

Appendix 9.3 BLACHIR Opportunities for Action

Theme	Opportunities for action	ICS or BCC Task Force?	Proposed BCC Lead Team	Proposed ICS Lead Team	SMART Goal
Racism and Discrimination	1. Pilot the removal of the colour language from ethnic coding and evaluate the impact on participation and experience of data collection. Links to key priority area: Better Data	BCC	PH (DPH, ADPH and PH Grads)	N/A	Demographic monitoring questionnaire has been created and to be embedded in PH service and wider BCC. Evaluate impact of questionnaire in wider use
	2. Pilot the integration of discrimination and racism into the approaches to adverse childhood experiences and recognise this both in the assessment of children's needs and in the design of interventions to mitigate these adverse impacts	BCC	Birmingham Children's Partnership	N/A	tbc
	3. Review staff equality and diversity training to ensure that this is a core part of the delivery of training, co-delivered by diverse individuals with lived experience. Links to priority area: Trust and Transparency	ICS and BCC	PH - Deputy Director and Workforce Development Team?	Equality, Diversity and Inclusion Team - Birmingham and Solihull ICB	1. Development of Cultural Humility and Cultural Intelligence training frameworks 2. Embed cultural humility framework in staff training once tested and piloted (BCC) 3. The ICS EDI Strategy is being developed and is planning to embed key BLACHIR themes
	4. Work with education partners for all ages and local communities to explore how ethnic diversity can be further integrated into education to reflect the diverse cultures and various perspectives of history and experience.	BCC	Director Children and Families BCC & Birmingham	N/A	

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			Children's Partnership		
Maternity, parenthood, and early years	5. Address any gaps in existing Maternity and Paediatric Health Professionals' training including topics on cultural awareness, learning from lived experience, awareness of inclusion practices and policies, and awareness of trauma caused by racism and discrimination and how to deliver sensitive care.	ICS	N/A	Birmingham Women's and Childrens Hospital; Bsol LMNS; BSol All age Immunisations and Vaccinations	<ul style="list-style-type: none"> 1. 10% of workforce undertaking culturally appropriate training (Birmingham Women's and Children's) 2. Achieving a 20% attendance rate of new bookers from a global majority background for parental pre-booking classes (Bsol LMNS) 3. Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes. (BSol All age Immunisations and Vaccinations)
	6. Co-design online tool with communities to collect information on beliefs, cultural practices and traditions from ethnic groups. This resource could then be used for training to inform practice and communication with patients and service users.	ICS	N/A	ICS - Team TBC	
	7. Improve data collection by specific ethnicity in maternity and early years services considering the differences in ethnic background and nationality. Work with professionals who represent the ethnic minority groups to ensure a sensitive approach when collecting data.	ICS	N/A	BSol All age Immunisations and Vaccinations	Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes. (BSol All age Immunisations and Vaccinations)

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	8. Support all women who are migrants, refugees, and asylum seekers, particularly those with no access to public funds, to access appropriate care during and post pregnancy, through appropriate support and protecting them from relocation or eviction	ICS	N/A	1. University Hospitals Birmingham 2. Bsol LMNS 3. BSoI All age Immunisations and Vaccinations	1. To deliver against the 900 recommendations in the Maternity and Neonatal Improvement Programme (University Hospitals Birmingham) 2. Reduce infant mortality rates among women from global majority backgrounds, particularly those with no access to public funds within the next 12 months, by providing comprehensive support and empowerment throughout their maternity journey. (BSoI LMNS) 3. Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes. (BSoI All age Immunisations and Vaccinations)
	9. Develop culturally specific and appropriate weaning support initiatives for Black African and Black Caribbean parents.	ICS	N/A	ICS - Team TBC	
Children and Young People	10. Provide guidance and support for Black African and Black Caribbean parents and young people on applications and transition to secondary school and further education, including online information, support liaison officers, summer schools on core subjects and finance advice.	ICS	N/A	Sandwell and West Birmingham NHS Trust	At least two social prescribing meetings to be set with the support of Flourish, across the next year, to support Black families with their child's education.
	11. Commission and develop culturally appropriate and accessible services, including schools-based support, for Black African and Black Caribbean young men and women to increase capability, capacity and trust to engage with services. This should	ICS	N/A	1. Developing ICS skills and scaling up 2. Vulnerable populations	1. Supporting the investment in the COVID workforce in support of dialogue, vaccine confidence and Health and Well Being conversations in our most deprived communities /aligned to low uptake. (Developing ICS skills and scaling up) 2. Supporting community groups with specific well being sessions and preventable health care/early intervention offers (vulnerable populations)

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	be specifically actioned for mental health services and for sexual and reproductive health services and take into account issues around gender exploitation and gender based violence.				
	12. Review educational approach and opportunity for targeted intervention to increase academic achievement for Black African and Black Caribbean children and young people	ICS	N/A	Sandwell and West Birmingham NHS Trust	At least two social prescribing meetings to be set with the support of Flourish, across the next year, to support Black families with their child's education.
	13. Address low pay and associated poverty for frontline workers who are of Black African and Black Caribbean ethnicity.	ICS	N/A	1. Equality, Diversity and Inclusion Team - Birmingham and Solihull ICB 2. Birmingham and Solihull Mental Health NHS Foundation Trust	1.a Create and implement a talent management plan to improve the diversity of executive and senior leadership teams (by June 2024) and evidence progress of implementation (by June 2025) (Equality, Diversity and Inclusion Team - Birmingham and Solihull ICB) 1.b Implement a plan to widen recruitment opportunities within local communities, aligned to the NHS Long Term Workforce Plan. This should include the creation of career pathways into the NHS such as apprenticeship programmes and graduate management training schemes (by October 2024). (Equality, Diversity and Inclusion Team - Birmingham and Solihull ICB) 1.c Impact should be measured in terms of social mobility across the integrated care system (ICS) footprint. (Equality, Diversity and Inclusion Team - Birmingham and Solihull ICB) 2. Closing the shortlisting gap between global majority and white applicants, who are 1.3 times more likely to be shortlisted. (Birmingham and Solihull Mental Health NHS Foundation Trust)
	14. Work with trusted community centres and spaces to provide	BCC	Director Children	N/A	

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	violence-free, accessible, and attractive youth provision for access to wider opportunities, including through existing contracts and partnerships with Black-owned businesses and leaders.		and Families BCC & Birmingham Children's Partnership		
	15. Collaborate with Black African and Black Caribbean communities and their leadership on addressing air quality issues and continue with the in-depth work already in place with explicit consideration of these communities	BCC	Inclusive Growth	N/A	Focus groups that includes Black African and Black Caribbean citizens that raises awareness on air quality, why air quality is important to people and what people can do about poor air quality (estimated March 2024)
	16. Put in place interventions for Black African and Black Caribbean children and young people that address specific inequalities (e.g. sickle cell disease services), ensuring proportionate targeting and equality assessments of whole population interventions for issues they are disproportionately impacted by (e.g. low traffic neighbourhoods and school streets).	ICS	N/A	University Hospitals Birmingham	Roll out of training on Sickle Cell via Early learning for healthcare (Elfh) Moodle package to senior clinical decision makers by October 2023
Ageing well	17. Provide targeted and culturally appropriate screening services for Black African and Black Caribbean older adults. Links with key priority area: Health Checks and Campaigns	NHS England through BCC-PH	NHS England (through BCC-PH)	N/A	Commission focus groups including Black African and Black Caribbean people (including those aged 65+) eligible for health checks, to obtain feedback of experiences of health checks of Black African and Black Caribbean citizens by March 2024

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	18. Campaign to raise awareness and increase uptake of community-based NHS health checks in Black African and Black Caribbean older adults. Links with key priority area: Health Checks and Campaigns	NHS England through BCC-PH	NHS England (through BCC-PH)	N/A	Commission focus groups including Black African and Black Caribbean people (including those aged 65+) eligible for health checks, to obtain feedback of experiences of health checks of Black African and Black Caribbean citizens by March 2024
	19. Assess the availability of culturally aware services for mental health and evaluate current services to determine how they meet the needs of older Black African and Black Caribbean adults.	ICS	N/A	Birmingham Community Health Care	<ol style="list-style-type: none"> To analyse the style of communication of the Diabetes service appointment letters. Liaising with Aston university to agree timescales, and to ensure that our written communication to patients and service users is accessible Thematic review of diabetes letters. BCHC to develop health literacy through our letters in order to imbed Public Health messages. To analyse the style of communication of the Diabetes service appointment letters to ensure that our written communication to patients and service users is accessible.
	20. Support initiatives to improve uptake of vaccinations in older Black African and Black Caribbean people, focusing on areas of higher deprivation.	ICS	N/A	<ol style="list-style-type: none"> BSol All age Immunisations and Vaccinations Professionals uptake Developing ICS skills and scaling up Vulnerable populations Avoidable illness and health protection Health promotion 	<ol style="list-style-type: none"> Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes. (BSol All age Immunisations and Vaccinations) Engagement through ASC locality fora (6 fora) (professionals uptake) <ol style="list-style-type: none"> Ensure collaboration with LA colleagues via existing governance structures Improvement over the previous year for frontline health and social care staff in % Supporting the investment in the COVID workforce in support of dialogue, vaccine confidence and Health and Well Being conversations in our most deprived communities /aligned to low uptake. Supporting community groups with specific well being sessions and preventable health care/early intervention offers (vulnerable populations)

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					5. Promoting and developing the revised primary care offer for expanded cohorts and health promotion campaign (avoidable illness and health protection) 6. Development of an all age comms campaign segmented by the audiences we serve (health promotion)
	21. Use life course approach and consider relevant findings from this Review to develop interventions that help to mitigate health inequalities experienced by Black African and Black Caribbean older people.	ICS	N/A	University Hospitals Birmingham	Roll out of training on Sickle Cell via Early learning for healthcare (Elfh) Moodle package to senior clinical decision makers by October 2023
Mental health & wellbeing	22. Coproduce awareness campaigns for Black communities to promote a better understanding of different mental illnesses, facilitate early interventions and self-referral in collaboration with carers, families, health services, community and faith centres.	BCC	PH Mental Wellbeing	N/A	Ensure that Black African and Black Caribbean communities are included as part of the coproduction of the Mentally Healthy City Strategy for Birmingham by including BLACHIR community engagement partners. The Suicide Prevention strategy will be developed by October 2024 with the overall strategy to be completed by April 2025,”
	23. Ensure practitioners use culturally competent (cultural understanding) trauma informed patient-centred engagement styles and interventions.	ICS	N/A	Birmingham and Solihull Mental Health NHS Foundation Trust	Achieve 10% organisation takeup of cultural competency toolkit
	24. Ensure mental health workers acknowledge service users’ personal histories of racism and recognise them as trauma to enable more effective intervention.	ICS	N/A	ICS - Team TBC	

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	25. Promote cultural competency training within healthcare services, the criminal justice system, and the police force.	ICS	N/A	1. University Hospitals Birmingham 2. Sandwell and West Birmingham NHS Trust 3. BSol All age Immunisations and Vaccinations	1a. Roll out of training on Sickle Cell via Early learning for healthcare (Elfh) Moodle package to senior clinical decision makers by October 2023 (University Hospitals Birmingham) 1b. To increase clinical staff awareness of patient cultural heritage by rolling out training across clinical areas (University Hospitals Birmingham) 2. For the next year the number of hospital staff that should be trained should be 30% or more, starting with high conflict areas such as ED & Maternity and then onto AMU and onwards. (Sandwell West and Birmingham Trust) 3. Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes. (BSol All age Immunisations and Vaccinations)
	26. Apply the use of culturally competent language, including using language that considers stigma within communities, such as 'wellbeing' rather than 'mental health'.	BLACHIR-IB	TBC	TBC	
Healthier behaviours	27. Work with Black African and Black Caribbean communities and organisations to co-create and deliver culturally appropriate and accessible support on positive health behaviours including health literacy training, social prescribing initiatives and group interventions.	ICS	N/A	1. Birmingham Community Health Care 2. BSol All age Immunisations and Vaccinations	1. Adult Community Services (ACS) to work with Black African and Black Caribbean communities and organisations to co-create and deliver culturally appropriate and accessible support on positive health behaviours, including health literacy training, social prescribing initiatives and group interventions. Outcomes: increased patient satisfaction and contribution to individual care and services provision 2. Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes. (BSol All age Immunisations and Vaccinations)

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	28. Explicitly recognise racism and discrimination as a driver of ill health and put in place training and systems to enable trauma-informed practice and services.	HEE (through BCC-PH)	HEE (through BCC-PH)	N/A	
	29. Provide long-term investment for trusted Black African and Black Caribbean grass roots organisations such as faith groups, schools, voluntary and community sector organisations to deliver community-led interventions.	ICS	N/A	BSol All age Immunisations and Vaccinations	Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes. (BSol All age Immunisations and Vaccinations)
	30. Work with faith settings to understand and utilise the positive role faith plays in healthier behaviour decision making. Links with key priority area: Fairness, Inclusion and Respect	ICS and BCC	PH & Equalities team	BSol All age Immunisations and Vaccinations	1. Production of Healthy Faith Settings Toolkits following feedback from faith engagement partners by January 2024 and commission deep engagement partners (faith) by April 2024 (BCC) 2. Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes.
	31. Address the evidence deficit in interventions for Black African and Black Caribbean communities through targeted investment in research, including capacity and skills development for community providers in 'action research' to concurrently deliver and evaluate interventions.	ICS and BCC	PH - Communities Team	BSol All age Immunisations and Vaccinations	1. Deep engagement partners will be supported with an academic partner who will support them in insight research and PH evaluation 2. Improve avoidable illnesses and increase levels of health protection and well being by targeting low uptake wards and communities thereby improving health inequalities and health outcomes.
	32. Undertake insight research with members of smaller Black African and Black Caribbean populations (e.g.	BCC	City Observatory & PH	N/A	Co-production of kickstart projects to address health inequalities and gathering insight on Nigerian, Somali and Caribbean populations in response to Community Health Profiles

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	Somali, Ethiopian and Eritrean) to understand health literacy needs.				
Emergency care, preventable mortality and long-term physical health conditions	33. Ensure culturally appropriate data collection and analysis for service planning, monitoring and evaluation that distinguishes by ethnicity and gender for Black African and Black Caribbean populations	ICS	N/A	1. Birmingham Women's and Children's Hospital 2. Primary Care - Birmingham and Solihull ICB 3. University Hospitals Birmingham	1. Health Dashboard on key health inequalities to develop a standardised approach to culturally appropriate data collection (Birmingham Women's and Childrens Hospital) 2. Development of database (with PCNs meeting lower recording threshold supported to meet upper threshold) (Primary Care - Birmingham and Solihull ICB) 3. Achieve a reduction of 10% of DNA amongst BME groups by April 2024 (University Hospitals Birmingham)
	34. Ensure that the engagement of Black African and Black Caribbean communities is meaningful and valued. This should include direct engagement and collaboration with representative organisations that is done in a way which is respectful, transparent and accessible, and considers and values participants' time and commitments. Mechanisms for doing this could include:	BCC	PH - Communities and Inclusion Health	N/A	Deep engagement partners will be adopting the Powered by People Plan in engaging with communities. Faith and ethnic partners to be commissioned by April 2024
	35. Ensure prevention services are fair, appropriate and consider the needs of Black African and Black Caribbean populations, and there is proactive work to address issues with health literacy. Links with key	BCC	PH - BLACHIR Team	N/A	Creation of health campaigns toolkit that outlines how to target health interventions at Black African and Black Caribbean citizens

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	priority area: Health Checks and Campaigns				
Wider determinants of health	36. Consider cultural and religious influences when developing interventions to address the wider determinants of health inequalities for Black African, Black Caribbean and Black-Mixed ethnic minority groups. Links with key priority area: Fairness, Inclusion and Respect	BCC	DPH & PH inequalities/Inclusion health	N/A	Commissioned deep engagement partners for faith and ethnic communities that will include Black-ethnic groups by April 2024
	37. Collaborate with government agencies and institutions to remove issues ethnic minorities face when in contact with the justice system and ensure these agencies work to address health inequalities.	BCC	PH - Inclusion Health	N/A	1. West Midlands Race Equalities Taskforce has taken forward recommendations from the BLACHIR Review. One of these sets out to work with the BLACHIR programme to help to develop resources that will support cultural competency for different ethnic communities. The Taskforce will engage with a wide range of partners to promote and enable greater cultural intelligence, particularly among decision makers. 2. Inclusion Health Team to take opportunity for action and work with various stakeholders (Violence Reduction Partnership, ICB lead, Community Safety Partnership) to guide to take opportunity for action forwards locally

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	38. Conduct more research to understand the impacts of the food environment and food poverty on health and wellbeing of Black African and Black Caribbean communities, and devise strategies to address the structural issues at a community level.	BCC	PH - Food	N/A	<p>1. Share guidance on culturally appropriate foods and food parcels available at food banks, including if people receiving these food parcels are aware of preparing and cooking with these foods items (completed)</p> <p>2. Creation of Black African and Black Caribbean Eatwell Guides within 24/25 (to be explored if this is 1 guide for both or 2 individual guides (1) African and (2) Caribbean)</p>
	39. Take action to address employment inequalities and issues around racism and discrimination in the public sector. Offer more protection for key workers from Black African, Black Caribbean and Black-Mixed ethnic backgrounds in health or other highrisk occupations.	BLACHIR-IB	TBC	TBC	