

## Overview of PCREF Workshops

The PCREF is a national anti-racism framework that ELFT piloted in 2021 and launched in 2023. To find out more about the PCREF, [click here](#).

The EDI and People Participation Team will be coproducing and delivering PCREF workshops to teams across the Trust. Workshops can be **online** or **face-to-face**.

These PCREF workshops come in two forms:

### 1. Information Session (30-60mins):

This session offers an overview of PCREF, covering implementation and governance processes both internally and nationally. It focuses on broader Trust-level objectives and does not require a booking form or a design meeting beforehand.

This session is ideal for committees, steering groups, directorate management meetings, as well as operational and corporate teams who want to understand what the PCREF is.

### 2. Bespoke Training Session (90-120mins):

This training is tailored to address the specific priority areas of services, identified through evidence-based equality data. For instance, it may focus on initiatives like "Improving access rates for Asian men in Tower Hamlets Talking Therapies."

It delves into service and place-based implementation, requiring a completed booking form with service data and a design meeting before the session. By the end of this session, teams will be equipped to develop local PCREF charters and action plans tailored to their specific services.

While the training session explores the 8 PCREF cultural competencies and strategies for collaboration with stakeholders, it does not serve as a replacement for Cultural Competency training.

***Please note that individuals may end up attending both types of sessions depending on where they work.***

	Information Session	Bespoke Training Session
<b>Duration</b>	30-60 minutes	90-120 minutes
<b>Focus</b>	Implementation and governance processes of the PCREF	Service-level implementation of the PCREF, based on equality data
<b>Requires booking form and/or design meeting</b>	No	Yes
<b>Requires service data and priorities beforehand</b>	No	Yes

<b>Trust-level or local</b>	Trust-level objectives	Local- and service-level
<b>Intended audience</b>	Committees Steering groups Management meetings Operational and corporate teams	Mental and physical health services Ideally entire teams Clinical and non-clinical staff

Both sessions will cover the three parts of the Patient and Carer Race Equality Framework:

**Part 1: Leadership and Governance**

This includes understanding the PCREF legislation and governance structure, technical guidance for PCREF data collection, and CQC assessment criteria.

**Part 2: Cultural Competencies**

The session will cover six national competencies, as well as ELFT's two regional competencies. These are as follows (regional competencies in ***bold italics***):

- Cultural Awareness
- Staff Knowledge and Awareness
- Partnership Working
- Coproduction
- Co-Learning
- Workforce
- ***Trauma-Informed Care***
- ***Intersectionality***

**Part 3: Patient and Carers Feedback Mechanism**

Measuring and managing involvement/feedback from advocacy services, service users and carers.

The bespoke training session will delve into the PCREF's cultural competencies in more detail; the information session will give more of an overview of the PCREF.

All bespoke workshops will be co-produced and co-delivered with service users/carers.

**For more information, please email:** [elft.edi-team@nhs.net](mailto:elft.edi-team@nhs.net)



**Objectives**

In the session you will learn more about the Patient and Carer Race Equality Framework (PCREF) and how to embed it into your everyday work.

By the end of the session, you will:

- 1 Have a clearer understanding of PCREF as a key recommendation of the Independent Mental Health Review 2018.
- 2 Be able to identify how cultural competencies can support to improve priority areas.
- 3 Be ready to develop a local PCREF action plan with your team, which aligns with Trust Equality Strategy.

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**Understanding the National Cultural Competencies**

<p><b>Cultural Awareness</b></p> <p>recognising and understanding the needs of diverse cultural communities and socioeconomic issues they face, to ensure services are more inclusive.</p>	<p><b>Partnership Working</b></p> <p>working more closely with diverse racialised communities, leaders, religious groups, ethnic led religious organisations, social care and others.</p>	<p><b>Workforce</b></p> <p>a workforce that champions inclusive leadership, shares learning, intentionally embeds anti-racist approaches, and tracks progress.</p>
<p><b>Staff Knowledge and awareness</b></p> <p>understanding the racialised experiences of local communities, and acting to overcome biases and prejudices.</p>	<p><b>Co-Learning</b></p> <p>a two-way process that raises awareness of early intervention support amongst diverse communities, in return learning about community concerns and barriers.</p>	<p><b>Coproduction</b></p> <p>ensuring patients and carers are equal partners in designing treatment plans and care pathways from design to delivery.</p>