

Transformation Plan for 26/27

Patient and Carer Race Equality Framework (PCREF)

Our group strategy

-  **T** Technology
-  **H** Healthy Communities
-  **R** Responsive
-  **I** Including everyone
-  **V** Valuing our people
-  **E** Efficient and effective

“Big Ticket” Transformation Priorities for 26/27



Transformation priorities defined as a key area of focus in the delivery of Trust Priorities e.g. Group Strategy (THRIVE), LPT's operational and 5-year integrated delivery plan and the NHS Oversight Framework (NOF) will make the biggest positive impact on our patient and carer population and staff.

Raising awareness of PCREF amongst workforce

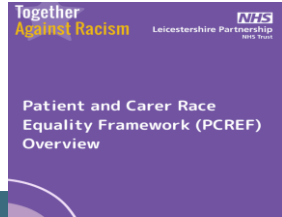
Develop Community Champions/Ambassadors

Improve recording of ethnicity for patients and carers

Increase partnership work with community organisations

Increase the number of staff undertaking Cultural Competency Training

Proposed PCREF Priority Forward View Insights



Raising awareness of PCREF amongst DMH workforce

We will focus on ensuring the DMH workforce understands the intentions and expectations of PCREF and how they can contribute within their role. We will also be encouraging and providing guidance for teams to have more conversations about culture and identity, empowering teams to learn from and support each other.



Improving recording of ethnicity for patients

We will focus on improving recording ethnicity as part of demographic data collection to reduce 'unknown or unmapped' information within data sets. This will be critical for better understanding the patient population and planning future service developments. We will also continue to increase number of registered 'Thinking AHEAD' users.



Increasing partnership work with community organisations

We will continue to build partnerships with local organisations to coproduce approaches to improve the mental health access, experience and outcomes in the community. This will include continuing with work on understanding barriers to psychological support in diverse communities and working with the African heritage community to improve earlier access to mental health support.



Continued Delivery of the Live Well Programme

- We will focus on phase two of the programme:
- Collaborative planning – bringing together communities and services to co-develop plans
 - Develop peer ambassadors to improve relations, communications and awareness in community groups and statutory services
 - Evaluation of approach and impact



Increase staff cultural awareness

- We will focus on:
- increasing the number of staff across the Trust who undertake Race Equality and cultural Intelligence Learning training.
 - Delivery of Cohort 7 of our Reverse Mentoring Programme.