	Agenda Item: 16
Report to:	**Birmingham Health & Wellbeing Board**
Date:	**28 March 2023**
TITLE:	**HEALTH AND WELLBEING FORUM UPDATES**
Organisation	**Birmingham City Council**
Presenting Officer	**Monika Rozanski, Service Lead – Inequalities, Public Health**

Report Type:	**Information**

1. Purpose:

The purpose of this report is to provide an update on the plans to implement the BLACHIR opportunities for action

2. Implications:

BHWB Strategy Priorities	Childhood Obesity	
	Health Inequalities	X
Joint Strategic Needs Assessment		
Creating a Healthy Food City		
Creating a Mentally Healthy City		
Creating an Active City		
Creating a City without Inequality		X
Health Protection		

3. Recommendation

The Board are requested to note the progress being made to implement the BLACHIR opportunities for action and endorse the approach to co-production of costed solutions and plans to embed those solutions across the system.

4. Report Body

1 Background

1.1 The Birmingham and Lewisham African & Caribbean Health Inequalities Review (BLACHIR) was launched in 2020 as a partnership between Birmingham and Lewisham to explore and better understand the inequalities affecting African and Caribbean

communities in our areas and co-produce with communities opportunities for action to break structural inequalities.

1.2 The review used a new approach of mixed methodology working with an external community advisory board and an academic advisory board to examine findings and shape recommendations. It followed a thematic approach to considering health inequalities drawing on the life-course model and the wider determinants of health – see Figure 1.

Figure 1: BLACHIR themed reviews

1.3 The final report from the review was published in March 2022 and officially launched at a stakeholder event in June 2022. The report identified 39 specific opportunities for action and highlighted the following key overarching areas:

1) Fairness, inclusion and respect: The Review calls to explicitly recognise structural racism and discrimination as drivers of ill health, systematically identify and address discrimination within systems and practices, and ensure community voice is driving this work.

2) Trust and transparency: The Review calls for cultural awareness training of health and social care professionals that is trauma informed, values lived experiences and embeds and delivers inclusion in practices and policies.

3) Better data: The Review calls to strengthen granular culturally sensitive data collection and analysis.

4) Early interventions: The Review calls to develop a clear action plan to provide support at critical life stages to mitigate disadvantage and address the inequalities affecting Black African and Black Caribbean children and young people.

5) Health checks and campaigns: The Review calls to promote health checks through public campaigns to increase the uptake of 8 community-based health checks in easy to access locations.

6) Healthier behaviours: The Review calls to assess current service provision and health improvement campaigns through a cultural competency lens to improve support and access for Black African and Black Caribbean communities.

7) Health literacy: The Review calls to develop targeted programmes on health literacy for Black African and Black Caribbean communities.

2 Progress update

2.1 The implementation of the BLACHIR 39 opportunities for action has been ongoing within the Public Health Division and in other service areas since the launch of the BLACHIR Report in early June 2022. An overview of the initiatives taking place is attached in Appendix I.

2.2 The implementation phase has been inaugurated at a wider stakeholder and community event on 19 October 2022. The event was attended by approximately 60 delegates from across different parts of the health and wellbeing partnership and community representatives. It involved an introduction of the BLACHIR Implementation Board and the overall programme governance (see Appendix II for the Terms of Reference) as well as co-production of key elements of the overarching implementation plan.

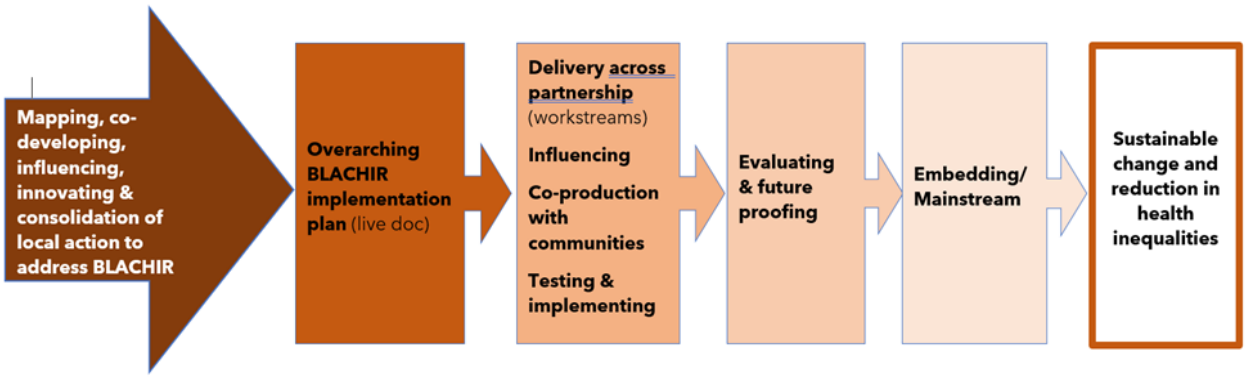
2.3 The mapping of the Council's and partners' action to implement the BLACHIR findings has been completed. This also includes mapping across the Integrated Care System by the ICS BLACHIR Taskforce. The mapping feeds into the implementation plans by each taskforce and progress against their delivery is being reported regularly to the BLACHIR Implementation Board (BLACHIRIB).

2.4 The first meeting of the BLACHIR Implementation Board took place on 8 November 2022 and involved discussions on the following:

- Terms of Reference for the group
- Board membership
- Progress to date
- The theory of change and our approach to implementation, including the implementation framework (see Appendix III).

See Figure 2 describing our approach to BLACHIR implementation.

Figure 2: Approach to BLACHIR implementation



2.5 The BLACHIRIB has a robust forward plan (see Appendix IV) that focuses on in-depth exploration of the seven thematic priority areas that cut across the opportunities for action and paves the way for co-production of shared set of standards and components for any products identified within the review and a costed plan/ proposal that can be used or adapted and used by all relevant system partners to implement and embed those standards and products (see Appendix V – the BLACHIR Implementation Co-production Framework).

2.6 At the same time, the community engagement partners have been active within the BLACHIR communities, disseminating the report and recruiting co-production partners, and have been working together to align their activities that underpin the implementation of the relevant opportunities for action and the co-production process.

2.7 The activity continues with the initial focus on developing a shared approach to ensuring cultural competency within services, starting from maternity and non-clinical setting to be confirmed. Improving health screening offer and take up by the Black African and Black Caribbean communities has been identified as the second most important priority that requires co-production across various system partners and the communities. ICS have also been accelerating their work within mental health and maternity services, the latter predominantly through the Local Maternity System's Infant Mortality Taskforce.

2.8 As part of the work on cultural competency, two co-production task and finish groups have been set up to produce costed proposals for developing 'culturally intelligent' organisations/ systems and 'culturally humble and safe' services to address the issues with homogenising and misunderstanding our communities as well as the conscious/ unconscious bias and lack of compassion in leadership as well as front-line practice, as identified by the review. These groups are planned to start their work end of February and beginning of March 2023.

2.9 As the implementation progresses in each locality of the review, we continue to share practice and learning with our colleagues in Lewisham.

2.10 The BLACHIR report was also introduced to MPs, relevant government departments' representatives and thinktanks at its parliamentary launch on 20 October 2022 led by Paulette Hamilton, MP (Birmingham) and Janet Daby, MP (Lewisham) and prepared by the review teams in both localities. The event put a spotlight on the review findings and the opportunities for action for changes at the national level. The recent visit to Birmingham by UN delegates working on tackling discrimination and racism against African communities provided an opportunity to put an international spotlight on issues identified by the review; and its methodology as well as our approach to implementation through community involvement and co-production were highly praised.

2.11 The project has also attracted attention through nominations for various awards. It has received an accolade from the Association of Directors of Public Health and has been shortlisted in the category of 'Diversity and Inclusion' by the LGC Awards 2023.

3 Next steps

3.1 The following activity is planned to take place in the coming months:

- Establishment of the BCC BLACHIR Taskforce to drive implementation specifically within the Council and across the Council's services that contribute to the wider determinants of health, e.g. housing, environment, transport.

- Consolidation of implementation plans from partners across the ICS BLACHIR Taskforce, identification of interdependencies and alignment with community co-production activity.
- Co-production of cultural competency outputs.
- Implementation of opportunities for action continuing.

3.2 The attached BLACHIRIB Forward Plan for 2023-24 (Appendix IV) outlines the partnership's activity, including co-production with communities.

4 Conclusion and Recommendation

4.1 The organisation for the BLACHIR implementation programme has been established and is contributing to a significant progress being made towards delivery across the system that is underpinned by co-production with the communities.

4.2 The Board are requested to note the progress being made to implement the BLACHIR opportunities for action and endorse the approach to co-production of costed solutions and plans to embed those solutions across the system.

5. Compliance Issues

5.1 HWBB Forum Responsibility and Board Update

5.1.1 As per the agreed governance structure, we will provide an update to the Health and Wellbeing Board every 6 months throughout the duration of the implementation project. The update will include information on progress and will highlight any issues or risks that may hinder required outputs and outcomes that the health and wellbeing board may be able to help to address.

5.2 Management Responsibility

Dr Justin Varney, Director of Public Health, Birmingham City Council
Dr Modupe Omonijo – Interim Assistant Director, Birmingham City Council
Monika Rozanski – Service Lead - Inequalities

6. Risk Analysis

Identified Risk	Likelihood	Impact	Actions to Manage Risk
Community engagement partners' engagement with the wider communities may be limited, their plans may not be fully aligned and they may not be able to	Medium	High	1. Ongoing monitoring of the risk through a dialogue with community engagement partners. 2. Engagement of other groups and organisations through the wider community panel for BLACHIR. 3. Close cooperation with the Birmingham Black Thrive

support all co-production activity			programme with an established wide community reach and involvement. 4. The project team are preparing a business case to establish a dedicated budget for BLACHIR that will enable us to boost co-production and engagement activity to ensure the level of quality and intensity required for the success of this project.

Appendices
1. Appendix I – BLACHIR implementation update 2. Appendix II – BLACHIR Implementation Board – Terms of Reference 3. Appendix III – BLACHIR Implementation Framework 4. Appendix IV – BLACHIR Implementation Board's Forward Plan 5. Appendix V – BLACHIR Co-production Framework

The following people have been involved in the preparation of this board paper:

Monika Rozanski, Service Lead – Inequalities, Public Health

Appendix I

BLACHIR IMPLEMENTATION UPDATE FROM BIRMINGHAM

Local Context

Birmingham is home to 8% of the overall African and Caribbean population of England. Over 96,000 Birmingham citizens are from Black African, Black Caribbean and other Black communities. Local and national research shows significant health inequalities are affecting those communities, and Birmingham citizens are particularly vulnerable with 43% of the city population living in LSOAs in the 10% most deprived in England.

Implementation progress (since the launch of the report in June 2022)

- The Birmingham Health and Wellbeing Board endorsed the findings from the review and are actively promoting and driving their implementation across the local health and care system.
- An overarching BLACHIR implementation board has been established to lead on the implementation of all opportunities for action identified by the review. The board has a direct reporting line to the health and wellbeing board.
- The Birmingham and Solihull Integrated Care Board (ICB) established a specific taskforce to progress implementation of the opportunities for action relating specifically to NHS provision. BLACHIR recommendations have been incorporated into the Integrated Care System (ICS) inequalities strategy and action plans. The taskforce will report to the overarching implementation board.
- Three local Black African and Black Caribbean community partner organisations have been engaged to ensure implementation plans and solutions are co-produced with the communities affected by the review and the local voice of lived experience is driving this work. Detailed implementation plans are currently being co-developed and the implementation phase was formally initiated at a wider stakeholder engagement event on 19 October 2022.
- The following initiatives are taking place led by the local public health team:
    - Research to evaluate priority groups as part of targeting resources for tier 2 adult weight management is under way. This initiative is expected to provide evidence for the need to improve weight management literacy among ethnic minority groups and specifically the Black African and Black Caribbean communities.
    - Public health awareness campaigns promoting heath literacy around pregnancy, mental health, diabetes and musculoskeletal disease have taken place during the Commonwealth Games focussed on Black communities. These were delivered as part of commonwealth food events celebrating the 10 commonwealth member states cultures and heritage.
    - Culturally diverse healthy eating guides are being developed covering 7 specific regions including African and Caribbean diets. More resources will be created that tailor to specific health and dietary needs, particularly focusing on culturally prevalent health conditions, such as diabetes, high blood pressure.
    - Removal of 'Black' from African and Caribbean ethnicity terms and free text based ethnic self-identification are being piloted in population surveys.
    - Commissioned and published community health profiles for a number of African ethnicities and Caribbean island communities to deepen the system's understanding of the specific issues and drivers of health inequalities affecting those populations.
    - Pilots of targeted interventions to develop the understanding of what works for addressing health needs of African and Caribbean communities, specifically in relation to weight management, mental health awareness and suicide prevention training.

Further information

www.birmingham.gov.uk/blachir

Email: BLACHIR@birmingham.gov.uk

Appendix II

BLACHIR Implementation Board
Terms of Reference

Background

Birmingham City Council and Lewisham Council completed a review of health inequalities affecting the Black African and Black Caribbean communities in Birmingham and Lewisham. The Birmingham and Lewisham African and Caribbean Health Inequalities Review (BLACHIR) has been endorsed by both Lewisham and Birmingham's health and wellbeing boards. The report was published in March 2022. Both Councils are now working with partners in their localities to implement the opportunities for action identified by the review.

1. Purpose

1.1 The BLACHIR Implementation Board (BLACHIRIB) is a sub-group of the Creating a City Without Inequality Forum (CCWIF), which is a subcommittee of the Birmingham Health and Wellbeing Board (HWB).

1.2 The BLACHIRIB will oversee and lead on the implementation of the opportunities for action identified by the review and co-produce implementation plans, as required. It will mobilise, influence, and work collaboratively with partners and agencies.

2. Objectives

The Board has the following overarching objectives:

2.1 To work in collaboration with partners using the 39 opportunities for action from the BLACHIR Report as a framework for effecting the required change.

2.2 To develop an overarching implementation plan to progress the BLACHIR opportunities for action.

2.3 To review and develop mechanisms for monitoring and reviewing progress against the implementation plan.

2.4 To influence partner organisations/partnerships to ensure their commitment, shared responsibility, and accountability towards the focus on the opportunities for action through their policy and decision making, development and redesign of services, practice and working culture development.

2.5 To provide an operational direction and assurance for the BLACHIR implementation programme; seek alignment with other work programmes, boards and partnerships relevant to the work.

2.6 To ensure an effective engagement programme to support the BLACHIRIB work to co-produce and embed best practice within organisations and communities.

3. Principles

The Board expects all partners to:

3.1 Support the aims and objectives of the Board to progress work focused on achieving tangible outcomes relating to the implementation of the BLACHIR opportunities for action and prevention of further exacerbation of inequalities faced by Black African

and Black Caribbean people in Birmingham.

3.2 Consult and/or inform the Board of organisational changes (including any changes in representation) that may impact on collective working.

3.3 Follow and work within the performance management framework to review and monitor progress as agreed by CCWIF.

3.4 Proactively manage risk and acknowledge the principle of shared risk in the context of partnership working.

3.5 Drive the overall BLACHIR agenda through promoting service transformation and improvement within their respective services and organisations.

3.6 Report on progress on allocated/ agreed actions in a timely manner.

3.7 Share relevant information and promote collaborative and innovative work.

4. Membership

4.1 The Board will have a core group of organisations that will play a key role and will have the responsibility to oversee the implementation of the opportunities for action from the BLACHIR Report.

4.2 The membership of the BLACHIRIB is listed in appendix 1

4.3 The Forum requires its members to:

- Have Sufficient delegated authority to make decisions in relation to the BLACHIR implementation programme on behalf of their organization, as required, or be able to seek and secure them within timescales agreed by the Board.
- Attend most meetings, or in exceptional circumstances, to arrange for a suitable named delegate to attend in his/her place. In case of delegating, the nominee should be appropriately briefed prior to attending the meeting and have Sufficient delegated authority to make decisions on behalf of their organisation.
- Represent the views of their nominating organisation, to keep their nominating organisation informed about progress and to communicate the outcomes of the Board meetings to their organisations.

4.4 The membership of the Board may be reviewed as necessary. New members maybe invited provided that:

4.4.1 any new member can demonstrate to the satisfaction of the Board the contribution that they can make to the overriding aims and objectives; and

4.4.2 in deciding whether to admit any new member, the Board shall consider the resulting size and composition were the new member to be admitted.

4.5 Other persons may attend Board meetings and or be invited in as expert advisors with the agreement of the Chair/ Deputy Chair.

5 Meetings (Frequency and Support)

5.4 The Board will meet every two months for 2 hours. Other special meetings may be held as deemed necessary at the discretion of the Chair/ Deputy Chair.

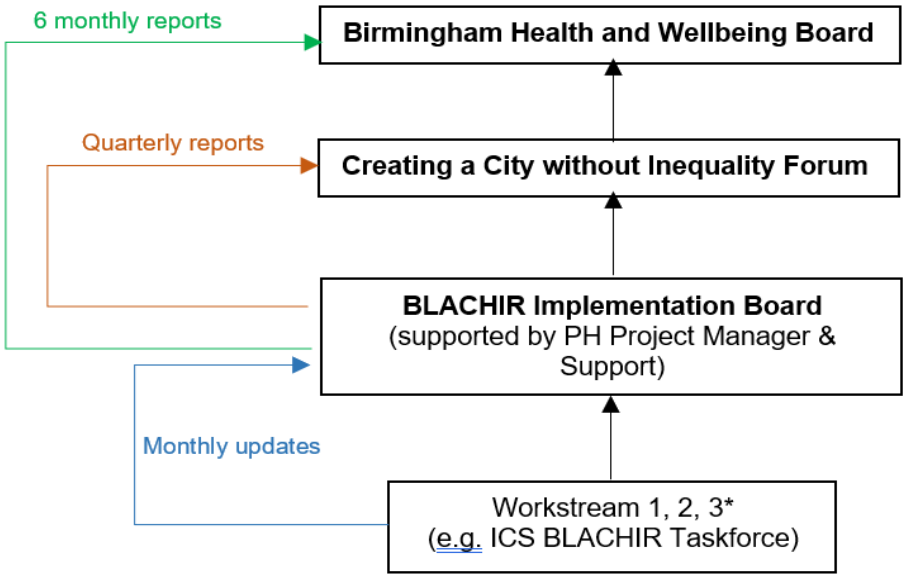
5.5 Partners will be requested to contribute agenda items in advance of the meetings.

5.6 The agenda for meetings, agreed by the Chair, and all accompanying papers will be sent to members at least 5 working days before the meeting. Late agenda items and/or papers may be accepted in exceptional circumstances at the discretion of the Chair.

5.7 Action notes of all meetings of the Board will be circulated within 10 working days following the meeting.

5.8 The Board support will be provided by Public Health Inequalities team.

5.9 The Board will be monitored and accountable to the Creating a City without Inequality Forum, a sub forum of the Health and Wellbeing Board with reporting arrangements as follows (see overleaf):



* Groups/ plans to implement BLACHIR opportunities for action within specific parts of the system/ organisations that may also be governed through their internal structures

6 Decisions and escalation

6.4 Any recommendations and decisions commensurate with the Board's remit will be arrived at by consensus and recorded in the action notes.

6.5 Significant decisions and risks impacting on the progress of the implementation will need to be escalated to the CCWIF.

7 Conflicts of Interest

7.4 Whenever a representative has a conflict of interest in a matter to be decided at a meeting of the Board , the representative concerned shall declare such interest at or before discussions begin on the matter, the Chair shall record the interest in the minutes of the meeting and unless otherwise agreed by the Board that representative shall take no part in the decision making process.

8 Review

8.4 These terms of reference will be reviewed annually, considering views expressed by relevant partner agencies.

Appendix 1

BLACHIR Implementation Board (BLACHIRIB) Membership

Representative Role/Organisation	Name
Independent Chair	TBA
Deputy Chair	Cllr Mariam Khan – Cabinet Member- Health and Social Care, Birmingham City Council
Youth Deputy Chair	Victor Agbontean – former advisory board member, CCWIF youth member
Community engagement partners: Mindseye Development CIC and partner Allies Network CIC Black Heritage Support Service	 Simeon Moore Michael Brown Nura Ali Anika Cobblah
Academic post from Newman University in honour of Prof. Nicole Andrews	TBA
Chair of the ICS Taskforce on BLACHIR	Dr Onyinye Okonkwo
Representative from the Equalities and Cohesion Team, BCC	Suwinder Bains – Cohesion and Equalities Service Manager
Representative from the Local Maternity System	Sylvia Owusu-Nepaul
Representative from NHS Provider organisations	Patrick Nyarumbu, MBE - Executive Director of Strategy, People and Partnerships, Birmingham & Solihull Mental Health NHS Foundation Trust Jara Phattey - Lead Nurse/ Team, Umbrella Sexual Health, University Hospitals Birmingham NHS Foundation Trust

Representative from Adult Social Care	Kalvinder Kohli - Programme Director – Prevention and Early Intervention (tbc)
Representative from the Birmingham Children's Trust	Lorraine Donovan – Equality & Diversity Manager
Representative from the Criminal Justice System	Sarah Tambling – Strategic Police Collaborative Partner (tbc) Probation Service - TBC
Representative from Public Health, BCC	Monika Rozanski - Public Health Service Lead – Inequalities, BCC
Representative from Housing, BCC	Guy Chaundy – Head of Housing Modernisation & Partnerships (Deputy: Helen Shervington - Housing Strategy & Modernisation Service Manager/ Birmingham Financial Inclusion Partnership Deputy Lead)
Representative from Education	Kate Reynolds – Assistant Director for Lifelong Learning, Education and Skills, BCC
Chair of the Corporate Black Workers Group, BCC	Marcia Reid – Team Leader – Education & Skills
Project lead	Ayola Beckford – Public Health Senior Officer

Birmingham Health and Wellbeing Board

Appendix III - BLACHIR Implementation Framework

Our goal

To break the cycle of inequalities and disadvantage for Black African and Black Caribbean communities and reduce health inequalities that affect them

Context – Key Priority Areas

- Fairness, inclusion and respect
- Trust and transparency
- Better data
- Early interventions
- Health checks and campaigns
- Healthier behaviours
- Health literacy

Inputs and activities

Collective inputs: Agencies work to understand, address and reduce health inequalities, BLACHIR project team, community voice driving implementation through the BLACHIR Community Engagement Partners, project governance structure that involves system and community partners (BLACHIR Implementation Board, BLACHIR ICS Taskforce), research and academic input, active promotion of the BLACHIR findings, co-production, evaluation etc.

Priorities	Opportunities for action
Recognise structural racism and discrimination as drivers of ill health and systematically identify and address it within systems and practices	Th.1. opp.2, Th.6, opp.28
Ensure cultural competence training of health and care professionals	Th.1, opp. 3, Th.2, opp.5, Th.5, opp.23, Th.5, opp.24, Th.5, opp.25, Th.5, opp.26, Th.6, no.31
Strengthen granular culturally sensitive data collection and analysis to be used to drive better services and outcomes	Th.1, opp.1, Th.2, opp.6, Th.2, opp.7, Th.6, opp.31, Th.6, opp.32, Th.7, opp.33, Th.8, opp.38
Improve health literacy, access to health checks, screening and other services, and promote healthy behaviours through accessible and culturally appropriate campaigns	Th.3, opp.11, Th.4, opp.17, Th.4, opp.18, Th.4, opp.19, Th4, opp.20, Th.4, opp.21, Th.5, opp.22, Th.7, opp.35
Co-produce plans that support children, young people and families at critical life stages to mitigate inequalities and avoid disadvantage	Th.1, opp.2, Th. 1, opp.4, Th.2, opp.8, Th.2, opp.9, Th.3, opp.10, Th.3, opp.12, Th.3, opp.14, Th.3, opp.16
Explore how ethnic diversity and anti-racism can be further integrated into education	Th.1, opp.2, Th.1, opp.4, Th.3, opp.12, Th.3, opp.14
Protect migrant Black African and Black Caribbean communities from exacerbated risks and impacts of health inequalities	Th.2, opp.8, Th.5, opp.23, Th.5, opp.24
Influence national policy to tackle health inequalities related to employment and justice that affect Black African and Black Caribbean communities	Th.3, opp.13, Th.8, opp.37, Th.8, opp.39
Undertake further research where there are gaps in understanding the needs of specific ethnicities within the Black populations	Th.6, opp.31, Th.6, opp.32, Th.7, opp.33, Th.8, opp.38

Outputs & Outcomes

Short-term	Long-term
• Training resources for culturally safe and appropriate practice and language in all sectors co-produced • Staff across key services receive cultural humility and safety training • Data collection systems improved to record ethnicity at a granular level • Racism and discrimination recognised as ACE • Plans in place to provide support at critical life stages to mitigate disadvantage affecting Black African and Black Caribbean children and young people • Health checks re-commissioned and made available in easy to access locations • Plans to develop culturally appropriate screening services • Targeted health and mental health literacy programmes developed for Black African and Black Caribbean communities • Plans in place to improve perinatal, maternity and paediatric care, including changing attitudes of care staff towards Black mothers/ families • Clear pathways of support, including early help/ intervention, co-developed and promoted • Plans in place for culturally appropriate support within schools around mental, sexual and reproductive health • Increased level of transparency regarding actions taken to reduce health inequalities • Further research scoped/ commissioned	• Cultural humility and safety embedded in healthcare, social care, education and justice practices • Better understanding of the health and care needs of Black African and Black Caribbean populations and the ways in which to address them • Higher levels of engagement of the Black people in health and care interventions and support • Children and young people have clear pathways to achieve their aspirations and are supported to do so • Earlier detection rates of diseases and conditions affecting the Black African and Black Caribbean communities leading to better health outcomes and life expectancy • Improved mental health in Black African and Black Caribbean populations • Infant and maternal mortality rates reduced • Reduced youth unemployment • Higher levels of confidence and self-esteem in children and young people • Repaired trust between Black African and Black Caribbean communities and service providers • Issues ethnic minorities face when in contact with the justice system are removed

Appendix IV

BLACHIR IMPLEMENTATION - Forward plan 2023-2024

Aims and Objectives

This document supports the BLACHIR Implementation Programme Organisation and provides an overview and plan for the BLACHIR Implementation Board, including the approach to co-production and exploration of key themes within the BLACHIR report.

Framework

Date/ Time	Type of activity/ Meeting	Agenda Items	Theme	Actions and comments
08/12/2022 10:00 – 11:30am	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (November 2022)** **Agenda** • Welcome and introductions (Cllr Khan) • Purpose of the Board and Terms of Reference (Cllr Khan) • Our approach to taking the BLACHIR findings forward - the logic model, mapping of activity contributing to the implementation of the BLACHIR opportunities for action and the overarching BLACHIR implementation plan (Monika Rozanski) • Updates from community engagement partners (Anikah Cobblah, Michael Brown, Simeone Moore and Nura Ali). • Update from the ICS BLACHIR Taskforce (Dr Onyinye Okonkwo) • Mapping exercise – MENTI/ Discussion (everyone) • Next steps and close	Introductory meeting	
08/12/2022 10:00 – 11:30am	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (December 2022)** **Agenda** • Welcome and Introduction (Cllr Khan) • Community led system change and co-production – learning from the Black Thrive programme (Beverley Stephens & Sandra Griffiths – Catalyst4Change) • Co-production for BLACHIR – presentation and discussion led by the BLACHIR community engagement partners • Developing cultural competence (Dr Cristina Osbourne) • BLACHIR approach to developing culturally competent services (Ayola Beckford): • Next steps and close (Cllr Khan)	Trust and Transparency (Cultural competency) 1	

11/01/2022 12pm – 2pm	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (January 2023)** **Agenda** • Welcome, introductions and apologies (Cllr Khan) • Notes and actions from the last meeting (Cllr Khan) • BLACHIR programme organisation forward plan – co-production with communities (Ayola Beckford/ Cllr Khan) • Cultural competency – part 2 (Ayola Beckford/ Cllr Khan) • Community engagement partners – lived experiences and cultural competency (Community partners) • What has worked / examples of culturally competent practice - Strategic / organisation level (cultural intelligence) or Person interface level (cultural humility / cultural safety) (BLACHIRIB members) • Next steps and close (Cllr Khan)	Trust and Transparency (Cultural competency) 2	
Feb/Mar 2023	Co-production task & finish groups	**Group 1:** Focus on **cultural intelligence** (organisational/ strategic level) - Mar 2023 • **Session 1** – Introduction (in-person), 2nd Mar 2023, 4.30-6.30pm • **Session 2** – Co-production (online), 15th Mar 2023, 4.30-6.30pm • **Session 3** – Proposal & conclusion (online), 30th Mar 2023, 4.30-6.30pm **Group 2:** Focus on **cultural humility & safety** (interpersonal/ front-line practice level) - Feb 2023 • **Session 1** – Introduction (in-person), 23rd Feb 2023, 4.30-6.30pm • **Session 2** – Co-production (online), 9th Mar 2023, 4.30-6.30pm • **Session 3** – Proposal & conclusion (online), 23rd Mar 2023, 4.30-6.30pm Final proposal presented at **BLACHIRIB** on **11th April 2023, 12pm – 2pm.**	Trust and Transparency (Cultural competency)	
01/02/2023 11am – 1pm (CANCELLED)		**BLACHIR IMPLEMENTATION BOARD MEETING (February 2023)** **CANCELLED** **The project team and the board will work on co-ordinating the first set of task and finish groups, linked to cultural competency.**		

01/03/2023 11am – 1pm	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (March 2023)** **Agenda** • Welcome and introductions • Notes and actions from previous meeting ***Reports/ progress updates to BLACHIRIB*** • ICS BLACHIR Taskforce • Update from BCC ***BLACHIR Implementation: Better Data*** • BLACHIR Implementation: Better data • The importance of better data through lived experiences of the communities (contributions from community representatives) • The Black Thrive Project – presentation on 'Better data' and an example of good practice • Better data – task and finish group(s) identified ***Next steps*** • Next steps and close	Better data	
TBC – Mar/Apr 2023	Co-production task & finish groups		Better data	
11/04/2023 12pm - 2pm	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (April 2023)** **Agenda** • Welcome and introductions • Notes and actions from previous meeting ***Reports/ progress updates to BLACHIRIB*** • BCC Taskforce ***BLACHIR Implementation: Early Intervention*** • BLACHIR Implementation: Early Intervention • The importance of early intervention through lived experiences of the communities (contributions from community representatives) • Early intervention - Examples of good practice and work under way (contributions from partner organisations) • Early Intervention – task and finish groups identified ***Task and Finish Groups: Cultural Competency*** • Task and finish groups' proposed frameworks/ plans for delivery of culturally competent services ***Next steps*** • Next steps and close – date of next meeting and highlight the next steps e.g. presentation and notes shared etc.	Early Intervention (mitigating disadvantage and addressing inequalities affecting children and young people)	

TBC – Apr/May 2023	Co-production task & finish groups		Early Intervention (mitigating disadvantage and addressing inequalities affecting children and young people)	
10/05/2023 12pm - 2pm	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (May 2023)** **Agenda** • Welcome and introductions • Notes and actions from previous meeting ***Reports/ progress updates to BLACHIRIB*** • ICS BLACHIR Taskforce ***BLACHIR Implementation: Health Literacy*** • BLACHIR Implementation: Health literacy • The importance of health literacy through lived experiences of the communities (contributions from community representatives) • Health literacy – Examples of good practice and work under way (contributions from partner organisations) • Health literacy – task and finish groups identified ***Task and Finish Groups: Better Data*** • Better data - Task and finish groups' proposal for delivery of better data workstream ***Next steps*** • Next steps and close – date of next meeting and highlight the next steps e.g. presentation and notes shared etc.	Health Literacy	
TBC - May/Jun 2023	Co-production task & finish groups		Health Literacy	

14/06/2023 12pm – 2pm	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (June 2023)** **Agenda** • Welcome and introductions • Notes and actions from previous meeting ***Reports/ progress updates to BLACHIRIB*** • BCC Taskforce ***BLACHIR Implementation: Healthier Behaviours*** • BLACHIR Implementation: Healthier Behaviours – links to opportunities for action in the report • Healthier behaviours – 'what works' from the communities' perspective (contributions from community representatives) • Healthier Behaviours – Examples of good practice and work under way (contributions from partner organisations) • Healthier Behaviours – task and finish groups identified ***Task and Finish Groups: Early Intervention*** • Early Intervention - Task and finish groups' draft action plan to mitigate disadvantage and address inequalities affecting children and young people ***Next steps*** • Next steps and close – date of next meeting and highlight the next steps e.g. presentation and notes shared etc.	Healthier Behaviours	
TBC – Jun/Jul 2023	Co-production task & finish groups		Healthier Behaviours	
07/2023 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (July 2023)** **Agenda** • Welcome and introductions • Notes and actions from previous meeting ***Reports/ progress updates to BLACHIRIB*** • ICS BLACHIR Taskforce ***BLACHIR Implementation: Health Checks and Campaigns*** • BLACHIR Implementation: Health Checks and Campaigns • Health Checks and Campaigns – 'what works in improving access and uptake' from the communities' perspective (contributions from community representatives) • Health Checks and Campaigns – Examples of good practice and work under way (contributions from partner organisations)	Health Checks and Campaigns	

		• Health Checks and Campaigns – task and finish groups identified ***Task and Finish Groups: Health Literacy*** • Health Literacy - Task and finish group proposal of targeted programmes for Black African and Black Caribbean communities ***Next steps*** • Next steps and close – date of next meeting and highlight the next steps e.g. presentation and notes shared etc.		
TBC – Jul/Aug 2023	Co-production task & finish groups		Health Checks and Campaigns	
08/2023 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (August 2023)** **Agenda** • Welcome and introductions • Notes and actions from previous meeting ***Reports/ progress updates to BLACHIRIB*** • BCC Taskforce ***BLACHIR Implementation: Fairness, Inclusion and Respect*** • BLACHIR Implementation: Fairness, inclusion and respect • The way forward on addressing structural and institutional racism and discrimination from the perspective of lived experience (contributions from community representatives) • Fairness inclusion and respect – Examples of good practice and work under way (contributions from partner organisations) • Fairness, Inclusion & Respect task and finish group(s) identified ***Task and Finish Groups: Healthier Behaviours*** • Task and finish groups' proposed frameworks/ plans for delivery of culturally competent health improvement campaigns ***Next steps*** • Next steps and close – date of next meeting and highlight the next steps e.g. presentation and notes shared etc.	Fairness, Inclusion and Respect (tackling structural and institutional racism and discrimination)	
TBC – Aug/Sep/Oct 2023	Co-production task & finish / engagement groups	**Engagement group**	Fairness, Inclusion and Respect (tackling structural and	

			institutional racism and discrimination)	
09/2023 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (September 2023)** **Agenda** • Welcome and introductions • Notes and actions from previous meeting ***Reports/ progress updates to BLACHIRIB*** • ICS BLACHIR Taskforce ***Cultural Competency programme update*** • Cultural competency – Conclusion of work & learning from the task and finish groups • Cultural Competency – Implementation update from the Taskforce groups ***Task and Finish Groups: Health Checks & Campaigns*** • Health Checks and Campaigns – task and finish groups' proposal ***Next steps*** • Next steps and close – date of next meeting and highlight the next steps e.g. presentation and notes shared etc.	Trust and Transparency (Cultural competency) – implementation updates	
10/2023 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (October 2023)** **Agenda** • Welcome and introductions • Notes and actions from previous meeting ***Reports/ progress updates to BLACHIRIB*** • BCC Taskforce ***Better Data programme update*** • Better Data – Conclusion of work & learning from the task and finish groups • Better Data – Implementation update from the Taskforce groups ***Task and Finish Engagement Group: Fairness, Inclusion and Respect*** • Fairness, Inclusion and Respect – task and finish groups' proposal to tackle racism and discrimination across the system ***Next steps*** • Next steps and close – date of next meeting and highlight the next steps e.g. presentation and notes shared etc.	Better Data – implementation updates	
11/2023 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (November 2023)**	Early Intervention	

			Implementation updates	
12/2023 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (December 2023)**	Health Literacy Implementation updates	
01/2024 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (January 2024)**	Healthier Behaviours – implementation updates	
02/2024 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (February 2024)**	Health checks and campaigns Implementation updates	
03/2024 (tbc)	BLACHIRIB	**BLACHIR IMPLEMENTATION BOARD PLANNING MEETING (March 2024)**	Fairness, inclusion and respect	

Appendix V

BLACHIR IMPLEMENTATION - Co-production Framework

Aim

To use the findings underpinning the seven priority areas identified within the BLACHIR Report and:

- *Share relevant learning and experiences, and explore the ways in which to deliver on the calls for action and the opportunities for action linked to each of the seven themes,*
- *Co-develop a shared set of standards and components for any products identified within the review and a costed plan/ proposal that can be used/ adapted by all relevant system partners to implement/ embed those standards and products,*
- *Co-agree the final proposal to be presented to the BLACHIR Implementation Board.*

The seven cross-cutting thematic priority areas are:

1. *Trust and transparency (cultural competency)*
2. *Better data*
3. *Early Interventions*
4. *Health literacy*
5. *Healthier behaviours*
6. *Health checks and campaigns*
7. *Fairness, inclusion and respect.*

Definitions and Values

Co-production is a way of working that involves people who use services, carers and communities in equal partnership. Co-production acknowledges that people with 'lived experience' are best placed to advise on what will make a positive difference to their lives.

Co-production principles:

1. Be respectful
2. Every voice and experience matter
3. Encourage collaboration
4. Safe space – be open and honest

Process

Task and finish groups are a great opportunity for members with expertise, knowledge or lived experiences to share ideas and co-design a plan to implement and embed the recommendations and address the opportunities for action, highlighted within the BLACHIR report.

Members of task and finish groups will meet (in-person, if possible or online – format to be decided by the group at the first meeting) for a series of three meetings, to discuss a specific theme and findings from the BLACHIR report.

There will be a separate group or groups for each of the thematic priority areas.
Once introductions have been made, the scene and the ground rules set and initial thoughts shared, the aim of the second session is to work together and share ideas on how best to approach the implementation of the relevant calls and opportunities for action. During the third and final session, members of each group will work on refining their proposals, including identified resources and costs for each of them, ready to present their proposals to the BLACHIR Implementation Board.

	Activity	**Delivery**	**Outcome**
Meeting 1	Introduction Members formally meet and get to know each other.	In Person	• Introductions • Setting the scene and principles for working together • Clarifying the purpose and the outputs that are to be co-produced (ensuring that there is a shared understanding of the relevant calls and opportunities for action) • Sharing of knowledge, skills and (lived) experiences; identification of existing relevant assets
Meeting 2	**Co-production** Co-chairs will help to facilitate conversations between the group, exploring ideas supporting the (specific) theme and opportunities for action. The group will make recommendations for a proposed approach, taking into consideration the members knowledge and experience.	Online	• Re-cap from the last session, particularly around shared understanding and assets • Ideas for the approach/ agreeing the key components and standards – the proposal should start to emerge from the discussions • Re-cap on things identified and agreed so far to be included in the draft proposal (The initial draft proposal will be written up and shared with participants for further reflection after this session)
Meeting 3	**Proposal & Conclusion** Members of the group will finalise the costed proposal in preparation to present at the BLACHIR Implementation Board.	Online	• Discussion and refinement of the initial draft proposal • Identification of required resources and costs • Agree the refinements/ final proposal (The final proposal document (with costings) will be written up and shared with participants for their sign off)

Supporting Documents and Links

Appendix 1

About BLACHIR

A partnership between the Lewisham Council and Birmingham City Council has been announced as work begins on a ground-breaking review to gather insights on health inequalities within Black African and Caribbean communities in Birmingham and Lewisham.
Download the report: BLACHIR report | Birmingham and Lewisham African and Caribbean Health Inequalities Review (BLACHIR) | Birmingham City Council
More information: About BLACHIR | Birmingham and Lewisham African and Caribbean Health Inequalities Review (BLACHIR) | Birmingham City Council

Appendix 2

Coproduction

- What is Co-Production - https://youtu.be/NxNSYDo7p6Y
- How to involve and co-produce with patients and communities – How to involve and co-produce with patients and communities | The King's Fund (kingsfund.org.uk)
- The Challenge of Co-production - The Challenge of Co-Production | Nesta

Appendix 3

BLACHIR OfA mapping
A document highlighting the opportunities for action linked to the thematic task and finish groups.

Appendix 4

BLACHIR Forward Plan
An overview and plan for the BLACHIR Implementation Board, including the approach to co-production and exploration of key themes within the BLACHIR report.

Appendix V

BLACHIR IMPLEMENTATION - Co-production Framework
A document explaining the co-production framework used for the BLACHIR task and finish groups.