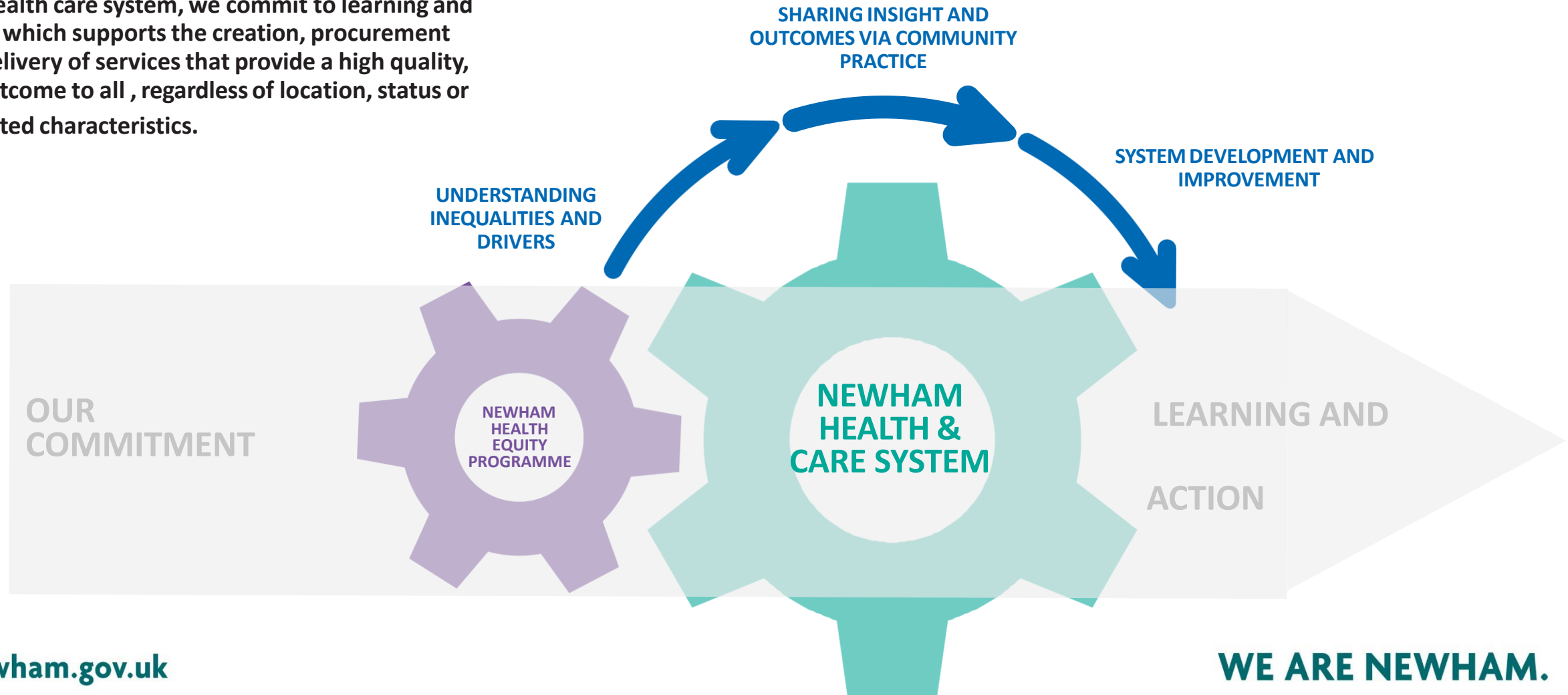


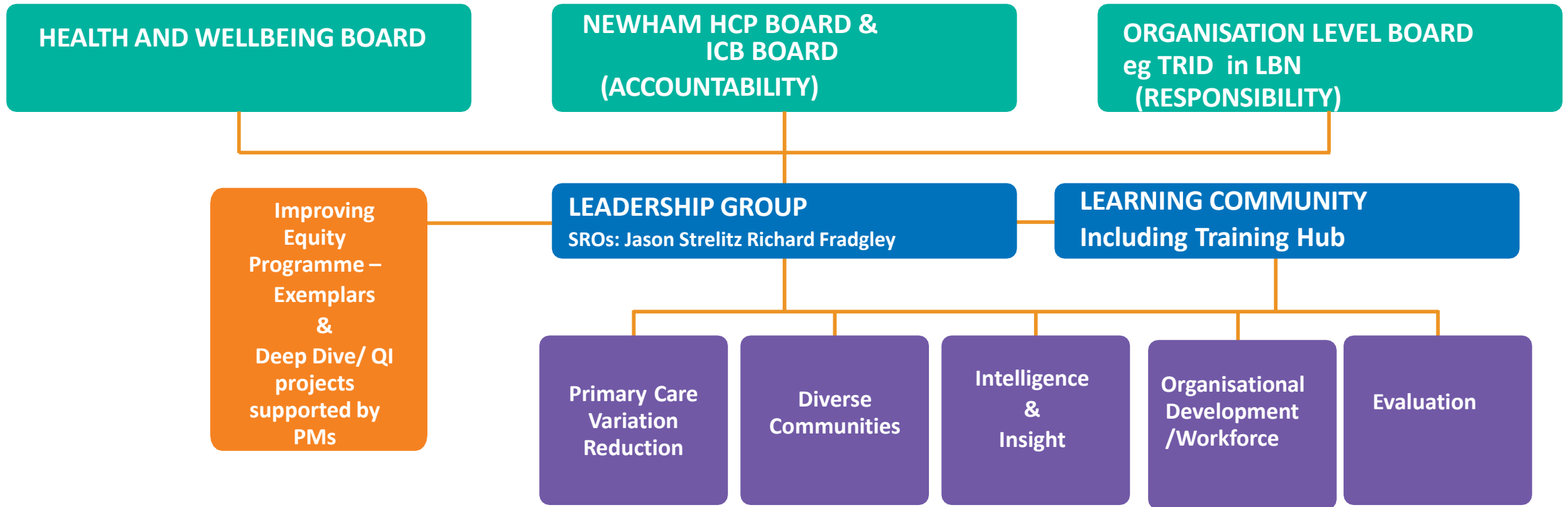
Newham – Anti Racist and Equitable system development

WHAT IT IS NHEP

As a health care system, we commit to learning and action which supports the creation, procurement and delivery of services that provide a high quality, fair outcome to all, regardless of location, status or protected characteristics.



NHEP GOVERNANCE



Origins

DRIVERS

COVID Disproportionally high deaths in Borough esp among Black and Asian residents

George Floyd murder and reflective process on Racism -

ACTIONS

May 2020 – July Deep Dive - Theory of Change enquiry at whole system level led by Council

- ➔ Tackling Racism Inequality and Disproportionality programme
 - ➔ 4 workstreams
- ➔ Newham Health Equity programme (NHEP) across landscape of Health and Wellbeing board and place based ICB

Programmes

SUCCESSSES

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Street name consultation - Kamal Chunchie Way and others

Service Reviews

HR – Staff training, new recruitment policy

Reciprocal mentoring and inclusive leadership

NHEP

Learning community buy in

Tools :- Equity routemap; ART Framework and tool pilot testers

DILLIN and Core 20 cohort finder

Equity objectives, Excellent Exemplars, 'golden threads'

CHALLENGES

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Procurement processes

Getting redacted recruitment to really work

Scale Participation

NHEP

100% anchor uptake of NHE Routemap

Use of QI – Different emphases

Sharing learning and 'non success'

Learning

Core 20 – some traction - Helpful learning – Primary care –Key important learning harder to share- because not a success.

Majoritarian view. Newham is 73% Global majority – taking a majoritarian view has resonated widely ie we live in a country where the majority set the agenda – and it is accepted that this is OK. So in Newham.. If the collective majority is formed from Global majority populations, Services should lead and work to the needs of the local majority. Some have accepted this as an ethical imperative others have not.

Taking an equity view allows for curiosity around areas of interest - not all believe that the ethnicity lens is primary.

Service outcome and capacity – Unmet need, untaken prevention opportunity, poorly understood (culturally non competent info) leads to uncontrolled and ‘inappropriate’ service use -> case for action.

Data collection and minimum data set- Simple tools can quickly tell a service whether it is reflecting the borough.

Curiosity and compassion develop more easily when frontlines feel hard and seen and have space –

Redacted recruitment does not remove all cultural and capital biases.

There are many distractions – eg Financial challenges....

Trust takes time to build.

LARCH ASKS

Pilot partners to refine and validate tools

- ART Framework
 - and process evaluation
- Routemaps
- DWeLLIN - Quick representation checker
- Core 20 cohort finder

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Shared approaches to impact and outcomes and evaluation

Definitions

– of anti racist practice

- of allyship

NHEP

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WE ARE NEWHAM.