

race for health



NHS

6th December 2007 - Cavendish Conference Centre, London W1G

Achieving Race Equality in the NHS

Embedding race equality into NHS
commissioning and culture

Including expert contributions from:

Floella Benjamin OBE

Invited: **David Nicholson**, Chief Executive, **NHS**

Paul Corrigan, Director of Strategy and Commissioning, **NHS London**

Baroness Julia Neuberger DBE, Former Health Spokesperson

Liberal Democrat Peer

Evelyn Asante-Mensah OBE, Chair, **Race for Health**

Surinder Sharma, National Director for the Equality and
Human Rights Group, **Department of Health**

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Organised by:

To register - **Tel:** 0845 056 8299

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Online: www.hsj-raceequality.co.uk



Achieving Race Equality

It is no longer acceptable simply to view race equality as a legal obligation. Perceiving it as a moral responsibility is now imperative. Now, more than ever, is the time to take positive action.

Race for Health, working in partnership with **Health Service Journal**, brings you a national conference specifically designed to tackle the biggest challenges surrounding this crucial issue. This is an event not to be missed by anyone wanting to make a real difference in the way NHS services are commissioned, delivered and accessed by all marginalised groups.

This essential day, through practical workshops, plenary sessions and a story-telling marketplace, will provide the perfect platform for information-sharing and ideas development.

Attend to gain key information and guidance around:

- Embedding race equality into the **commissioning cycle**
- Implementing effective **race equality impact assessments**
- Improving **patient profiling** in primary care
- Achieving compliance with the **Race Relations Amendment Act**
- Integrating **patient and public involvement** into all stages of service planning and delivery
- Effective workforce planning to develop a **representative workforce**
- Determining and integrating **performance indicators** to achieve race equality

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Race for Health, led by 15 PCTs around the country, works in partnership with local black and minority ethnic communities to improve

health, modernise services, increase choice and create greater diversity within the NHS workforce. Its focus is on three key areas: workforce development, commissioning and service improvement.

A board comprising of PCT chairs, chief executives and other senior staff shapes the strategy for the Race for Health programme and engages with ministers, the Department of Health and NHS leaders. Race for Health is sponsored and funded by the Department of Health. Surinder Sharma, National Director for the Equality and Human Rights Group, is the Department's sponsor.

For more information visit www.raceforhealth.org, call 0161 958 4081 or email enquiries@raceforhealth.org

Conference Programme

- 09.30 **Introduction to the day**
Evelyn Asante-Mensah OBE, Chair, **Race for Health**
Opening remarks from the Conference Chair
Floella Benjamin OBE
- 09.40 **Examining feedback and implications of the Commission for Racial Equality investigation into the Department of Health**
- Evaluating the findings of the review
 - Identifying the implications for NHS services
 - Exploring opportunities to learn from these results and think more creatively and innovatively about future service provision
 - Investigating support mechanisms and timescales for action under the new Commission for Equality and Human Rights
- 10.05 **Determining NHS action in response to Commission for Equality and Human Rights feedback - prioritising race equality on the national NHS agenda**
- Exploring current progress in the NHS towards achieving race equality and identifying positive action that can be taken
 - Determining how to anchor these changes and sustain them in the long term
 - Embedding race equality into NHS culture and promoting ownership across the whole organisation
 - Integrating equality into the commissioning agenda
 - Working closely with NHS partners to cultivate skills, capacity and leadership required to achieve race equality
 - Determining how race fits into a single equality agenda whilst maintaining equal emphasis on all six strands
- Invited: **David Nicholson**, Chief Executive, **NHS**
- 10.30 Question and answer session
- 10.45 **Morning refreshments and story-telling**
Race for Health PCTs will be sharing their stories of success at the interactive marketplace including:
- | | |
|-----------------------|--------------|
| - Mental Health | - Diabetes |
| - Supporting Children | - Employment |
| - Smoking Cessation | - Community |
- 11.45 **Driving forward race equality in the NHS - the challenges for and achievements of Race for Health**
- Analysing the structure and function of the programme
 - Assessing its impact
 - Identifying areas for development
 - Exploring the successes
 - Learning from the challenges
 - Preparing for the next steps
- Helen Hally**, National Director, **Race for Health** & **Surinder Sharma**, National Director for the Equality and Human Rights Group, **Department of Health**
- 12.10 **Engaging commissioners to embed race equality into the NHS commissioning cycle**
- Identifying how race currently fits into the commissioning agenda
 - Integrating equality into the strategic direction of commissioning
 - Developing commissioning skills and capabilities to respond to the needs of local populations
 - Working with multiple partners and ensuring race equality compliance from all providers
 - Exploring the potential of developing new roles within commissioning specific to diversity
- Paul Corrigan**, Director of Strategy and Commissioning, **NHS London**
- 12.35 Question and answer session
- 12.45 Lunch

To register: Tel: 0845 056 8299 Fax: 020 7728

quality in the NHS

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Practical Workshops and Seminars

The afternoon will provide a number of in-depth sessions to help you tackle your key challenges. Attend your combination of Workshops and Key Topic Seminars:

13.30 WORKSHOP A

Achieving compliance with the Race Relations Amendment Act – understanding the requirements

- Determining what is required to achieve compliance – setting priorities for the short, medium and long term to enable effective planning and implementation
- Translating legislation to drive change in everyday practice
- Changing attitudes and behaviours to support compliance
- Encouraging compliance in the absence of penalties and clear timeframes – identifying objectives to measure progress
- Overcoming the resourcing and capacity barriers to delivery

Christina Gray, Associate Director of Public Health and Equality and Inclusion &
David Harris, Equality Scheme Manager, Bristol PCT

- Collating and analysing appropriate data to benchmark performance and ensure consistency
- Measuring patient experience as a key quality indicator to inform service improvement
- Developing and implementing robust governance arrangements for performance monitoring and quality assurance – building these into the commissioning cycle
- Exploring the potential of the KPIs identified by Race for Health

Usman Khan, Director, Matrix Research and Consultancy

OR Attend one of the Key Topic Seminars

16.30 Next steps to making race equality a reality in the NHS

Baroness Julia Neuberger DBE, Former Health Spokesperson
Liberal Democrat Peer

16.45 Closing remarks from the Chair and end of conference

OR Attend one of the Key Topic Seminars

14.10 WORKSHOP B

Integrating patient and public involvement into all stages of service planning and delivery

- Understanding the continuum from information, through consultation and engagement, to involvement
- Identifying the meaning of involvement and how it can promote race equality
- Determining where are we now in relation to each stage of the planning, commissioning and monitoring of services
- Ensuring that organisational culture, processes and structures maximise PPI and optimise the opportunities for user involvement
- Achieving equity within PPI arrangements and activities
- Engaging with marginalised parts of the community

Brian Colman, Head of Equality, Diversity and Human Rights
Westminster PCT

OR Attend one of the Key Topic Seminars

14.50 Afternoon refreshments

15.10 WORKSHOP C

Effective workforce planning to develop a workforce that represents the local patient population

- Analysing data to establish the current workforce mix and understanding what change is required
- Determining how realistic it is to make the workforce reflect communities
- Delivering positive action rather than positive discrimination by ensuring that recruitment and promotion are based on merit and not tokenism
- Maximising the potential of a representative workforce in increasing public confidence and informing the way services are provided at a local level, and delivering personal career plans

Ian Winstanley, Chief Operating Officer, Luton tPCT

OR Attend one of the Key Topic Seminars

15.50 WORKSHOP D

Embedding performance indicators and robust governance across healthcare providers to achieve race equality

- Determining a baseline and indicators to measure performance and positive outcomes

Key Topic Seminars

These sessions will run concurrent to the main workshop sessions, and will provide a more interactive environment to drill down into these key challenges.

Key Topic Seminar 1

Implementing and embedding an effective race equality impact assessment

Carrying out an effective race equality impact assessment is a fundamental aspect of achieving race equality in the NHS. However, with no standardised approach to assessment frameworks on a national level, ensuring that these are done correctly is a significant challenge. How can an impact assessment fit into planning and commissioning strategy? At what stage of the process should the public and patients be consulted? How can one person be charged with carrying out assessments for an entire organisation? Learn how to implement impact assessments for all new services, taking into account the entire patient journey, and determine how a consistent approach can be achieved across the country.

Ali Jan Haider, Deputy Director of Equality and Diversity

Bradford and Airedale PCT &

Stephen James, Head of Partnerships and Diversity, Ealing PCT &

Claudette Webster, Associate Director of Access and Inclusion
Manchester PCT

Key Topic Seminar 2

Improving patient profiling in primary care to inform appropriate service provision

Without recording ethnicity data there is no way of knowing the patient population that is being served, their diverse needs and how best to meet these needs and ensure they access services. However, with no clear definition on data collection and recording requirements, how can consistency be ensured and comparisons made? What support and systems can be offered by PCTs to assist GPs in the collation and recording of patient data? How can GPs be incentivised when patient profiling only has a QOF rating of 1 point? Hear how to overcome the challenges of acquiring information on all patients and not just new registrations. Learn how to link data for patient ethnicity and health needs to inform commissioning decisions and future healthcare provision for populations.

Dr Richard Williams, GP, Lambeth PCT &

Pauline Mitchell, Patient Profiling Development Officer, Liverpool PCT

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6th December 2007 - Cavendish Conference Centre, 22 Duchess Mews, London, W1G 9DT

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KEY TOPIC SEMINARS

If you would like to attend one of the Key Topic
Seminars, please indicate the time below:

Key Topic Seminar 1 - **Race equality
impact assessment**

13.30 14.10 15.10 15.50

Key Topic Seminar 2 - **Patient Profiling**

13.30 14.10 15.10 15.50

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DIETARY REQUIREMENTS

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CONFERENCE LANGUAGE: English.

PLEASE NOTE

The conference fee covers entrance to all sessions,
conference documentation and available papers, coffee/
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