

Trust-wide Timeline:

September:

Launch of Beds and Luton PCREF Steering Group

November:

Launch of PCREF at ELFT

December:

Launch of trust-wide PCREF Steering Group
PCREF Quarterly report

January:

PCREF Workshops

Get involved or share feedback:

EDI Team:

elft.edi-team@nhs.net

EDI Working Together Group:

Robert Sykes:

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We care
We respect
We are inclusive

At its core, the PCREF aims to support NHS Mental Health Trusts to:

- Improve interaction with racialised and ethnically and culturally diverse communities,
- Raise awareness of services' own cultural and racial bias and provide a framework to reduce them
- Improve governance, accountability, and leadership on improving experiences of care for racialised and ethnically and culturally diverse communities

Through national stakeholder engagement and co-production, it has been agreed that the improving the following cultural competencies will help to achieve the aims above.

National Competencies

1. Cultural Awareness
2. Staff Knowledge and Awareness
3. Partnership Working
4. Co-production
5. Workforce
6. Co-Learning

Local Competencies

1. Trauma Informed Care
2. Intersectionality



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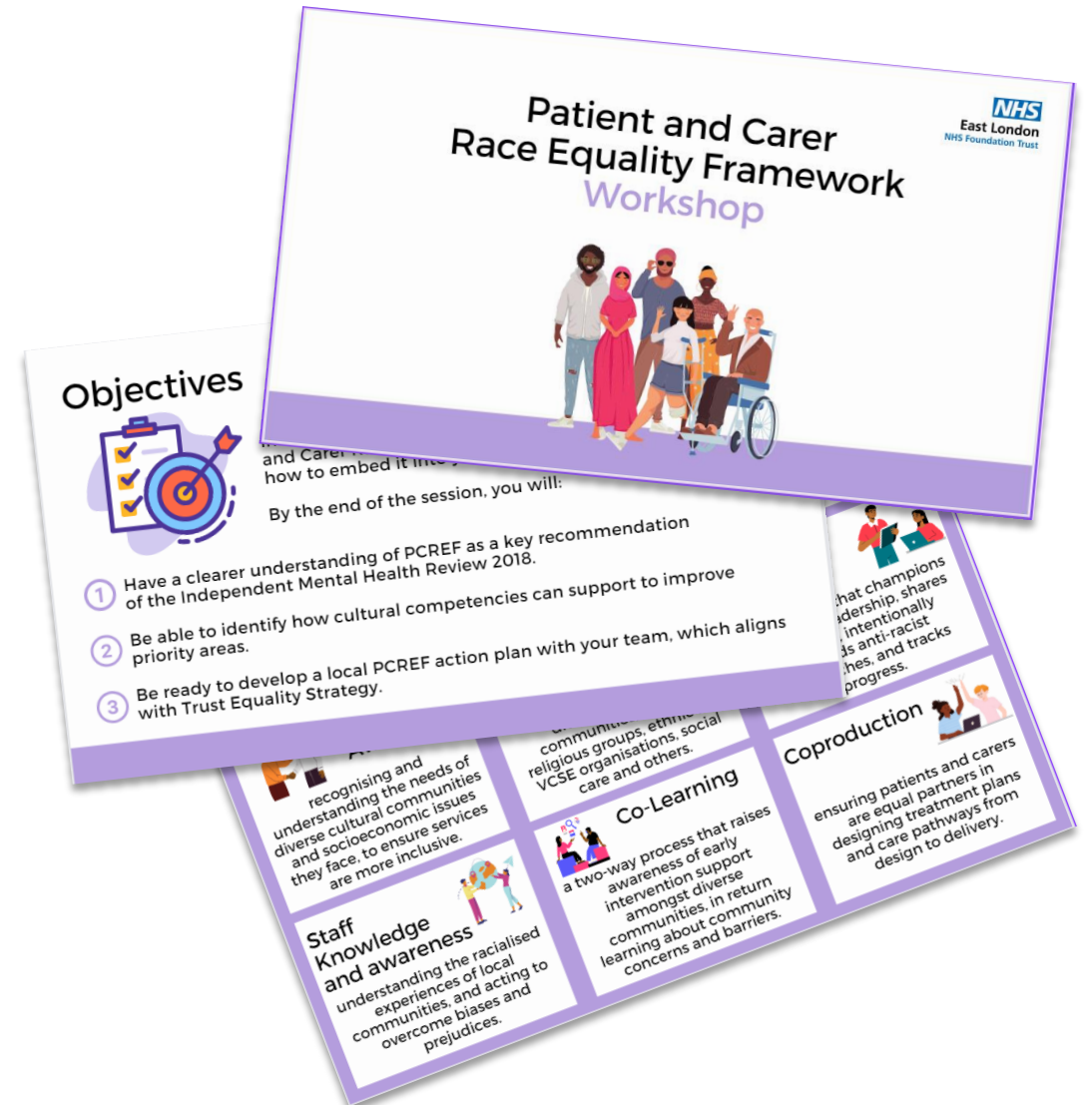
Quick overview:

PCREF workshops will cover the three parts of the Patient and Carer Race Equality Framework:

- Part 1: Leadership and Governance
- Part 2: Cultural Competencies
- Part 3: Patient and Carers Feedback Mechanism

These workshops are bespoke to each service, based on the data and priorities identified.

Workshops can be **online** or **face-to-face**, and can be booked for **90 minutes** or **2 hours**.



The EDI and People Participation Team will be coproducing and delivering bespoke PCREF workshops to teams across the Trust. These sessions aim to support services in identifying their PCREF priority areas and to provide guidance for developing local PCREF action plans. These sessions are open to all clinical and non-clinical teams at ELFT.

Every team will receive a version of this training, but your version will be bespoke and relevant to your service. The workshop will be tailored to your team's needs and priorities, and consist of the following learning:

Leadership and Governance

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

Cultural Competencies

Learn what the 8 cultural competencies are and how to improve them within your services.

Patient and Carers Feedback Mechanism

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

Workshops can be booked for 90 or 120 minutes.

For more information, email: elft.edi-team@nhs.net

We are able to provide workshops for individual teams, in-person and virtually.

Teams must have already identified priority areas for tackling racial inequality in their services, experienced by workforce, service users and carers. Workshops can be PCREF specific, which means it has a Mental Health focus, or general which includes physical and mental health.

As we move away from terms such as 'BAME', we ask that teams identify specific ethnic groups where possible. Such as South Asian, rather than 'Asian'; or African, rather than 'Black'.

Priority examples:

Improve access rates for South Asian men in IAPT services.

Reduce number of disciplinary referrals for African and Caribbean nurses

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

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