






# COVID-19 & BAME communities

A deeper dive: Examine the recommendations from the COVID-19 & BAME Communities Advisory group in more detail.

19<sup>th</sup> January 2021



# During the event

-  Mute microphones unless speaking
-  Turn off video unless presenting or commenting
-  The event will be recorded
-  During the Q&As please use the 'raise hand' facility in the chat if you would like to ask a question
-  The chat will be monitored so please comment using this facility

# Using the chat function

- During the presentations please use the chat function to comment or respond to what is being said
- Please only submit questions for the panel when invited to do so
- Anything you write in the chat function will be recorded and is not anonymous. We may use chat content but will follow GDPR protocols for storage and destroying the data after 2 years

# Agenda

## Session 1

- Co-chair opening comments
- Summary of COVID-19 & BAME Communities report, recommendations, survey and progress.
- Co-chair closing comments
- Guest panel: Question Time

## Session 2

- Q&A: What's Next? – Led by Clenton Farquharson
- Close



# Welcome

## Co-Chair's Opening Comments:



Tricia Pereira, Head of Operations  
Adults Social  
Care & Adult Safeguarding, London  
Borough of Merton [Co-Chair of the  
Advisory Group]



# Our chair & panellists



Tricia Pereira, Head of Operations Adults Social Care & Adult Safeguarding, London Borough of Merton [Co-Chair of the Advisory Group]



Mr Cedi Frederick, Chair of North Middlesex University Hospital NHS Trust [Co-Chair of the Advisory Group]



Sophie Chester-Glyn, Director at Coproduce Care CIC and RM at Manor Community



Dr Godfred Boahen, National Safeguarding Policy and Development Lead Church of England



Ms Amrit Sumal, Compliance Director, National Care Association



Geraldine McMurdie, Head of Intermediate Care, HC-One

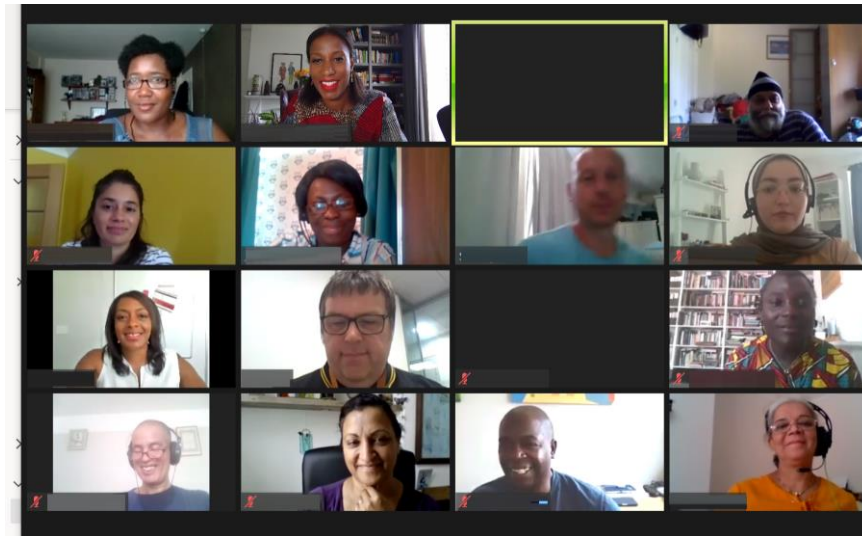


Clenton Farquharson MBE, Director, Community Navigator Services CIC. Chair of TLAP partnership board. Trustee of the Race Equality Foundation.

# COVID-19 & BAME communities

## Key points

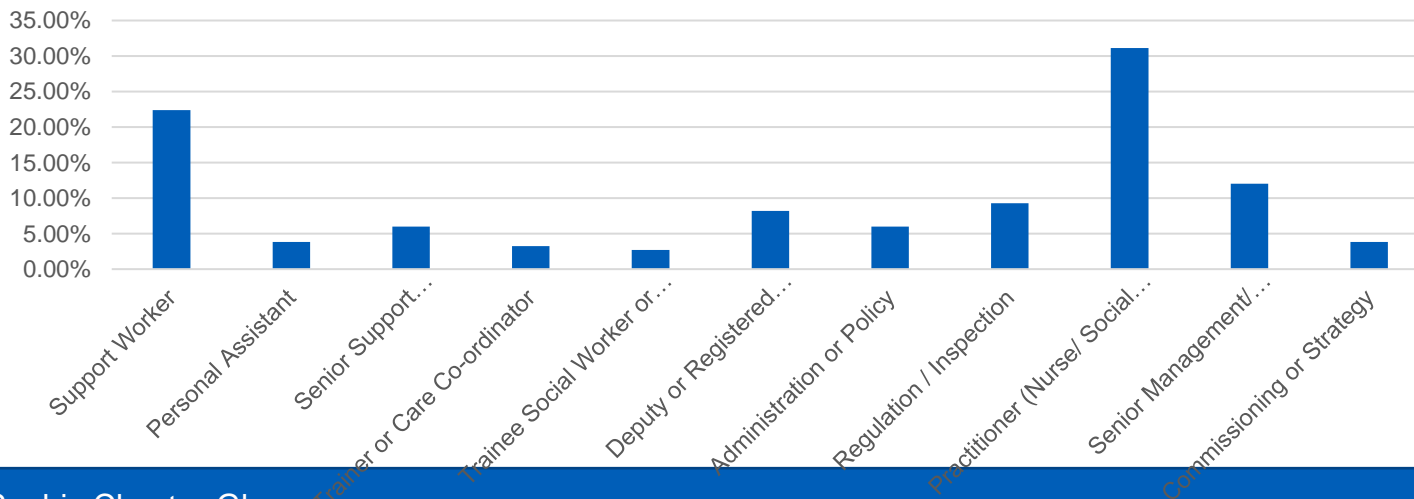
- Consultations with professionals and people accessing services.
- Experiences captured through **surveys** and **engagement webinars**



# BAME Workforce: Taskforce Survey



- Open **6 days** (142 responses)
- Almost half of respondents selected **African (30%)** or **Caribbean (18%)** ethnicity options, **Asian** options came second when combined (**24%**). Remaining options were different mixes and 'others'.
- Over half were **older than 44 years** of age (**62%**) and **45-54** was most popular option (**36%**)
- **31%** Male, **69%** Female
- Urban: **53%**, Suburban **38%**, Rural: **9%**





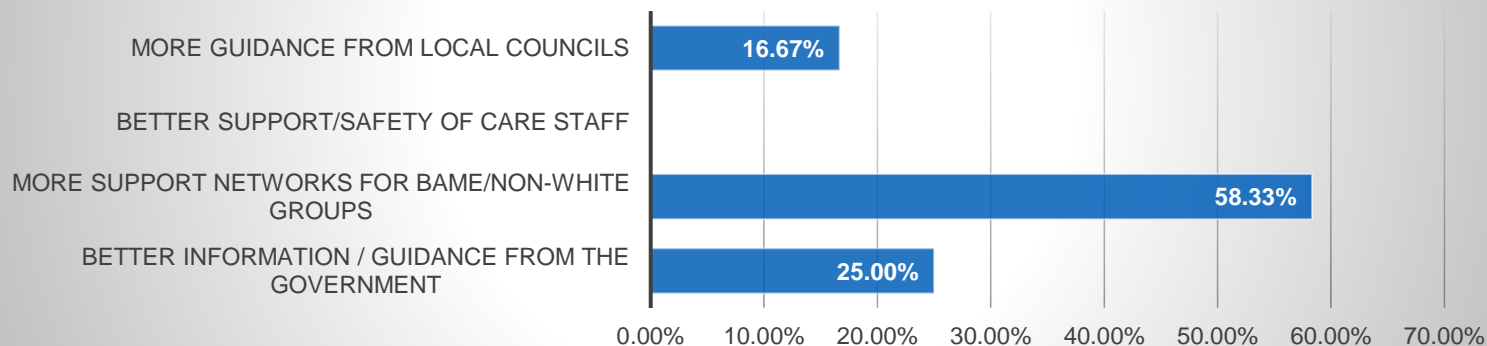
# Survey Continued

## Moving Forwards

- Lot of support and trust in employers and provider organisations.
- The issues were that information was not clear or tailored to BAME groups.
- Less than 40% had heard of Adult Social Care Risk Reduction Framework



What would be your top priority to improve support for BAME/non-white people receiving social care during a pandemic? Response Percent



# COVID-19 & BAME communities



## ■ Recommendations

1. The work of the BAME Communities Advisory Group continue beyond the timeframe set out by the Social Care COVID-19 Taskforce, with involvement of the Minister for Women and Equalities
2. That people with lived experience, their support networks and people who work in social care are at the forefront of developing social care policy and guidance that affects BAME communities.



# COVID-19 & BAME communities

## ■ Recommendations

3. There is parity between staff working in the NHS and social care in research, the design, development and delivery of programmes that support BAME staff through this and future pandemics
4. The NHS Confederation, Care Providers Alliance and British Association of Social Work come together to share best practice and coordinate their advice and support to Employers and BAME staff



# COVID-19 & BAME communities

## ▪ Recommendations

5. Research and accurate data is widely and quickly shared from Government to local authorities to inform the development of strategies that minimise local outbreaks
6. Faith and ethnicity be recorded on death certificates and data sets with
7. The development of a 'Trusted Places and Trusted People' strategy as the way of disseminating awareness, knowledge and information.



# COVID-19 & BAME communities

## ■ Recommendations

8. That greater efforts are made to improve cultural 'competence' at Government level.
9. There is increased robustness in co-ordination of the Health and Social Care System, thus working better together to support BAME staff in social care between the NHS and Local Authority, Social Care and Public Health.
10. Guidance is produced and clearer expectations set, that deliver improved messaging on the need to protect BAME workers across social care.



# Recommendations- RAG

**1. Work of the BAME Communities Advisory Group Continues**

**6. Faith And Ethnicity Be Recorded On Death Certificates**

**2. People With Lived Experience.**

**7. Trusted Places And Trusted People' Strategy**

**3. Parity Between Staff Working In The NHS And Social Care**

**8. Improve Cultural 'Competence' At Government Level.**

**4. Sharing Best Practice And Coordinate Their Advice And Support**

**9. Increased robustness in co-ordination of the Health and Social Care System**

**5. Research And Accurate Data Is Widely And Quickly Shared From Government To Local Authorities**

**10. Guidance is produced and clearer expectations - improved messaging on the need to protect BAME workers**

# Summary: Since We Submitted

- What has happened since our report?
- Our work to continue
- Meeting with Minister for Equalities
- Ethnicity recorded on Death Certificates
- Vitamin D
- Localism -involvement in decision making devolved to local authorities who should work with local communities
- Improved communications –especially around the vaccine
- Guidance is produced and clearer expectations set –Adult Social care Risk Reduction Framework, how is this being used?
- Spotlight on Leadership –development of Workforce Race Equality Standards for ASC in line with NHS (test sites 2021)



# Provider Experiences

- Awareness of BAME needs specific to COVID-19
- Managing cultural expectations, anxieties and challenges
- Access to accessible information that is culturally relevant
- Involvement of Community Leaders
- PPE specific requirements
- Testing and frequency of testing
- Vaccine



Amrit Sumal

Compliance Director  
National Care Association



# Still to come



## Co-Chair's Closing Comments:

**Cedi Frederick** - Chair of North Middlesex University Hospital NHS Trust  
[Co-Chair of the Advisory Group]

- 2 Q&A Sessions
- **Q&A Session 1:** Questions for the advisory group about the report or our recommendations
- **Q&A Session 2:** Chaired by Clenton Farquharson MBE on 'What's Next'?



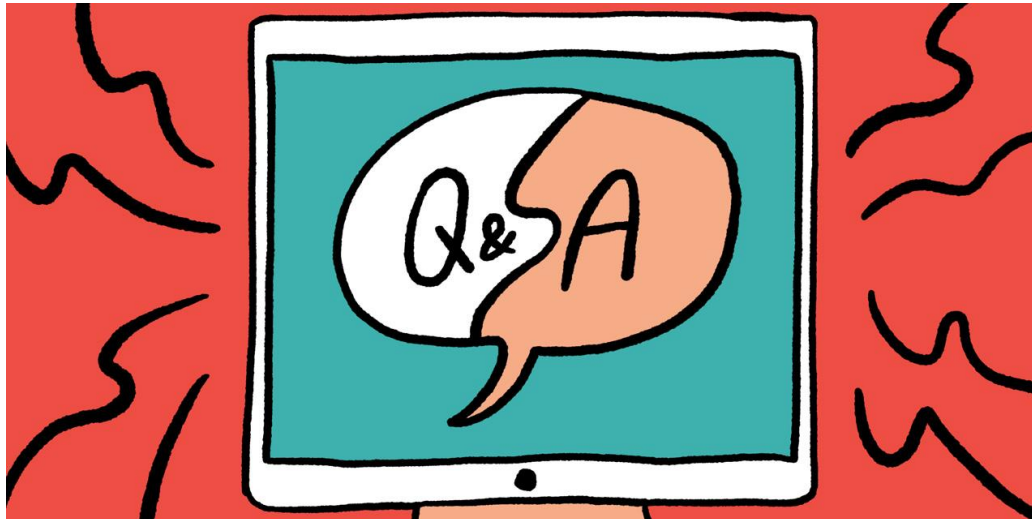
# Panellist Question Time

- Recommendations Q&A



# What's next?

- Chaired by Clenton Farquharson
- Intersectionality, Personal Assistants
- Q&A: Get your questions ready!



# Future events in the series

## Webinar #3: Developing a Voice around Equality and inequality

Date: Feb 2021

Details on Webinar Page

### NEW: Peer Coaching Sessions

New interactive and practical sessions to build on how the ideas discussed here can be put into practice.

Thank you for joining!

