

## DHCFT Trust wide Self-Assessment

As part of the Patient and Carer Race Equality Framework, we are required to undertake a self-assessment. The below

The six national organisational competencies are

- 1) Cultural Awareness
- 2) Staff knowledge and awareness
- 3) Partnership working
- 4) Co-production
- 5) Workforce
- 6) Co-learning

The below provides an overview of whether the Trust is currently 'Developing', 'Good' or 'Outstanding' for each of these domains.

### Cultural Awareness

Definition: Cultural awareness is about recognising and understanding the diverse cultural backgrounds of the communities a trust serves and being sensitive to those in providing care. As a result, care will be more inclusive.

Developing	Good	Outstanding
√ The Trust has begun working with ethically and culturally diverse communities within Derby and Derbyshire. This is through work within the Black community and DHIP		

### Staff Knowledge and Awareness

Definition: Staff Knowledge and Awareness is about recognising and understanding the racialised experiences of the communities a trust serves and overcoming biases and prejudices by acting upon them.

Developing	Good	Outstanding
√		
The Trust provides equality and diversity training		

### Partnership Working

Definition: **Partnership working** is about mental health services working more closely with racialised and ethnically and culturally diverse communities, leaders and other organisations beyond the NHS, such as religious groups, ethnic led VCSE organisations, social care and others to support wellness in the round.

Developing	Good	Outstanding
√		
The Trust is actively building connections with local communities via an increase in stakeholder relationships. Further work is required to develop this relationship with patients/service users and carers.		

### Co-production

Definition: **Co-production** is ensuring ethnically, and culturally diverse patients and carers are treated as equal partners in decision making on their care and treatment plans, and actively involved in the design, development and review of care pathways.

Developing	Good	Outstanding
√		
Service users and carers are involved in service changes including development of care pathways. However, more needs		

<p>to be done with consistency and inclusion of users from ethnic minorities.</p> <p>Development of policy to support patients/service users and carers to be involved and support co-learning. Currently Trust is exploring to have funding opportunities to support the development of a network of patients and carers interested in participation on both a voluntary and paid basis</p>		
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## Workforce

Definition: A culturally competent and diverse **workforce** that has a positive impact on patient and carers from racialised and ethnically and culturally diverse communities; and creates a safe space where the workforce champions inclusive leadership, shares learning, intentionally embeds anti-racist approaches and tracks progress.

Developing	Good	Outstanding
	<p style="text-align: center;">√</p> <p>The Trust submits the annual WRES report. There is a BME Staff Network group. A new collaborative has been developed around Violence, Abuse and Aggression within the workplace. Racism has no place – Trust Board commitment Use of DATIX for racist related incidents – categorised as ‘major’</p>	

## Co-learning

Definition: **Co-Learning** is a two-way process that strengthens collaborative knowledge sharing beyond co-production principles, and focuses on how trusts can raise awareness of early intervention support amongst racialised and ethnically and culturally diverse communities, and learn more about community concerns and barriers in return

Developing	Good	Outstanding
√ Development of policy to support patients/service users and carers to be involved and support co-learning however lack of funding to support the progression of this. Recommendation to consider budgets to support this essential piece of work. This budget would support the development of a network of patients and carers interested in participation on both a voluntary and paid basis		