



BAME Inequalities: a place based approach for Nottingham City

Taking action on the inequalities experienced by people of black, Asian and minority ethnic (BAME) backgrounds in Nottingham during and beyond the COVID-19 Pandemic

This framework describes a strategic approach to reducing health inequalities.

The framework provides a starting point to develop a comprehensive action plan with communities

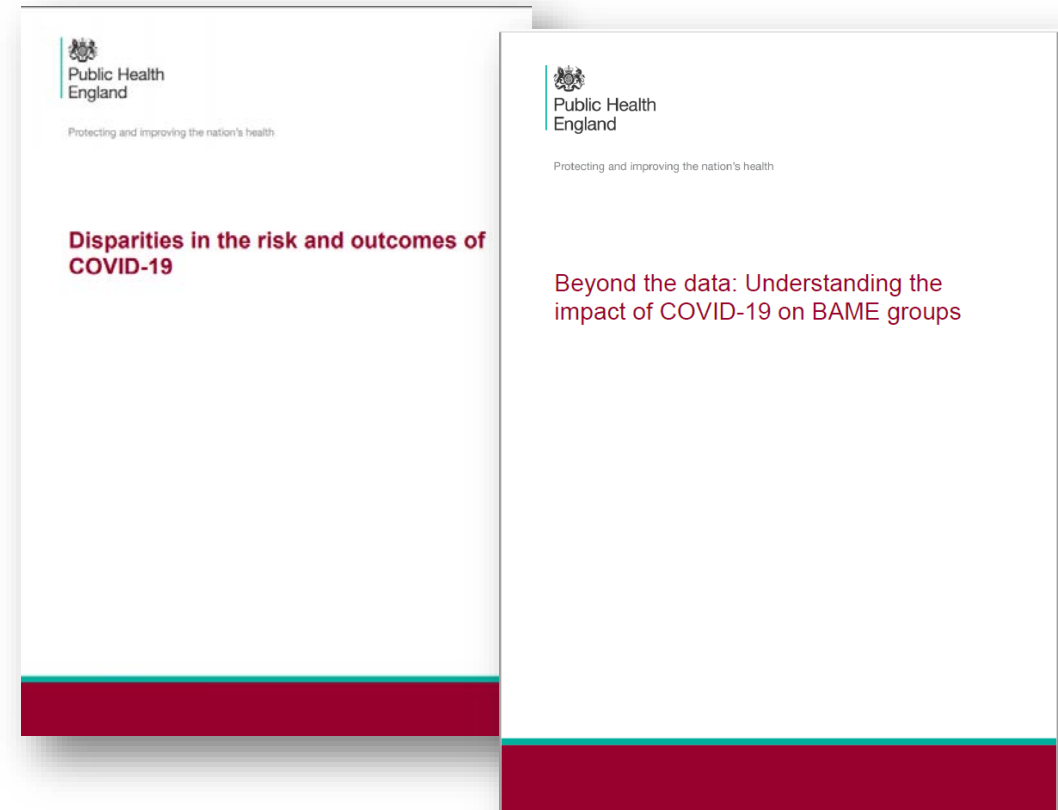
This is a live document for discussion

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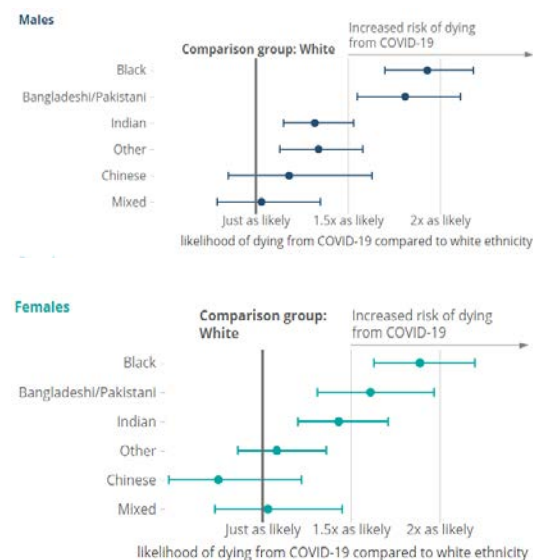
Informed by recent reviews from Public Health England

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COVID-19 risks amongst ethnic minorities

There is growing recognition that rather than being a great leveler, the coronavirus (COVID-19) pandemic may exacerbate existing inequalities. There is clear evidence that black and minority ethnic groups are at higher risk of dying from COVID-19 than the rest of the population though that risk may not be the same for all ethnic groups.

Data from the ONS show that, after adjusting for age, deprivation and a range of other factors, men and women of black ethnicity were at highest risk. South Asian populations also have higher risk compared to people from white backgrounds.



A number of other studies have observed similar patterns in COVID-19-related deaths in hospital.

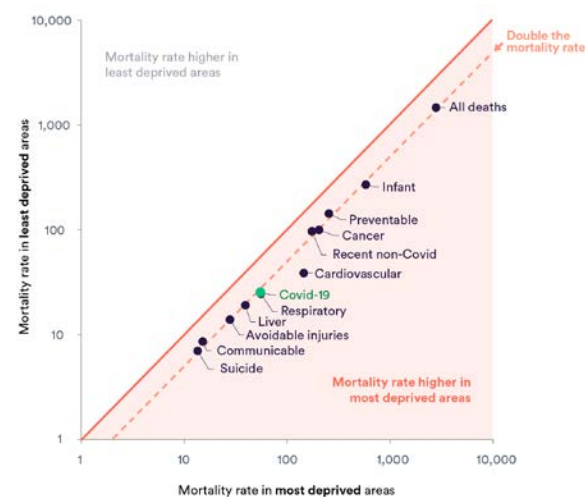
What do we know about the cause of any difference?

The answer to this question is complex. A wide variety of explanations for these have been examined including upstream social and economic inequalities; prior medical conditions (e.g. heart disease, diabetes); occupational exposure; (e.g. health & social care, public transport, cleaners etc.); and downstream biological factors.

The Public Health England review reported findings from engagement with over 4000 stakeholders on the factors influencing risk in BAME groups. The recommendations include multi-level actions for anchor institutions on data, workforce, policy and communications. The Independent SAGE report sets out the evidence on disparities for BAME communities and also includes a wealth of recommendations.

Is this the only inequality we are observing?

No. People face the virus from uneven starting points. Existing health inequalities are linked to a greater severity of symptoms and likelihood of death. The inequalities observed are not novel. The coronavirus pandemic, and the wider governmental and societal response, have largely brought the existing inequality within our society into sharp focus.



The wider societal measures introduced to control the spread of the virus and save lives now, are exacting a heavier social and economic price on those already experiencing hardship.

The drivers of inequality is complex and a systems approach is needed as efforts to tackle one area e.g. economic inequality, may have unintended consequences for other disadvantaged populations.

What is being proposed?

A broader strategy to tackling inequalities is required. This framework cannot sit in isolation of that, and provides a draft for aligning with a wider strategy. The framework describes a place based approach to BAME inequalities. It acknowledges that our BAME population is made up of diverse communities by providing core principles upon which to build tailored actions:

Community – Our communities already provide an important foundation to build upon with many important assets such as dedicated volunteers, cultural insight, established social networks, physical resources. These charity, faith and community groups can play an important role in facilitating and leading community action. However, it is important we build on these strengths be it growing relationships and connecting groups; providing training; helping remove barriers; and supporting funding bids through our existing community workforce.

Services – Our services engage and consult broadly in order to ensure their development is culturally appropriate. However, disparities remain for access to health and care services experienced by citizens from ethnic minorities. The challenge to the local system is to move beyond consultation to full co-production alongside local communities. Addressing inequalities must therefore be a key Nottingham City ICP priority.

Policy – Equity needs to be explicitly considered within all local decisions. Inequalities are not solved by services but require us to consider the environment and circumstances in which people live their lives. For example, key themes that emerged from Nottingham City's 2017 BME Health Needs Assessment include the importance of the urban environment including access to green spaces and planning of fast food outlets; a sense of belonging; and financial wellbeing in relation to affordability of housing and fuel poverty.

Taking a place based approach: a framework for action



This framework requires a whole system approach that utilises the breadth of influence of the community, council and local organisations. For example -

Community domain involves:

- Community Cohesion
- BME Community of Practice
- BAME Employee Network

Services domain involves:

- Leisure & Cultural Services
- Social Care
- Education
- Public Health
- Nottingham City ICP

Policy domain involves:

- Human Resources (incl. occupational health)
- Growth & Regeneration
- Energy & Environment
- Housing (incl. planning & building control)
- Transport
- Businesses, Training and Employment
- One Nottingham
- Strategy, Policy & Analytics

How could this framework work in practice?

Example: Mental Health

Community = Champions and making use of existing assets e.g. mental health support groups, faith community

Service = Co-production in the commissioning and ongoing improvement/development of mental health services

Policy = Post COVID-19 unemployment and skill regeneration plans

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Priority actions for implementation Summer 2020

Action	Context	Building forwards – possible approaches
Establish a BAME Inequalities Taskforce	<p>PHE Review: establish cross government infrastructure to drive change</p> <p>Existing NCC forums and work:</p> <ul style="list-style-type: none"> Nottingham Together Board & BAME subgroup BME Community of Practice BAME employee network 	<p>Establish cross-sectoral taskforce led by elected members and community representatives.</p> <ul style="list-style-type: none"> Strategic NCC commitment to tackling BAME health inequalities Ensuring community voice and civil society is at the heart through representation from a BAME Inequalities Community Partnership Taskforce membership <ul style="list-style-type: none"> NCC (including Public Health, Community Cohesion, Education, Housing, Transport, Violence Reduction Unit) BAME Inequalities Community Partnership representatives Partners (including Police, DWP, NHS, Justice, educational institutions)
Consider inequalities in every decision	<p>Existing NCC forums and work</p> <ul style="list-style-type: none"> Equality Impact Assessments Health & Wellbeing Board (HWB) Equality Board Nottingham BME Health Needs Assessment (2017) <p>Other areas:</p> <ul style="list-style-type: none"> HIIA used in Scotland EHIA in NHS 	<p>Building on the success of Equality Impact Assessment (EIA), introduce a Health Inequalities Impact Assessment (HIIA) that goes beyond EIA to assess impact of changes to policies, practices and services on:</p> <ul style="list-style-type: none"> Health inequalities People with protected characteristics Human rights Socioeconomic circumstances e.g. low income, low literacy, area deprivation <p>Ensure that reducing inequalities, and widening access to opportunities is central to: COVID-19 recovery; policy, practice & commissioning; decommissioning and decisions re savings</p> <p>Support HWB partners to consider similar approaches</p>
Mapping of Council assets and community assets	<p>PHE Review: Co-produce with communities ways to strengthen their resilience in the next phase of this pandemic</p> <ul style="list-style-type: none"> Neighbourhood Management Community Cohesion Nottingham Together Board 	<p>Undertake workshops with BAME communities to identify local priorities, and map Council and community assets (e.g. resources, buildings, outdoor spaces, staff and skills) that can extend action to reduce BAME inequalities and strengthen community resilience.</p> <p>For example: increasing free access to community centres and sports facilities for youth groups; increasing training and work experience opportunities for BAME; providing training to community organisations to apply for funding; NCC and partners to proactively support disadvantaged BAME communities to access benefits and understand housing rights</p>

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Examples of the types and breadth of actions that an action plan based on this framework and developed through close work with communities, could contain:

Short term: COVID-19 Response



Medium term: Looking to the future

Communities	Services	Policy
<ul style="list-style-type: none"> • Develop a BAME Inequalities Community Partnership (see priority actions) • Work with community and faith leaders to develop a communication plan to mitigate the fears and stigma in communities arising from media headlines around BAME and COVID-19 • Foster links between community engagement for the Violence Reduction Unit and COVID-19 response work • Mitigate risks from the loss of a community volunteer network associated with the return to work following lockdown 	<ul style="list-style-type: none"> • Ensure COVID-19 testing is accessible to eligible BAME citizens • Take a proactive approach to ensuring BAME community members access the financial benefits that they're entitled to • Strengthen our targeted prevention work on risk factors such as CVD and diabetes e.g. stop smoking services or health checks, and ensure that these are appropriately tailored to the needs of different BAME communities • Review the effectiveness of translation services 	<ul style="list-style-type: none"> • Undertake a workforce risk assessment with BAME colleagues working in Nottingham City Council • Understand the impact of school closures on BAME communities and explore what interventions could mitigate any detrimental impact • Promote shared approaches across Nottingham City Integrated Care Partnership
<ul style="list-style-type: none"> • Conduct workshops with BAME communities to learn about local priorities, the community's existing skills & assets, and what barriers prevent community groups reaching their potential • Establish and support a local community volunteer strategy including training • Support community groups to access funding i.e. provide expertise in evaluation, analysis and bid-writing 	<ul style="list-style-type: none"> • Develop training on co-production approaches for ICP leads from each organisation led by the Community of Practice • Continue to work with community groups to understand their needs 	<ul style="list-style-type: none"> • Build on existing equality and diversity programmes within the council • Include consideration of socioeconomic inequalities in COVID-19 recovery plans

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Next steps...

Approach

- Take an asset-based approach, identifying how we can support and further build on the significant activity that is already happening in Nottingham City
- Engage with our diverse communities to identify the priorities, measures and outcomes that communities say are meaningful to them

Strategic commitment

- Achieving change requires leadership at the highest levels and throughout the council, working collaboratively with our system partners
- It is important to acknowledge the work that has already been done and build on past commitments to reduce inequalities through the creation of a shared, city-wide ambition

Assessing progress

- This framework is not intended to be a detailed action plan
- Appropriate targets and outcomes need to be identified and agreed with community partners



Nottingham

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