



Wednesday, July 22, 2020

**West Yorkshire Joint Health Overview and Scrutiny Committee  
West Yorkshire and Harrogate Health and Care Partnership Update on Black Asian and  
Minority Ethnic Commission Review**

**1. Introduction**

The West Yorkshire and Harrogate (WYH) Health and Care Partnership Five Year Plan sets out an ambition to ensure leadership across the partnership is representative of local populations and that poor experiences for BAME (Black Asian and Minority Ethnic) staff are a thing of the past. We also have focus on reducing health inequalities observed for BAME population groups through the Partnership's Improving Population Health Programme.

The COVID-19 pandemic has brought health and racial inequalities into even sharper focus than before. This was highlighted in a national Public Health England report published on 2<sup>nd</sup> June ([link to report](#)).

In light of this report, coupled with local insight, WYH Health and Care Partnership has set up an independent review into the impact of COVID-19 on health inequalities and support needed for BAME communities and staff.

The review sessions will be chaired by [Professor Dame Donna Kinnair, Chief Executive and General Secretary of the Royal College of Nursing](#).

**2. Progress to date**

In January 2020 the West Yorkshire and Harrogate Health and Care Partnership launched its [Five Year Plan](#) with 10 big ambitions to tackle health inequalities, including for BAME communities and staff.

Work to address these inequalities is already underway delivered through the WYH BAME Network in partnership with the Improving Population Health Programme. Other partnership programmes including Maternity have also focused approaches to reducing inequalities for BAME groups.

The WYH [BAME Network](#) was set up to; amplify the lived experience of colleagues, act as a critical friend of the Partnership, support the work of the Partnership to deliver the ambition, to hold the system and its leadership to account, to influence recruitment, selection and succession planning and to contribute toward talent retention and culture.

The WYH BAME Network does this through; supporting research with lived experience, understanding data, sharing good practice, supporting tailored communications, promoting bespoke health and wellbeing resources, targeting leadership support and ensuring appropriate BAME representation in decision making.

Local and national learning from how the COVID-19 pandemic has disproportionately impacted on our BAME communities. Both related to the direct impacts on health and indirect impacts of lockdown measures on wellbeing.

To address this, the WYH BAME Network has set up a number of task and finish groups. One of which is a BAME Health Inequalities Group which will have a targeted focus on reducing the gaps in health outcomes that have become apparent during the pandemic.

This group will work with the WYH Health Inequalities Network to seek to further understand the local data and insight we hold within the partnership to identify racial inequalities impacting on population health.

It is through these existing Networks that we will provide evidence to the review and take forward recommendations that arise following the review report, which will be published in the autumn.

### **3. Review approach**

The overarching aim is to consider the work to date, bring in insights from elsewhere into gaps and areas for amplification, and recommending a set of actions. There are four areas this Review will focus on;

- Understanding impact, what we know to date, what this means for our existing work, but also how our intent and actions both immediately and in the work on reset of our five year plan and implementation. This will be informed by national learning (keeping in view this work is geographic specific / communities are different),
- Reviewing the work we are doing,
- Exploring if this is sufficient to address the impact identified,
- Identifying recommendations for action, identifying gaps and potential solutions for Population Health Inequalities, Workforce and other relevant areas.

This review will be conducted through four meetings between mid-July and early September 2020, with proactive activity in between meetings. This will lead to a report setting out next steps over which the independent chair (Professor Dame Donna Kinnair) will have editorial control.

The work will be accountable to the WY&H Partnership Board, with support from the WY&H System Leadership Executive Group and regular update reports and key actions for implementation.

The review aims to strengthen understanding of the impact of COVID-19 on BAME communities and staff, review and accelerate existing work on health inequalities. It will also support West Yorkshire and Harrogate Health and Care Partnership to build a more effective health and care system which responds to these challenges better than before.

Papers for the first meeting held on Monday 20<sup>th</sup> July, including a summary of progress to date were published online and can be found [here](#).

#### **4. Recommendations**

West Yorkshire Joint Health Overview and Scrutiny Committee is asked to:

- Consider the work underway within the WY&H Health and Care Partnership to understand and address inequalities in BAME communities and staff.
- Agree any specific recommendations for further scrutiny activity.

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**ENDS.**