



Ethnic Minority COVID Action Plan & Minority Partnership Board Action Plan – November 2020

Recommendation	Actions recommended	Progress	RAG rating
<p>PHE1: Ethnicity data collection and recording</p>	<p>Work with local colleagues in DMBC, NHS, Integrated Care System (ICS) and HWBB to ensure that local data collection enables us to provide tailored and culturally sensitive support.</p> <p>Understand and improve our data collection systems locally.</p> <p>At a strategic level, ensure we are aware of changes to data collection that are mandated nationally and coordinate locally to utilise any new data to mitigate the impact of COVID-19 on our population.</p>	<p> COVID and BME population.pptx</p> <p>27/11/20 – Ethnicity data is now being analysed routinely and discussed at the MPB and other relevant Boards.</p>	
<p>PHE 2: Community participatory research</p>	<p>Apply for Health Foundation funding: COVID and inequalities (see Glossary for more detail).</p> <p>Involve MPB members, EFF (Equality and Fairness Forum) members and with wider community as the research proposal is developed and during all delivery stages.</p> <p>Ensure that other research opportunities are sought and that BAME communities are included and reached by researchers who are working in Doncaster.</p> <p>Explore citizens’ panels with LDP and Well Doncaster team as an approach to engagement coproduction and consultation.</p> <p>Report progress to MPB and EFF.</p>	<p>27/11/20 – in development. Post to be advertised.</p>	

	<p>Use a range of tools to truly understand, empower and involve communities including: COM-B, Democratic and co-productive community development approaches and whole system approaches.</p>		
<p>PHE 3: Improve access, experiences and outcomes</p>	<p>Work with internal partners (PIC, HR) to develop equity audits, “supercharge” health implications, strengthen Due Regard and embed equality into Council decision-making.</p> <p>Implement Safe Surgeries (or similar) scheme in GP practices and other health settings (see Glossary).</p> <p>Work with Team Doncaster partners to deliver the recommendations of the BME HNA (see further actions).</p> <p>Equality and BAME as a priority area for Health and Wellbeing Board Strategy. This links to our plan to tackle wider inequalities.</p> <p>Utilising Anchor Institutions and our role as an employer.</p> <p>Building blocks to tackle structural racism.</p> <p>Increase diversity within Senior Leadership Team.</p> <p>BAME network to be established (Team Doncaster) .</p> <p>Establish PH degree level apprenticeships and actively recruit from communities with pre-existing disadvantage.</p>	<p>27/11/20 – Equality Impact Assessment has been developed around the Outbreak Control Plan. Results have been presented at the COVID Control Board.</p>  <p>Inequality update COVID board 18 11 ;</p>	

<p>PHE 4: Culturally competent occupational risk assessment tools</p>	<p>As part of a Team Doncaster approach, but including Doncaster Council HR and Corporate Health and Safety team, work to ensure culturally competent occupational risk assessment tools are employed, liaising with the Inclusive Staff Group.</p> <p>Set up a staff group in Doncaster Council that represents and engages with our BAME employees and other employees who experience inequalities.</p> <p>Work with Team Doncaster partners and internally to improve services, staff and structures</p>	<p>27/11/20 Currently in development. Has been discussed at DMBC's Workforce Group. DMBC BAME Employees group arranged. First meeting to take place 30/11/20. Pledge produced by the Inclusion and Fairness Forum: https://www.teamdoncaster.org.uk/the-pledge</p>	
<p>PHE 5: Culturally competent COVID-19 education and prevention campaigns,</p>	<p>Work with Comms Cell/Comms Colleagues to develop communication/information dissemination plan as part of outbreak planning to identify and protect communities already experiencing disadvantage. Features should include, tackling stigma and fear and acknowledging contribution.</p> <p>Utilise and embed Equalities Design Principles in our organisation.</p> <p>Use a proactive comms approach developed as part of the Outbreak Plan that considers the specific characteristics, assets and barriers for our BAME communities. Liaise with communities to develop this as experts by experience. Link with the Health Foundation Research.</p> <p>Build on learning and work already undertaken to create a more robust structure for information distribution for the Outbreak Plan that involves a range</p>	<p>27/11/20 – Covid Community Link Coordinator started in post on 9/11/20 and is progressing this recommendation.</p>	

	<p>of community and statutory partners e.g. have a partnership process for creating and sharing resources led by Comms and PH.</p> <p>Lobby for better and more timely national resources (culturally appropriate and in other languages and easy read) and a repository for sharing resources between Local Authorities.</p> <p>Develop Gypsy and Traveller engagement/social enterprise project.</p>		
PHE 6: target culturally competent health promotion and disease prevention programmes	<p>Work with Team Doncaster partners and internally to improve services, staff and structures.</p> <p>Work with members of the BAME Community to develop a MECC (non-behaviour specific) that will enable workers and volunteers to have effective and culturally sensitive conversations with people from the BAME community.</p> <p>Map groups, projects and services locally.</p> <p>Work with the community to develop community led approaches to promoting health and wellbeing of the population and improving the wider determinants of health. This will link to the Health Foundation Research.</p>	27/11/20 – Covid Community Link Coordinator started in post on 9/11/20 and is recruitment is currently underway for 4 Covid Community Officers who will support this recommendation.	
PHE 7: reduce inequalities caused by the wider determinants of health	<p>Develop a strategy that enables BAME communities in Doncaster to recover and thrive and improves wider determinants health in the long term.</p>	27/11/20 – Covid Community Link Coordinator started in post on 9/11/20 and is recruitment is currently underway for 4 Covid Community Officers who will	

	<p>Apply for Health Foundation Funding with academic partners in order to understand this area better.</p> <p>Involve MPB members, EFF members and with wider community as the research proposal is developed and during all delivery stages.</p>	support this recommendation.	
HNA 1: Gypsy and traveller health	<p>Set up Gypsy and Traveller engagement project with a resourced work plan (remit to be developed) that meets the following action from the HNA:</p> <p>To gather information, build partnerships and facilitate engagement with this community, it is necessary to consider employing a link worker from within the community. Existing links with the community need to be made more widely known and a clear pathway of accessing these links needs to be established.</p> <p>Links to PHE 5</p>	<p>27/11/20 – Covid Community Link Coordinator started in post on 9/11/20 and is recruitment is currently underway for 4 Covid Community Officers who will support this recommendation.</p> <p>Covid Community Link Coordinator is now the chair for the GRT meeting and an action plan of engagement is being developed.</p> <p>Covid Community Officers to undertake engagement and build relationships when in post.</p>	
HNA 2: Primary and secondary care- access to services, training etc.	<p>Engage CCG around respiratory illness work</p> <p>Where needed, review existing guidance on the use of interpreters in the public sector (for example health care).</p> <p>Commissioners and providers of mental health services should devise an action plan on how to tailor their services to also address the needs of the BME community.</p>	<p>27/11/20 – CCG lead ongoing work around this.</p> <p>Further exploration of appropriate CCG lead underway.</p>	

	<p>A commitment to training local GPs, hospital and social care staff on providing a culturally sensitive service to the BME community.</p> <p>Continue with the on-going work to increase access to primary care.</p> <p>a) Increase timely access to GP appointments across all GP practises</p> <p>b) To assist new arrivals navigate health care services</p> <p>c) Improve access to registration with GP and dental practices for patients from the Gypsy and Travellers community</p> <p>d) Monitor the impact that new 'entitlement checks' have on access to healthcare</p>		
HNA3: Communication and engagement with BAME communities	Links to PHE 4 and 5 actions	<p>27/11/20 – Covid Community Link Coordinator started in post on 9/11/20 and is recruitment is currently underway for 4 Covid Community Officers who will support this recommendation.</p> <p>MPB also meet on a bi weekly basis and the MPG meet quarterly.</p>	
HNA 4: Lifestyle and risk factors- social isolation, smoking, alcohol, local services, gambling, diet etc.	Links to PHE 5	<p>27/11/20 – Covid Community Link Coordinator started in post on 9/11/20 and is recruitment is currently underway for 4 Covid Community Officers who will support this recommendation.</p>	

HNA 5: Wider determinants- housing, employment, education, social capital etc.	Links to PHE 7	27/11/20 – Public Health Improvement Coordinator (Public Health and Housing) is progressing. Theme Lead for 0-19's undertaking education element.	
HNA 6: Race/discrimination/crime	Work with Team Doncaster partners and Anchor Institutions to take a proactive approach. Communicate an explicitly anti-racism approach	27/11/20 – Inclusion and Fairness Forum developed. Work ongoing.	
HNA 7: Establishing BAME advisory group- complete	Continue to develop MPB and gain an understating of how it links with other groups and forums (first step is to map all groups and forums). Set up communication channels and joint working.	27/11/20 – complete.	