisham		As above	As above
All Ages									
7	Participants at the Lewisham BAME mental health summit held on 8th October 2018 identified that mechanisms for genuine coproduction and dialogue with BAME communities were required to address the mental health inequalities experienced by BAME communities in Lewisham	To develop a co-production infrastructure to engage Lewisham BAME communities in commissioning decisions that impact upon mental health and emotional wellbeing	CYP Mental Health and Emotional Wellbeing board/Adults Mental Health Provider Alliance/Public Health	Kenny Gregory	Ongoing	Mabadaiko CIC have been commissioned to undertake insights work with BAME communities concerning existing mental health services in Lewisham		As above	As above

8	There are existing issues relating to the continuity of care to support transition from youth to adult mental health services can result in loss to follow-up	To develop a Lewisham approach to promote the interface between adult and CYP mental health services	CYP Mental Health and Emotional Wellbeing board/Adults Mental Health Provider Alliance	Kenny Gregory	Ongoing	The Adult Mental Health Provider Alliance is working with the CYP Mental Health and Emotional Wellbeing board to improve this interface		TBC	TBC
9	Participants at the Lewisham BAME mental health summit held on 8th October 2018 identified that stigma around mental health in the BAME community as a key issue to be addressed	To develop the Time to Change Hub to include a focus on reducing stigma in BAME communities in Lewisham	Lewisham Public Health/Adults Mental Health Commissioning Team/Adults Mental Health Provider Alliance	Catherine Mbema	Hub to be back up and running by January 2021	The Hub has already been established but work to focus on reducing stigma in BAME communities is being developed		To contribute towards the reduction of stigma around mental health in BAME communities in Lewisham by recruiting BAME Time to Change champions and running activities for BAME communities	Number of new BAME Time to Change Champions recruited; Number and types of stigma reduction activity held in Lewisham by Lewisham Time to Change Champions
Obesity									
10	In Lewisham the prevalence of being overweight or obese for children in reception and year 6 at school is higher for Black African and Black Caribbean children than White British children. Lewisham became a national childhood obesity trailblazer in July 2019 to pilot work on advertising restriction and co-production of health promotion materials.	To co-design health promotion materials as part of the 3 year Childhood Obesity Trailblazer with BAME communities	Lewisham Childhood Obesity Trailblazer Steering Group	Gwenda Scott/Catherine Mbema	July 2019- July 2022	Programme restarted in September 2020, first co-production materials developed by Young Mayor's team. Resumption of further co-design work for health promotion materials with BAME community members planned for the autumn.		Culturally appropriate resources to increase engagement of BAME communities with physical activity/ healthy eating; and to engage businesses in the Sugar Smart initiative	Number of businesses signed up to Sugar Smart; Number of BAME participants of the Daily Mile initiative
11	In Lewisham the prevalence of being overweight or obese for children in reception and year 6 at school is higher for Black African and Black Caribbean children than White British children.	To develop a physical activity strategy that recognises the need to address BAME health inequalities in obesity	Physical Activity Strategy Steering Group	James Lee	Feb-20	Paused due to COVID-19		To have a Lewisham physical activity strategy that includes strategies and initiatives	To be determined when the strategy is finalised.
12	In Lewisham the prevalence of being overweight or obese for children in reception and year 6 at school is higher for Black African and Black Caribbean children than White British children.	To support further involvement of BAME community groups in the Lewisham Obesity Alliance and Lewisham Whole Systems Approach to Obesity	Lewisham Whole Systems Approach to Obesity Project Board	Gwenda Scott/Catherine Mbema	January 2021	Mabadaiko CIC and Food for purpose have been commissioned to conduct obesity services insights work with BAME communities to feed into the future commissioning of obesity services in Lewisham. They will use structured questionnaires, focused interviews and focus groups as part of their insights work.		TBC	TBC
Cancer									

13	The initial data exercise performed by Lewisham public health team identified that there were existing health inequalities for BAME communities in Lewisham for cancer two week wait referrals and bowel cancer screening.	To deliver cancer awareness workshops to BAME community groups / residents to raise awareness and reduce stigma around main cancer types	Lewisham Public Health/Cancer Research UK/MacMillan	Lisa Fannon	November/December 2020	Lewisham public health team have been working with Cancer Research UK to undertake a new community awareness workshop owing to the previously scheduled workshop being postponed due to the COVID-19 pandemic		To contribute to increasing awareness of the early signs and symptoms of cancer and cancer screening programmes among BAME communities in Lewisham.	Number of BAME community members attending community awareness workshops in Lewisham; Focus group with community members trained to understand how knowledge gained has been used.
Community Capacity Building									
14	Participants at the Lewisham BAME mental health summit held on 8th October 2018 identified that mechanisms for genuine coproduction and dialogue with BAME communities were required to address the mental health inequalities experienced by BAME communities in Lewisham	To develop a Health Inequalities data toolkit to circulate to community groups with the Mayor and Cabinet Advisor for BAME Health Inequalities	Cabinet Executive Office/Mayor and Cabinet Advisor for BAME Health Inequalities	Robert Williams	Sep-20	In progress - first draft of toolkit to be completed and being reviewed		To empower and equip local community groups with data and information regarding BAME health inequalities	Number of community groups that have received the data toolkit; Follow up focus group with community groups to assess how the data has been used.
15	Participants at the Lewisham BAME mental health summit held on 8th October 2018 identified that mechanisms for genuine coproduction and dialogue with BAME communities were required to address the mental health inequalities experienced by BAME communities in Lewisham	To support the development of BAME community groups to participate in the commissioning cycle	Executive Director of Community Services/Director of Public Health/Mayor and Cabinet Advisor for BAME Health Inequalities	Iain McDiarmid/Kenny Gregory	Jan 2021	Obesity and Mental health insights work has been commissioned through PH and MH commissioning teams as outlined above		As above	As above
16	Participants at the Lewisham BAME mental health summit held on 8th October 2018 identified that mechanisms for genuine coproduction and dialogue with BAME communities were required to address the mental health inequalities experienced by BAME communities in Lewisham	To work with the Lewisham BAME Health Network to continue to develop this action plan over the next 3 years	Executive Director of Community Services/Director of Public Health/Mayor and Cabinet Advisor for BAME Health Inequalities/BME Network Chair	Catherine Mbema/Barbara Gray	Present-2022	In progress		To have a coproduced action plan that is updated and monitored regularly by the BAME health inequalities working group.	The presentation of the action plan at each meeting of the Lewisham Health and Wellbeing Board
Data									
17	Agreement with Lewisham Health and Wellbeing Board members and BAME health inequalities working group to monitor progress of the co-produced action plan	To develop an indicator dashboard to monitor progress on improving health outcomes for BAME communities	Lewisham Public Health	Catherine Mbema	September 2020	In progress		To ensure that progress of actions identified to address BAME health inequalities are being monitored using appropriate indicators.	Indicator dashboard developed and being in use
Birmingham/Lewisham Collaboration									

18	There are longstanding health inequalities across a range of health and wellbeing indicator and wider determinants of health for Black African and Black Caribbean communities	To establish a partnership between Lewisham and Birmingham public health to perform investigation into Black African and Black Caribbean Health Inequalities	Lewisham BAME health inequalities working group/Lewisham Public Health	Kerry Loneragan/Lisa Fannon	July 2020 - May 2021	Partnership has been launched with Birmingham City Council; recruitment to an academic advisory board and external advisory board for the partnership is underway		To produce a final review report with solutions focused recommendations (applicable locally and nationally) to address Black African and Black African health inequalities	Number of BAME participants recruited to academic and external advisory boards; final report production with recommendations
COVID-19									
Communications and Engagement									
19	Several national studies have highlighted that there has been a disproportionate impact of COVID-19 on BAME communities in both diagnosed cases and deaths	To develop culturally appropriate communications around COVID-19: Test and Trace; Social distancing; NHSX app	LBL/SEL CCG communications/Lewisham Primary Care BME Network	Suchi Sheth (LBL)	July-Dec 2020	Hackney Council leading on London specific NHS test and trace communications; Lewisham Council developing communications plan for test and trace; Lewisham Primary Care BME Network have developed a series of YouTube videos are COVID-19 for BME communities		To see an increase in COVID-19 testing uptake in BAME ethnic groups in Lewisham; To see improvements in contact tracing rates overall in Lewisham	Social media impressions of BAME targetted communications; Daily testing rate / 100,000 population in Lewisham; Proportion of contacts followed up by NHS Test and Trace for Lewisham
20	Several national studies have highlighted that there has been a disproportionate impact of COVID-19 on BAME communities in both diagnosed cases and deaths	To engage with BAME communities around COVID-19 to understand the impact of COVID for these communities	Lewisham HealthWatch/Lewisham Council BME Network	Mathew Shaw/Darnell Bailey	July-Sep 2020	Lewisham HealthWatch have launched and completed a COVID-19 impact survey for Lewisham residents; Lewisham Council BAME Professional Network have conducted a survey concernig the impact of COVID-19 on BAME staff		To better understand the impact of COVID-19 on BAME communities and staff in Lewsham to better inform COVID-19 prevention work for BAME communities going forward	Number of BAME respondents to Healthwatch survey/Proportion of all respondents to Healthwatch survey that were of BAME ethnicity; Number of respondents to BAME professional network survey
21	Several national studies have highlighted that there has been a disproportionate impact of COVID-19 on BAME communities in both diagnosed cases and deaths	To engage with BAME communities to provide culturally appropriate community support around COVID-19	Lewisham BME network/Lewisham Council	Barbara Gray	May-July 2020	Grant funded short-term project to provide immediate culturally appropriate support to BME residents launched in May 2020 and delivered by the Lewisham BME network		To provide culturally appropriate community support in response to COVID-19	Number of BME recipients of the BME specific support offer; Qualitative experiences of support offer recipients
22	Several national studies have highlighted that there has been a disproportionate impact of COVID-19 on BAME communities in both diagnosed cases and deaths	To engage with BME communities to provide culturally appropriate mental health support for COVID-19	Lewisham Council/Mabadiiko CIC	Kenny Gregory	Jul-20	Mabadiiko CIC has been commissioned to provide mental wellbeing support and resilience sessions to BME community members and staff in Lewisham. Evaluation support is being provided by Lewisham Public Health team.		To contribute towards addressing the mental health impact of COVID-19 on BAME communities and staff in Lewisham	Proportion of support group attendees that see an improvement in their mental wellbeing and/or resilience after attending suport group sessions
Data									

23	Several national studies have highlighted that there has been a disproportionate impact of COVID-19 on BAME communities in both diagnosed cases and deaths	To collect and analyse ethnicity data for recipients of Lewisham COVID-19 community support offer	Lewisham Council/Lewisham Local	Sakthi Suriyaprakasm	June-July 2020	Analysis of ethnicity data for recipients of the Lewisham community support offer has been performed		To determine if recipients of the Lewisham COVID-19 community support offer reflect the diversity of Lewisham residents	Data analysis of those receiving support from the community hub showed that BAME communities were well represented among support recipients and this will feed into future plans for further development of the Lewisham community support offer.
24	Several national studies have highlighted that there has been a disproportionate impact of COVID-19 on BAME communities in both diagnosed cases and deaths	To analyse Lewisham COVID-19 cases and death data by ethnicity/country of birth	Lewisham and Greenwich Trust/Lewisham Public Health (LBL)	Sandra Iskander (LGT)/Helen Buttivant (LBL)	Commence 01/07/2020	Initial analysis of Lewisham registered deaths by country of birth has been performed		To continue to monitor available data on cases and deaths of COVID-19 by ethnicity and country of birth to inform COVID-19 preventative work to reduce impact of COVID-19 on BAME communities	Proportion of cases of COVID-19 that are of BAME ethnicity; Proportion of COVID-19 deaths that are born in African/Caribbean/Asian countries
Workforce									
25	Several national studies have highlighted that there has been a disproportionate impact of COVID-19 on BAME communities in both diagnosed cases and deaths	To implement individual risk assessment for COVID-19 (including consideration of BAME risk factors)	Lewisham Council/Lewisham and Greenwich Trust/SEL CCG	Catherine Mbema	Commence June-July 2020	Implemented in Lewisham primary care, LGT and due to be rolled out in Lewisham Council		To ensure that the BAME workforce of Health and Wellbeing Board partners have appropriate mitigation measures in place to protect against risk of COVID-19 infection	Proportion of BAME staff completing individual staff risk assessment in Lewisham Council, Lewisham and Greenwich Trust and Lewisham primary care