

Health								
Outcomes:								
→ Improved access to health and care services for Black, Asian and Minority Ethnic residents → Leaders in health and social care champion and actively address health inequalities faced by Black, Asian and Minority Ethnic residents → Better representation of Black, Asian and Minority Ethnic staff at all levels in health services → Black, Asian and Minority Ethnic residents are meaningfully involved and engaged in design and delivery of health services → Health and wellbeing key messages reach Black, Asian and Minority Ethnic residents and deliver intended outcomes								
Action								
R.6. Digital Exclusion								
Organisations address digital exclusion facing Black, Asian and Minority Ethnic communities which is having an impact on their ability to access services, employment, engage in community life and achieve their life outcomes.								
The Health and Wellbeing Board will carry out more non-digital outreach to support Black, Asian and Minority Ethnic communities to access health and social care. Partners will promote the Covid-19 helpline with staff who speak community languages & translate Covid-19 signage and leaflets. Adult social care will carry out outreach in the community and health centres and will target Black, Asian and Minority Ethnic communities	Existing Resources	Sep-21	01/03/2022	Health & Wellbeing Board	Whilst there are a range of measures addressing the issue of digital exclusion in Black, Asian and Minority Ethnic communities (eg the vaccine helpline, outreach commissioning, Linkage Plus), there is a need for a more strategic approach on all three subrecommendations of R6 linking into the Partnership Digital Inclusion Plan. It is planned to discuss the recommendations further at the steering group of this Plan to ensure connection into the wider measures and agree specific, measurable actions	As above	Yellow	
The Health and Wellbeing Board will ensure there is always an option to interact with health and care services in non-digital ways, and will promote these to Black, Asian and Minority Ethnic communities through a variety of communication channels. Non-digital health & care options that paused during the pandemic will be restored as soon as is safe to do so. Digital exclusion in new virtual care settings will be addressed.	Existing Resources	Oct-21	01/03/2022	Health & Wellbeing Board	Yellow			
3. The Health and Wellbeing Board will carry out more initiatives to support Black, Asian and Minority Ethnic communities who are digitally excluded to get online. This will be done via the new Tower Hamlets Connect service through outreach, the Carer Centre through outreach activity and through the THCVS Digital Support programme aimed at tackling the digital divide.	Existing Resources	Oct-21	01/03/2022	Health & Wellbeing Board	Yellow			
R.7. Campaign and Social Determinants								
Lead a high-profile local campaign for the government to provide adequate funding to address health inequalities including socio-economic factors.								
The Health and Wellbeing Board has agreed a new Joint Health and Wellbeing Strategy. Partners will use this in a planned communications campaign to describe a shared narrative about health inequalities in the borough, their causes and the need for adequate funding.	£200,000 (delivered from existing resources and also covering comms actions in R8 and R14)	Oct-21	01/03/2022	Health & Wellbeing Board	See R.14 and appointment of an officer to take forward the communications recommendations of the health elements of the BAME commission recommendations. The communications will be linked to the research work R.11 and the R.14 work	Green	Yellow	
The Health and Wellbeing Board and Tower Hamlets Together Board will collectively respond to future government consultations over above organisational requirements and national calls for evidence.	Existing Resources	Oct-21	01/03/2022	Health & Wellbeing Board / Tower Hamlets Together	This is ongoing - the evidence gathered as part of the research (R.11) will be disseminated at London and National levels.		Green	
The Health and Wellbeing Board will act on and promote insights and analysis to tackle health inequalities. This includes Council analysis on the wider impacts of Covid-19 and Healthwatch insights into language, ethnicity and inequality.	Existing Resources	Oct-21	01/03/2022	Health & Wellbeing Board	This links to progress on Research (R.11) and communications (R.14)		Green	
R.8. Hostile Environment								
Local NHS organisations to lead a local campaign for the government to review hostile environment policies which seeks to reduce the profile of the checking of immigration status of service users it is statutorily required to undertake.								
The Health and Wellbeing Board will support a local campaign - led by the GP Care Group - for the government to review hostile environment policies and reduce the profile of the checking of the immigration status of service users and patients .	See rec 7		01/03/2022	Health & Wellbeing Board / GP Care Group	This has been followed up by the GP Care Group and Chair of the Local Medical Committee - for further discussion re letters to government minister, linking with campaigners through NEL. To be scoped further	Green	Green	
The Health and Wellbeing Board will continue to support Covid-19 clinics for people who are undocumented or with no recourse to public funds.	Existing Resources	On-going	On-going	Health & Wellbeing Board	The Jesuit refugee services has delivered outreach clinics in partnership with Barts NHS, main clinic have 'no questions asked' policy, outreach clinics booked across asylum seeker and homeless setting, bespoke information has been developed and training delivered to night shelters.		Green	
R.9. Partnership								
That partnership structures and strategies are reviewed to deliver radical changes at pace on health inequalities in the borough.								
All new and refreshed strategies commissioned by the Health and Wellbeing Board will have an explicit section on tackling Black, Asian and Minority Ethnic inequality and health inequalities. The new Health and Wellbeing Strategy will have a core principle of equality and anti-racism embedded in the strategy	Existing Resources	On-going	On-going	Health & Wellbeing Board	The framework for the new Health and Wellbeing explicitly states that equality and antiracism is a core principle. These BAME Commission recommendations constitute the action plan for this	Yellow	Green	
The Tower Hamlets Together Borough Plan will be reviewed to make clearer the health needs and inequality facing Black, Asian and Minority Ethnic communities. Tower Hamlets Together life-course groups will have race equality goals in each plan to address needs and under the overall mission of becoming an anti-racist borough.	Existing Resources		01/12/2021 Delayed to 01/04/2022	Tower Hamlets Together	A sub-group of the THT Board has been formed which will be meeting with the equality charity BRAP on the 17th February to take forward these actions. This was unfortunately delayed due to pressures relating to the Omicron surge in cases		Yellow	
The Tower Hamlets Together Board will invest in an anti-racism leadership programme beyond 2021 to drive deep cultural change and tackle the pervasive racial microaggressions, bias and stereotypes we know exist in our society and services. Actions beyond 2021 will be agreed.	Existing Resources	Jul-21	01/12/2021 Delayed to 01/04/2022	Tower Hamlets Together	A sub-group of the THT Board has been formed which will be meeting with the equality charity BRAP on the 17th February to take forward these actions. This was unfortunately delayed due to pressures relating to the Omicron surge in cases		Yellow	
The Tower Hamlets Together Board will scope investing in a programme of anti-racism training throughout all partner organisations – to be part of mandatory and refresher training for all staff and/or managers.	£100,000 (delivered from existing resources and also covering Anti-racist organisational development actions R10 and R12)		01/04/2022	Tower Hamlets Together	A sub-group of the THT Board has been formed which will be meeting with the equality charity BRAP on the 17th February to take forward these actions. This was unfortunately delayed due to pressures relating to the Omicron surge in cases	Green	Green	

The Health and Wellbeing Board and Tower Hamlets Together Board will regularly scrutinise data on the ethnic background of people accessing health and care, their experience and their outcomes at a system-wide level, to understand areas of over or under-representation; with additional qualitative insights.	Existing Resources		01/04/2022	Health & Wellbeing Board / Tower Hamlets Together	Patient insight data from Healthwatch is now being regularly used at the THT board to align with the topic, which includes, for most service areas, a breakdown in insights by ethnicity. We are also working to expand our quarterly performance data dashboard to include more data that is broken down by ethnicity so as to better analyse service performance for these groups.
The Health and Wellbeing Board and Tower Hamlets Together Board will further diversify their membership, reviewing their Terms of Reference and membership to facilitate this.	Existing Resources		01/03/2022 Delayed to 01/04/2022	Health & Wellbeing Board / Tower Hamlets Together	A sub-group of the THT Board has been formed which will be meeting with the equality charity brap on the 17th February to take forward these actions. This was unfortunately delayed due to pressures relating to the Omicron surge in cases
R.10. Representation Tower Hamlets Partnership to develop initiatives to support more Black, Asian and Minority Ethnic residents to become health professionals (particularly underrepresented and smaller Black, Asian and Minority Ethnic communities).					
The Tower Hamlets Together Board will deliver the THT Workforce and Organisational Development strategy so that: Diversity targets are agreed Progress against goals to have representative leadership is published. Inclusion Ambassadors are included in more Interview Panels (starting in Barts Health and potentially rolled out across the partnership) Each partner will review governance arrangements to ensure staff networks can contribute to and inform decision-making processes.	see R9		01/04/2022	Tower Hamlets Together	An EDI sub-group of the THT People & OD Committee (formally OD & Workforce) has recently been formed. This sub-group has met twice and is currently mapping EDI workforce strategies across THT Partners to determine sub group aims, objectives and deliverables, including actions needed or already underway across the Partnership in line with the Borough's anti-racist pledge.
The Health and Wellbeing Board partners will systematically and inclusively engage with local schools to promote careers in health and social care amongst young people from diverse background	Existing Resources		01/09/2022	Health & Wellbeing Board	These issues will follow up at the subgroup meeting outlined above and at the follow up meeting to the THT Board anti- racism Leadership proramme (on the 17th February)
Health and Wellbeing Board partners will encourage recruitment from the community by giving greater access to health and care staff, facilitating preliminary career discussion with candidates identified by QMUL, job centre, ELBA, Tower Hamlets School Forum; and will agree an approach to providing work placements to local young people from underrepresented groups.	Existing Resources		01/03/2022	Health & Wellbeing Board	These issues will follow up at the subgroup meeting outlined above and at the follow up meeting to the THT Board anti- racism Leadership proramme (on the 17th February)
Health and Wellbeing Board partners will increase Black, Asian and Minority Ethnic representation in leadership positions.	Existing Resources		01/03/2023	Health & Wellbeing Board	These issues will follow up at the subgroup meeting outlined above and at the follow up meeting to the THT Board anti- racism Leadership proramme (on the 17th February)
R.11. Research The Health & Wellbeing Board, by the end of 2021, undertake detailed external research on causes of health inequalities amongst Black, Asian and Minority Ethnic communities which puts engagement of the community at the forefront of its work to identify issues and solutions.					
The Health and Wellbeing Board will commission research in line with this recommendation and will agree solutions with Black, Asian and Minority Ethnic communities when the research is complete.	Existing Resources		01/12/2021	Health & Wellbeing Board	This research has been scoped and commissioned. It will take an action focussed community participatory research approach with a particular focus on building trust with Black, Asian and Minority Ethnic Communities
Healthwatch will gather insights on the experience of Black, Asian and Minority Ethnic ethnic communities at the Royal London Hospital. Solutions will be agreed with Black, Asian and Minority Ethnic communities when the insight work is complete.	Existing Resources		01/12/2021	Healthwatch	This work is being integrated with the work outlined above.
R.12. Clinical Training Review and strengthen clinical training in order to increase understanding of different cultural needs and deliver better health services to all communities.					
The Health and Wellbeing Board will oversee the further development of anti-racism practice in partner organisations. Partners will share training materials with each other. This includes Barts Health training to managers (currently being reviewed) & Council training on anti-racism in social work practice.	see R12		01/03/2022	Health & Wellbeing Board	These issues will follow up at the subgroup meeting outlined in R.10 and at the follow up meeting to the THT Board anti- racism Leadership proramme (on the 17th February)
R.13. Co-designed Services That NHS organisation undertake meaningful engagement and involvement of Black, Asian and Minority Ethnic communities in design, development and delivery of services. Health organisations need to improve the way services are understood and support Black, Asian and Minority Ethnic residents so that they are empowered and confident to access them. This may mean they need to change the way that services are configured to make them more culturally appropriate.					
Health and Wellbeing Board partners will continue to undertake meaningful engagement and involvement with Black, Asian and Minority Ethnic communities in relation to the Covid-19 response. Covid-19 Black, Asian and Minority Ethnic projects to raise awareness, codesign solutions and reduce disparities commissioned by public health will continue until January 2022. Public health will commissioning outreach to the Black Caribbean community to gain insight into and overcome vaccine hesitancy.	£200,000 (delivered from existing resources)		01/01/2022	Health & Wellbeing Board	The initial set of outreach commissioning to engage with Black, Asian and Minority Ethnic Communities (commissioned at the start of 2021) was reviewed and a second phase of commissioning has been implemented (including Bangladeshi, Somali, Older People, Disabled People, Faith settings). Newham African Caribbean Resource Centre was commissioned in the last quarter of 2021 and has been directly engaging with the Black Caribbean community in Tower Hamlets to promote uptake of vaccination
The Health and Wellbeing Board and Tower Hamlets Together Board will keep what worked well with our Covid-19 response on co-design. The partnership will develop and support Ambassadors and Champions that are representative of the communities in Tower Hamlets so that important messages on other health issues reach all communities.	Existing Resources		01/03/2022	Health & Wellbeing Board / Tower Hamlets Together	A plan is underway to review the current learning from COVID-19 Ambassadors and Champions and apply this approach of direct resident engagement to wider health issues particularly exacerbated by COVID eg physical activity, diet, smoking, mental health, screening services, use of health services (planning phase Jan to Mar 2022)
The Health and Wellbeing Board and Tower Hamlets Together Board commits to always considering and acting on feedback & will produce an annual 'you said, we did' to describe this.	Existing Resources		01/04/2022	Health & Wellbeing Board / Tower Hamlets Together	This is ongoing and is applied at the Tower Hamlets COVID-19 Local Engagement Board
R.14. Communication NHS organisations review their communication and engagement strategy which ensures guidance and important message is culturally appropriate and available in different languages and uses different approaches to ensure message is reach to different audiences.					

The Health and Wellbeing Board and Tower Hamlets Together Board commit to working with Black, Asian and Minority Ethnic -led organisations and service users to develop culturally appropriate communications and engagement. The THT Board will continue to have dedicated sessions to hear from people with lived experiences of services and act on messages related to communication and engagement.	see rec 7		Ongoing	Tower Hamlets Together	A full time officer has been recruited on a fixed term contract to progress R14 recommendations. Project plans have been developed and will be jointly led through Public Helath and Tower Hamlets Council communications engaging the multi agency COVID-19 communications group established during the pandemic. The work will also be informed by findings and engagement from R11	
The Health and Wellbeing Board will carry out a 'lessons learned' exercise to identify good practice on communication on health issues with Black, Asian and Minority Ethnic communities during the Covid-19 pandemic. Board partners will replicate initiatives that worked well in the Covid-19 response on other health issues. Initiatives include utilising media targeted at the Bangladeshi community, ensuring signs and printed information in community languages, and targeted webinars and meetings.	see rec 7		01/04/2022 On track	Health & Wellbeing Board	As above (to complete end March).	
The Health and Wellbeing Board will carry out an audit of what key information is available and translated in community languages and will pool resources to address key gaps.	see rec 7		01/03/2022 On track	Health & Wellbeing Board	As above (to complete end March).	