

# London Anti-Racism Collaborative for Health

**Leaders Group update**

14<sup>th</sup> November 2023

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Office for Health  
Improvement  
& Disparities



UK Health  
Security  
Agency

**NHS**

**MAYOR OF LONDON**

**LONDON  
COUNCILS**

## Addressing ethnic health disparities through anti-racism approach



### Evidence and data

#### Institute of Health Equity evidence reviews

- Working with IHE, GLA, NHS and partners to deliver a range of evidence reviews incl. on structural racism with data companion pack

#### Literature review on anti-racist interventions:

- Working with UCL colleagues to identify what works in anti-racism to provide evidence base for strategic approach

#### Improving ethnicity data

- Supporting NHS and OHID colleagues to understand and improve utility of ethnicity data in routine datasets

### Strategy and Partnerships

Tackling racism is part of a commitment in the [London Health Inequalities strategy](#) and [Building a Fairer City](#)

*Working with partners, we have built on enthusiasm, need and ongoing work to develop:*

[Strategic approach to anti-racism in health and care sector in London](#), which asks organisations to make 5 commitments:

- Leadership public commitment
- Commitment to support ethnic minority workforce
- Commitment to tackle racism as part of health equity programmes
- Commitment to anchor institution principles to address wider determinants
- Commitment to work with our communities to amplify their voice in the decision, design and delivery of services, to rebuild confidence and trust

### Implementing Change

**Coproduction and community participation is at the heart of health equity work.**

#### London Anti-Racism Collaboration for Health

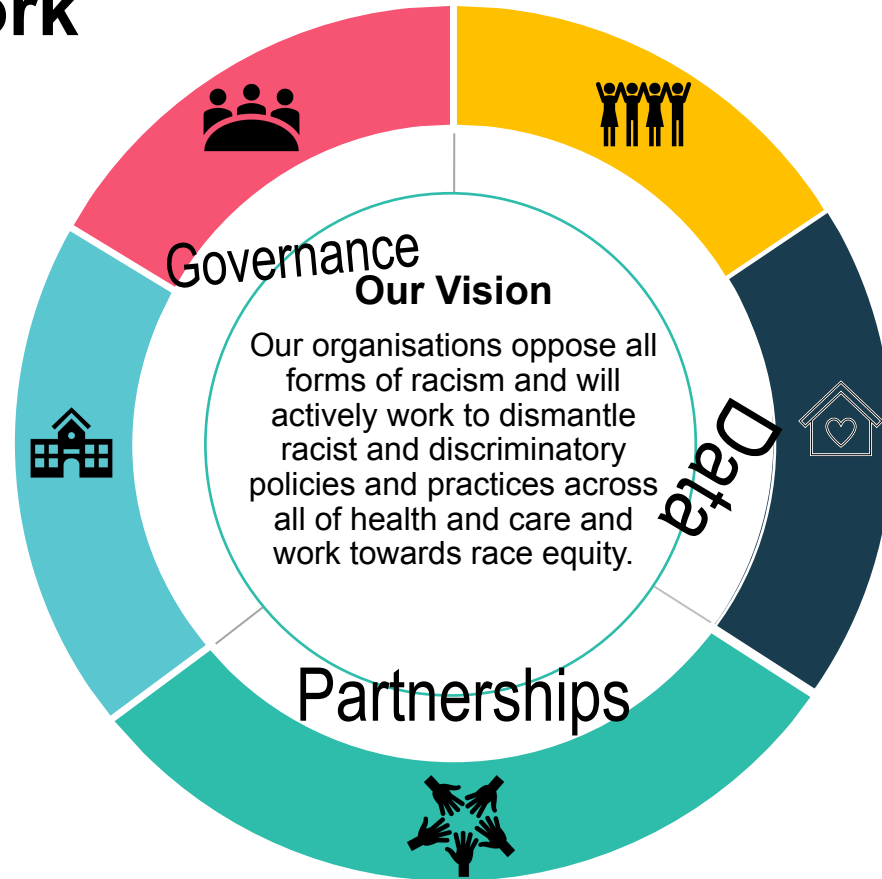
- Working across London statutory (NHS, ICS, OHID, London Council, ADPHL, GLA) and community & race equity sectors to create space for sharing, learning & collaborating to move further and faster on our shared commitments to tackling ethnic health inequalities through addressing structural racism.
- First event in November – developing a shared vision identifying obstacles and opportunities
- Procuring a delivery partner – year one resourced by statutory partners
- Year one activity to include maturity index, face to face/online events focussed on key issues, network building/comms.
- Community co-production has been core to scoping and design, and will continue in delivery, including governance

# The strategic framework

**Leadership commitment:** to being anti-racist health and care systems and organisations, with Board representation, strategy development and anti-racist approach to all policies.

**Commitment to becoming an anchor institution:** to leverage our positions as anchor institutions to tackle the wider determinants of racial health inequalities.

**Commitment to our local communities:** to work with our communities to amplify their voices, in the decision, design and delivery of services, to rebuild trust and confidence



**Workforce Commitment:** to support our ethnic minority staff and create enabling workplaces.

**Commitment to target health equity:** to prioritise and deliver evidence informed, culturally competent interventions to narrow the gap, by reducing inequities people from ethnic minority groups face in access, uptake, experiences and outcomes of our health and care services

All ICS chief execs and chairs have agreed to work together across London, to take an anti-racist lens to address ethnic health inequalities, using **this strategic framework to guide their approach at all levels of activity**, and engage with sharing and learning

# Update and Challenges

## Leadership commitment:

- Leadership commitment, race equality strategy; EHIA lens review.
- Challenges around pace, wider system challenges and buy-in, monitoring

## Commitment to becoming an anchor institution:

- Consistent activity and commitment to anchor programme and tackling wider determinants for local communities.
- Challenges in prioritisation of programmes, how it fits in with PHM



## Workforce Commitment:

- Consistent reporting of training programmes, safe spaces, monitoring
- Moving beyond WRES; broadening scope and impact

## Commitment to target health equity

- PHM with race/ethnicity lens; target and work with communities; embedded in C20P5 work
- Data access and quality; co-production takes time and resources

## Commitment to our local communities:

- Varied reports on examples of working with communities, many renewed and sustained progress
- Key challenges around maintaining culturally competent engagement; time and resource required for meaningful engagement.

# LONDON ANTI-RACISM COLLABORATION FOR HEALTH – SUMMARY (1)

**Overview:** The London Anti-Racism Collaboration for Health (LARCH) is a **peer collaboration that seeks to address ethnicity-related health inequalities in London, by supporting and enabling better practice across London's health and care partners, including anti-racist approaches.**

It aims to achieve this through providing leadership and creating space and opportunity to bring people together to share practice and ideas, learn from one another, explore challenges and unblock barriers to implementing anti-racist practices.

**Purpose:** To support London's health and care sector to further progress their commitments to being actively anti-racist organisations and to tackling structural racism through their organisations. The LARCH aims to enable partner organisations to move further and faster on their journeys.

**Design and development:** The LARCH approach has been co-designed with colleagues from the voluntary and community sector, race equity organisations, NHS London, London Councils, Association of Directors of Public Health London, OHID and the GLA. The current proposal is informed by phase 1 scoping and phase 2 design periods, funded by the GLA. Year 1 delivery of the LARCH is funded by the London health and Care Partnership. The proposed deliverables for Year 1 are on slide 7.

**Focus and impact:** The LARCH recognises and draws focus to structural racism as a determinant of health inequalities. The approach is evidence informed, to support organisational and cultural change. It will look at cross-sector issues - such as recruitment, workforce support, procurement, working with communities, communication service design principles and leadership.

**Longer term:** The LARCH will have a focus in Year 1 on Health, but in the longer term we hope to have the opportunity to expand and focus on other sectors such as Housing, Education and Business.

# LONDON ANTI-RACISM COLLABORATION FOR HEALTH – SUMMARY (2)

## Impact:

- Challenging, support and change how London health and care organisations perform their roles as employers, policy makers, anchors and services providers.
- Demonstrate commitment and take action to change, as part of a process of (re)building trust with communities
- Improve experience and outcomes for Londoners – whether they are users of the health and care system, or employed within it.

We hope it will go some way to addressing long term problems of equity in public service delivery, and enable Londoners to feel more confidence in, and trust in, the public services provided to them.

## Outputs and outcomes:

- Anticipated deliverables for year 1 are on slide 7.
- The LARCH will involve a network and provide events, as well as having an online presence, to house resources and tools. Peer learning, sharing and support will be key.
- There is a commitment to ongoing community input and accountability

By the end of Year 1, we hope to:

- 1. Have provided support and learning opportunities which enable more of London's health and care workforce to be a culturally competent, actively anti-racist, and to feel empowered to tackle ethnic health inequalities for Black, Asian and minoritised Londoners**
- 2. Improved access to genuine opportunities to share, develop and learn to the end of influencing and creating change within organisations**

# LONDON ANTI-RACISM COLLABORATIVE FOR HEALTH (LARCH) AS A STRATEGIC ENABLER

London\*  
strategic  
context

London Health Inequalities Strategy – key commitment

London Recovery programme – Building a Fairer City

Developing Strategic Approach for Structural Racism in  
London

*Partner commitment to becoming anti-racist organisations, and supporting others to  
do likewise*

London\*  
strategic  
activity

London Health  
Board –  
champion for  
tackling  
structural  
racism (Marie  
Gabriel)

Building the  
evidence on  
structural  
racism and  
health  
inequalities in  
London (IHE)

Anti-racist  
practice learning  
collaborative to  
support learning,  
progress, sharing  
across  
sectors/partners

The LARCH will help  
us meet the challenge  
we have set  
ourselves

\*pan-London  
cross-sector

Race equity sector and community input

# PROPOSED LARCH WORKSTREAMS

## 1. Strategic alignment and LARCH evolution

- Maintain overview of how hub activities align to other anti-racism activities in London to prevent duplication and ensure added value; public commitment
- Work with GLA and partners to evolve hub activities beyond health sector

## 2. Community and co-production

- Provide resources for community groups to participate
- Provide space to support, care, connect, to meet in ideas and in person

## 3. Learning

- Centre learning at the heart of the hub
- provide guidance and training, and recruit experts to input

## 4. Communication

- Share and celebrate good practice
- Two-way engagement from public and partners in our work using different media in different languages

## 5. Sustainability

- Theory of change - Monitoring and feedback into development of hub activities and iterative design, including monitoring impact.
- Apply for funding for further activities and sustaining the hub



Connected  
CORE

Connected  
CORE

SUPPORT

SUPPORT

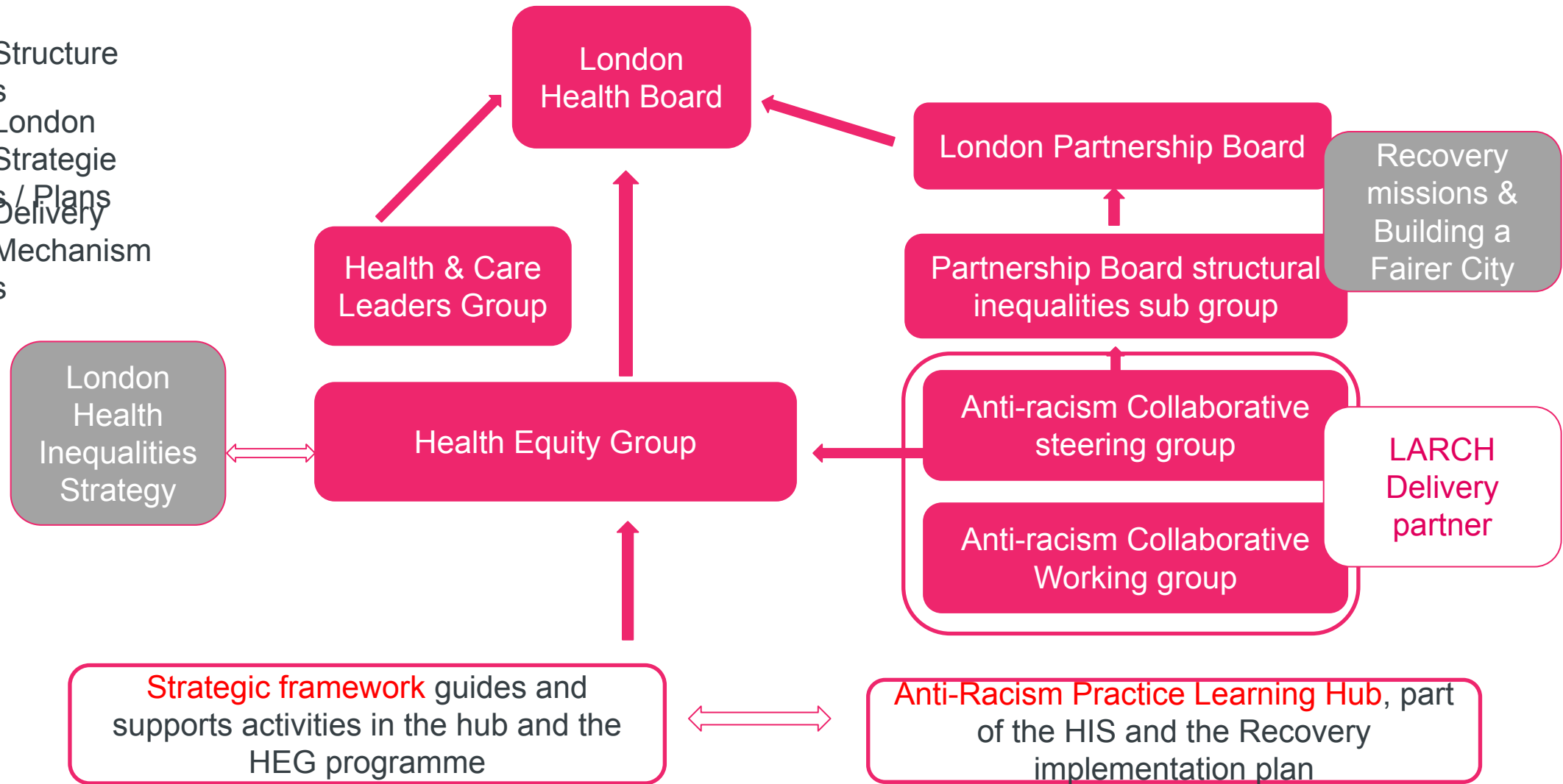


# DRAFT - YEAR 1 WORK PROGRAMME

Aim/theme	Indicative Y1 activity
Demonstrating our commitment and challenging ourselves to do better	<ul style="list-style-type: none"> <li>• Develop &amp; publish a shared <b>Anti-racism Statement</b> aligned with the finalised theory of change</li> <li>• ‘About the Hub’ page with information on Hub's governance structure (online).</li> <li>• List of definitions (online)</li> <li>• <b>Race Equality Maturity Index</b> + implementation &amp; building support</li> </ul>
Learning through cross-sector collaboration	<ul style="list-style-type: none"> <li>• At least 4 <b>in-person learning and engagement sessions</b> – convening people to share practice and develop/learn together (Workshop/webinar style) - first one might be linked to the launch event, or in January 2024. Focus on shared, cross-sector priorities, eg workforce, evaluation/measuring impact, recruitment leadership. Engaging the 80% etc).</li> <li>• One of these will be the <b>annual “conference”/ event</b> towards the end of year 1.</li> <li>• Showcasing of <b>good practices</b> and a range of relevant toolkits (online)</li> </ul>
Communicating what we are doing and bringing people onboard	<ul style="list-style-type: none"> <li>• <b>Comms plan and engagement</b> strategy.</li> <li>• <b>Stakeholder management plan</b></li> <li>• <b>Newsletters/updates</b> – with blogs Publish a series (8-10) evidence-informed blogs with comment sections over 12 months. First published as part of launch (Oct/Nov 23) (online &amp; newsletter) Blogs section for communication, featuring comment sections (online)</li> </ul>
Building a solid, collaborative foundation and a longer-term plan	<ul style="list-style-type: none"> <li>• Hold 6 <b>steering group meetings</b> to manage the hub, scheduled every two months. The to be held in Nov 2023. Race Equity, VCSE &amp; system</li> <li>• Prepare and publish an <b>annual impact report</b> within the final two months (August 2024).</li> <li>• Develop monitoring and evaluation framework / ToC (online)</li> <li>• <b>Funding and sustainability work programme</b> – to bring in additional funding</li> </ul>
Capacity building through partnership and alliances	<ul style="list-style-type: none"> <li>• Eg. <b>Link to RHO NHS re evidence and data</b> (links to workshops) Provide ways for the public and stakeholders to submit new research and toolkits (e.g., submission form or email address) (online)</li> <li>• Utilise IHE online HI network space</li> </ul>

# PROPOSED GOVERNANCE & DELIVERY

- Structure
- Strategies
- Plans / Delivery Mechanisms



# TIMELINE 2022/23/24

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Hub Phase	Details	Anticipated Completion
<b>Scoping</b>	Developing a shared vision, working with statutory and community partners (led by InChange)	<b>COMPLETED</b> December 2022
<b>Design</b>	Co-design work with statutory and community partners (led by the Race Equality Foundation)	<b>COMPLETED</b> May 2023
<b>Procurement of delivery partner</b>	Developing a spec for the year 1 delivery, and putting through tender process (TPHC/ Royal Free)	<b>IN TRAIN</b> Feb 2024
<b>Early delivery</b>	First event on the LARCH 21 <sup>st</sup> November	<b>IN TRAIN</b> Nov 2023
<b>Full delivery</b>	Delivery of year 1 work programme	Feb 2024 - 2025

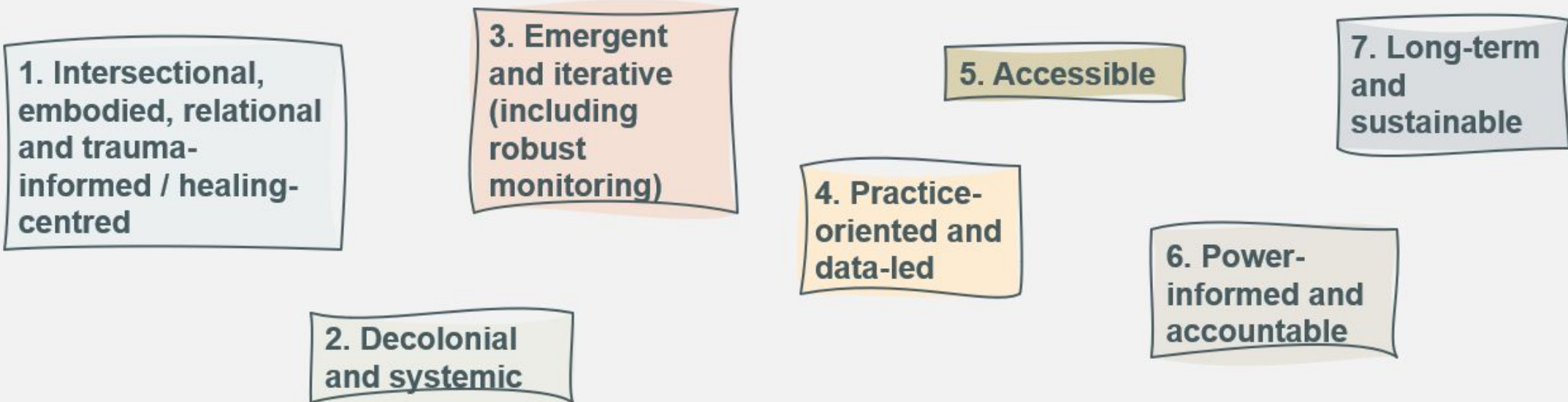
## DISCUSSION

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- **View on the governance? How do you want us to keep you informed?**
- **How can Leaders Group support and promote this work in their organisations?**
- **As Leaders, what would you find valuable from the LARCH, to support you to progress anti-racism work locally?**

# Design principles for the hub

These principles emerged from the interviews and survey and were corroborated by stakeholders at a design workshop in October. The detailed recommendations that accompany each principle are outlined in the appendix.



**inchange**

*holding clients with compassion, in confidence, and always to account*