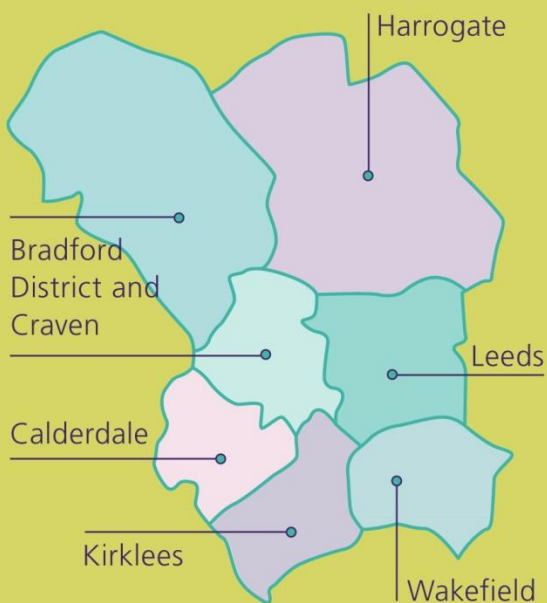


Telling our Partnership story



Proud to be the West Yorkshire and Harrogate Health and Care Partnership

Committed to improving the health and wellbeing of people living in:



- > Working to improve people's health with and for them
- > Improving people's experience of healthcare
- > Making every penny in the pound count
- > Working to keep people well and make life better for 2.7 million people living in West Yorkshire and Harrogate.

West Yorkshire and Harrogate Health and Care Partnership



Supporting our Black, Asian and minority ethnic communities and colleagues

Our ambition

We have big ambitions to tackle health inequalities and support Black, Asian and minority ethnic (BAME) communities and colleagues. The Covid-19 pandemic has brought these issues into even sharper focus, with people from BAME communities more likely to be affected and more likely to die from coronavirus.

What we are doing

In the summer of 2020, we carried out an independent review into the impact of Covid-19 on health inequalities and support needed for BAME communities and colleagues. The review panel sessions were chaired by Professor Dame Donna Kinnair and included Partnership leaders, members of the BAME Network and voluntary and community sector partners.

The review looked at: how we can improve access to safe work for our BAME colleagues; how we can make sure that our leadership reflects our communities, and services meet the needs of different groups; and how we can reduce inequalities in mental health outcomes by ethnicity.

The review's report was published in October 2020, setting out a series of recommendations including:

- ✓ Co-design and deliver ethnically appropriate advice and support for people who work in high-risk roles to lessen the risk on their health, and the health of their families and communities.
- ✓ Ensure equality of opportunities for BAME groups in all economic development and recovery plans, including work on apprenticeships, job creation and start-up grants.
- ✓ Co-produce an anti-racism campaign, recognising and appreciating that BAME is in itself, an extremely diverse population.
- ✓ Embed inclusive leadership standards which leaders pledge to personally uphold within their organisations, starting with recruitment and selection processes.
- ✓ Develop independent discrimination panels with BAME representation to review all cases of racial discrimination in disciplinary and complaints cases.



What next?

At our Partnership Board on 2 December 2020, we received the report findings of the review and the action plan which responds to the recommendations.

There was strong support for this work, and a clear collective commitment to deliver on the recommendations at pace, with the Partnership Board asking to receive quarterly progress reports.



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A partnership made up of the NHS, local councils, care providers, Healthwatch, community and carers organisations.

December 2020

West Yorkshire and Harrogate
Health and Care Partnership

