

Birmingham City Council

Health and Social Care Overview and Scrutiny Committee

Date: 20 December 2022



Subject: Progress update on the implementation of findings from the Birmingham and Lewisham African Caribbean Health Inequalities Review (BLACHIR)

Report of: Cllr Mariam Khan, Cabinet Member for Health and Social Care, Deputy Chair of the BLACHIR Implementation Board

Report author: Monika Rozanski, Service Lead – Inequalities, Public Health

1 Purpose

- 1.1 The purpose of this report is to provide an update on the progress with the implementation of the BLACHIR opportunities of action across the health and care system in Birmingham.

2 Recommendations

- 2.1 The Health and Social Care Overview and Scrutiny Committee are requested to note the report and progress made so far.

3 Background

- 3.1 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.
- 3.2 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



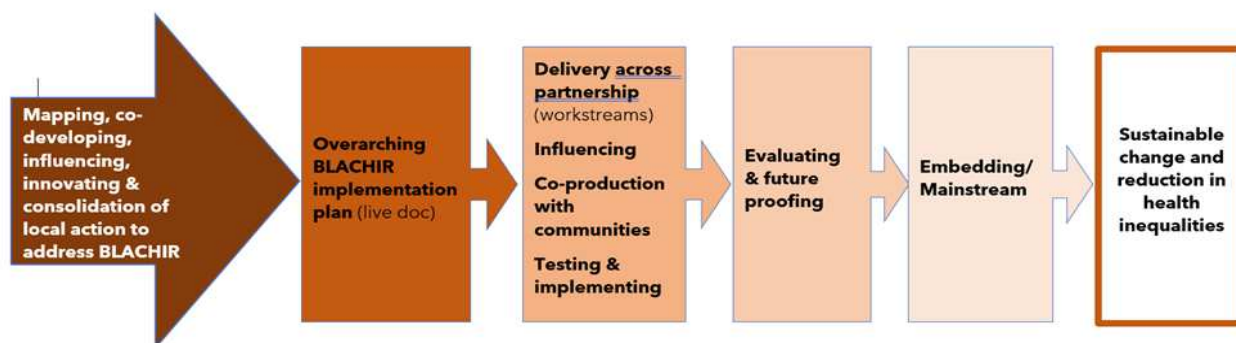
3.3 The final report from the review was published in March 2022 and officially launched at a stakeholder event in June 2022. The report identified 39 specific opportunities for action and highlighted the following key overarching areas:

- 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.

4 Progress update

- 4.1 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.
- 4.2 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.
- 4.3 The first stage of 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 will inform the overarching implementation plan which is currently in development and will be completed by the end of November 2022.
- 4.4 At the same time, the community engagement partners have started their activity and will be working together to align their activities that will form part of the overarching implementation plan.
- 4.5 The activity continues with the initial focus on developing a shared approach to ensuring cultural competence 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.
- 4.6 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.
- 4.7 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).
- 4.8 See Figure 2 describing our approach to BLACHIR implementation.

Figure 2: Approach to BLACHIR implementation



- 4.9 The BLACHIRIB partners have been given a timescale before the end of November 2022 to contribute further to the implementation plan, which is a live document (still in development) consolidating plans from all parts of the local system and the activity by the core project team.

5 Planned activity

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

- Further mapping of activity contributing to the implementation and identification of gaps until end of Nov 2022
- Community engagement plan and timeline to be finalised by end of Nov 2022
- Draft overarching implementation plan by end of Nov 2022
- Senior Public Health Officer to drive implementation starting on 5 Dec 2022
- Implementation of opportunities for action continuing.

6 Any Finance Implications

- 6.1 The BLACHIR implementation project is supported through:

- fixed-term dedicated project staff: Public Health Senior Officer (appointed with a start date of 5 December 2022) and a project support graduate post (in post) to the cost of £87,000 pa pro rata funded by Public Health (Inequalities);
- community engagement contracts with African and Caribbean community organisations to support the implementation of the BLACHIR findings and ensure co-production with communities to the total cost of £160,000 until 31 March 2024.

7 Any Legal Implications

- 7.1 None identified.

8 Any Equalities Implications

- 8.1 The BLACHIR project has been developed with an intention to reduce health inequalities affecting our Black African and Black Caribbean populations in the city.

9 Appendices

- 9.1 Appendix I – BLACHIR implementation update (October 2022)
- 9.2 Appendix II – BLACHIR Implementation Board – Terms of Reference (November 2022)
- 9.3 Appendix III – BLACHIR Implementation Framework

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 health 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.

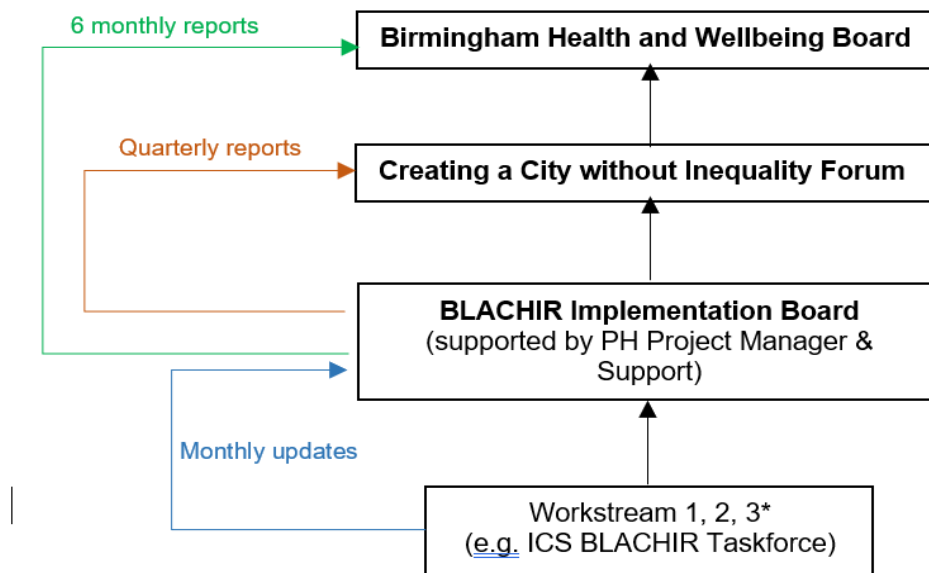
- 3.2 Consult and/or inform the Board of organisational changes (including any changes in representation) that may impact on collective working.
- 3.3 Follow and work within the performance management framework to review and monitor progress as agreed by CCWIF.
- 3.4 Proactively manage risk and acknowledge 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	Simeon Moore Michael Brown
Allies Network CIC Black Heritage Support Service	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	Kwabena Osayande – 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 Phatthey - 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
Representative from the Birmingham Children's Trust	Lorraine Donovan – BCT Equality Lead
Representative from the Criminal Justice System	Sarah Tambling – Strategic Police Collaborative Partner 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	TBC
Chair of the Corporate Black Workers Group, BCC	Marcia Reid – Team Leader – Education & Skills
Project lead	Ayola Beckford – Public Health Senior Officer

