

Lambeth Together Equalities Group update 23rd February 2022

**Presented by Juliet Amoa Associate Director Community Health
and Engagement and Dr Di Aitken**



Description

The Lambeth Together EDI working group is tasked with coordinating the EDI programme of work. The group consists of partners from across Lambeth Together.

This group was established to;

- Hold a (constructive) mirror to the 'system' in Lambeth.
- Develop and adopt a shared measurement approach/system
- Create a 'social movement' that puts health and equity at the heart of delivering and service design.
- Act as the Place-level Equalities Group, engaging with other boroughs, SEL Integrated Care System, London and national.
- Collaborate with other sectors such as education, employment etc
- Consider how to align our outcomes to the NHS 5 focused clinical areas, Maternity, Severe mental illness, Chronic respiratory disease, Early cancer diagnosis.

Key areas to update

- Lambeth Together Development Manager for Equality Diversity and Inclusion
- Black Londoners Health and Wellbeing event, what next?.
- The Lambeth Together Pledge
- Reverse mentoring programme
- Integrated Care System EDI place mapping
- Tacking Race Inequality, Pan London
- The CORE20PLUS5 plan
- Metrics and Data

Lambeth Together Development Manager for Equality Diversity and inclusion

We had a successful candidate, and they will start in approximately 3 weeks.
They will;

- Co ordinate the work of the Lambeth Together EDI group
- Co create clear outcomes and measures
- Achieve this through a project management approach in collaboration with the alliances.

Black Londoners Health and Wellbeing, what next?



- A health and wellbeing event was held in October 2021 and co designed with the VCS, the community, health professionals and religious leaders
- Over 500 community members. The evidence showed that 200 people had BP and diabetic checks, 20 people had flu jabs. etc.
- The video link of the event; <https://youtu.be/yKAfh8Y-aa0>
- We will be planning a yearly event in October 2022, during Black History Month
- We are developing a programme of work to support smaller organisations to hold regular tailor-made community health and wellbeing sessions with the black community

The Lambeth Together Pledge

- The EDI groups supported the co design of Lambeth Together Pledge.
- The video is to show all partners commitment to the partnership
<https://lambethtogether.net/about-us/>
- We need consider how we ensure this pledge is a living testament, reviewed and embedded.

Reverse Mentoring Programme

- This programme will support our development of a more inclusive culture 
 - We are exploring the most effective way to implement this
 - We need to find the most appropriate programme for the partnership 
 - GSTT do have the capacity to support this type of programme in Lambeth Together
 - We will be exploring Reverse Mentoring in the EDI place mapping (ICS) and in the OD programme.
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Integrated Care System EDI place mapping

- 21st January there was an ICS EDI place mapping workshop
- The work of Lambeth Together EDI programme was presented
- There was shared learning
- There will be a follow workshop to plan a way forward 15th February
- It was noted that Lambeth Together had progressed in the EDI space
- It was evident that some partners presented the councils progress rather than the whole integrated system

Tacking Race Inequality Pan London

- The aim is to inform and guide the Chief Executives London Committee (CELC) Tackling Racial Inequality steering group.
- This is chaired by Kim Smith (Chief Executive, Hammersmith & Fulham) with representation from Lewisham, Lambeth, Newham, Camden, Havering, Westminster, Haringey and Brent.
- A robust work programme was developed with pan London, sub regional and solo borough initiatives and actions which respond to community and organisational needs.
- The 3 key subgroups comprise of volunteer officers from all boroughs.

Tacking Race Inequality, Pan London

Demonstrating leadership theme

Demonstrating leadership working group

Sponsors: Stuart Love & Kim Smith

Chair – Juliet Amoa

1. Developing organisational commitment statements
2. Developing a Chief Executives London Committee statement
3. Developing an approach to assurance and accountability
4. Delivering the Tackling Racial Inequality Standard
5. Thought leadership towards targets and standards
6. **Developing a 'BAME' acronym working group to include all partners from the whole system**

- **Role as large employer's theme**

Large employers working group

Sponsors: Kim Wright & Althea Loderick

Co-Chairs Amanda Harcus (Tower Hamlets) and Tracey Connage (Harrow)

1. Pan-London work to better understand and drive change around staff representation
2. Reviewing recruitment practices and training offers

- **Data Hackathon Task & Finish**

- Sponsor: Kim Smith
- 1. Develop and deliver a data hackathon aimed at addressing data sharing and data collection

Developing best practice theme

Best practice working group

Sponsors: Andrew Travers & Andrew Blake-Herbert

Chair - Serena Simon (Westminster)

1. Creating a central resource pool and learning lab
2. Reviewing service areas to understand existing practices, disproportionate impact and drive activities
3. Working with the London Recovery Programme to use local government's influence to put tackling racial inequality at the heart of activity.

Comms & Engagement working group

Sponsor: Jenny Rowlands

1. Delivery of a pan-London communications plan
2. Production of Race Matters, bi-monthly newsletter to borough staff

CORE20PLUS5

- CORE20PLUS5 plan is to support the reduction of health inequalities at both national and system level.
- The approach defines a target population cohort – the ‘Core20PLUS’ – and identifies ‘5’ focus clinical areas requiring accelerated improvement.
- Locally our additional focus areas are chronic pain and diabetes
- We hope to join the national Core20PLUS Connectors programme, and recruit Community Connectors who could act as signposts, advocates for Lambeth residents affected by high blood pressure.

CORE20PLUS5



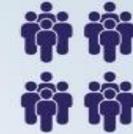
REDUCING HEALTHCARE INEQUALITIES

The Core20PLUS5 approach is designed to support Integrated Care Systems to drive targeted action in health inequalities improvement

CORE20
The most deprived 20% of the national population as identified by the Index of Multiple Deprivation



PLUS
ICS-chosen population groups experiencing poorer-than-average health access, experience and/or outcomes, who may not be captured within the Core20 alone and would benefit from a tailored healthcare approach e.g. inclusion health groups



Target population

CORE20 PLUS 5

Key clinical areas of health inequalities



1 MATERNITY
ensuring continuity of care for 75% of women from BAME communities and from the most deprived groups



2 SEVERE MENTAL ILLNESS (SMI)
ensuring annual health checks for 60% of those living with SMI (bringing SMI in line with the success seen in Learning Disabilities)



3 CHRONIC RESPIRATORY DISEASE
a clear focus on Chronic Obstructive Pulmonary Disease (COPD), driving up uptake of Covid, Flu and Pneumonia vaccines to reduce infective exacerbations and emergency hospital admissions due to those exacerbations



4 EARLY CANCER DIAGNOSIS
75% of cases diagnosed at stage 1 or 2 by 2028



5 HYPERTENSION CASE-FINDING
to allow for interventions to optimise blood pressure and minimise the risk of myocardial infarction and stroke

Metrics and Data

- Provide a robust framework of equalities measures associated with Lambeth Together priorities 
 - Develop an enhanced shared measurement approach to provide assurance and knowledge sharing. Use and learn from existing work, ie Black Thrive SMS 
 - Coding and classification will be important to ensure robust and consistent analysis
 - We have a draft Assurance Framework, and a Programme Management approach in place
 - The Lambeth Together Development Manager will support and progress this work.
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Questions and ideas?

- What are your thoughts on the CORE20PLUS5?
- We have agreed that Reverse Mentoring can be supported by GSTT they will expand their RM programme. Do we want this to be across all our partners or within each organisation?
- How involved does the Lambeth Together EDI group get in the Tackling Race Inequality Pan London Councils programme?
- Do we as a partnership want to get involved in the discussion about the 'BAME' acronym within the Pan London Tackling Race Inequality Programme?