Engaging effectively with local BME communities: co-producing the future

Apologies, John Rafferty – Chair, South West London & St Georges Mental Health NHS Trust

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Malik Gul – Director, Wandsworth Community Empowerment Network

Stuart Thomson – Wandsworth Director and Trust Race Diversity Lead
The Story So Far

Raficq Abdulla

• Introductory remarks and a history of the trust and how we started.

• Staff: With about 2,700 staff, the Trust is a significant employer within the local community and aims to employ a truly representative and diverse workforce. Through our work on cultural diversity and awareness, as well as tackling racism, bullying and harassment, we are striving to create an environment that maximises the impact and effectiveness of all our staff.

• Where we work: The trust now operates from nearly 100 locations and is responsible for providing all community and hospital psychiatric services to the communities of Kingston, Merton, Richmond, Sutton and Wandsworth. It also offers more specialist services to people throughout the United Kingdom.

• The Trust has had programmes of work in place to address the needs of BME communities for a minimum of fourteen years – work has included consultation initiatives to establish Trust priorities, as well as work on policies, training design and research.

• Challenges to success and strategic buy in.....
Recent Trustwide Achievements

• Recovery approach is recognised as national best practice.

• The Trust User Employment Programme has been highlighted as a model of good practice in mental health in the NHS Employers campaign, ‘Open Your Mind’ launched this March.

• Early Intervention Service won a National Clinical Excellence Award.

• The 2008 Health Care Commission CHMT survey has moved us from the bottom 20% to the best in the country.
Recent Trustwide Achievements

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<tr>
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<tr>
<td>BME Total</td>
<td>86</td>
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<tr>
<td>Total ALL</td>
<td>167</td>
<td>261</td>
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- The table shows there has been a significant decrease (71%) in the use of seclusion from 2006 – 2009. There has also been a significant decrease in the use of seclusion in the Black Caribbean community (64%, 2006-2009).
Recent Trustwide Achievements

HAPPY SOUL- Health and Social Care Awards

• Our Happy Soul Festival won a London Health and Social Care Award and was a national finalist with The Guardian.

• But is it enough....?
Recent Trustwide Achievements

• Co-Creating Health Initiative (CCHi), in conjunction with The Health Foundation, is delivering Self Management Programmes across primary and secondary care.

• In partnership with the NHS Wandsworth the Community Development Team provides mental health awareness and emotional wellbeing information to local BME communities.

• Mood manager DVD developed with community pharmacists to help people with depression from all communities. For example, these DVD’s are available in Bengali, Urdu, Tamil and Somali.

• Family Therapy achieved international recognition for its Masters education programme.
Recent Trustwide Achievements

Psychological Therapy

• The employment of 28 new trainee therapists was facilitated through a £1.2 million investment Working for Wellness initiative. This initiative is part of the governmental Improving Access to Psychological Therapies (IAPT) programme.

• We are now delivering psychological therapy in a number of community venues.
  - Step 2 psychological therapy at the New Testament assembly, this includes mild to moderate psychological therapy (beating the blues, managing mood group, guided self-help) as well as employment support.

  - We are also delivering therapy in a number of libraries (Putney and Earlsfield).
Recent Trustwide Achievements

• **Bright Futures Conference**

  • In October last year, the trust held its first staff BME conference called ‘Bright Futures’. This was held during the Trust’s celebration of World Mental Health Week and Black History Month.

  • The conference was open to all Trust staff with a focus on BME staff experience and how they can improve their career development. NHS schemes to encourage staff to reach higher grades were explored.

  • Speakers included Yvonne Coghill, the National Coordinator of the Breaking Through programme, Joan Myers, the professional officer for diversity at the Department of Health, and our Chief Executive, Judy Wilson.

  • A total of 134 people attended the event. 74 staff joined the BME staff network. The BME Mental Health CDW’s have asked the communication and training departments to make all the career development information available on the Trust website.

• **But is it enough.....?**
National Context

• New Horizons - Towards a shared vision of mental health.

• Darzi review/ polysystems/ tackling health inequalities in communities.

• World class commissioning.

• Delivering Race Equality and Race Equality Scheme agenda.

• Tackling the challenge and promoting race equality in the NHS in England.

• Total place: A whole area approach to public services.
South West London and St. George’s Mental Health NHS Trust

Polysystems map

4 Polysystems: Option 4.1
(Hubs at St Georges & Brocklebank)
South West London & St. George’s Mental Health Trust in partnership with Wandsworth Community Empowerment Network.

A ‘Bottom Up’ story
Provider site map
Looking Forward

- Work with NHS Wandsworth and Partners to tackle health inequalities and unmet needs:
  - Full engagement in Polysystems (neither communities or mental health to be an after thought).
  - Working with partners to improve the well being of children in schools and communities.
  - Long Term Conditions agenda, not just depression! (including HMP Wandsworth).
  - Transformation/Social Inclusion workstreams across all communities.
  - Commissioners to show bravery in funding streams?
Questions, feedback?

- Thank you
Questions, feedback

**Suggested topics**

- Sustainability
- Funding, expected 30% reductions
- ‘Bravery’
- Strategic senior buy-in
- Who leads?
- Organisational development
- What’s not working?
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