

# Summary of recommendations

**To improve access to safe work for Black, Asian and minority ethnic (BAME) people in West Yorkshire and Harrogate, the review recommends that...**



**1** Work with partners, such as [The West Yorkshire Combined Authority](#) to deliver co-designed, ethically appropriate advice and support for people who are in high risk roles. This will help to mitigate risk to their health, their families and communities.

**2** Work with strategic partners, such as [West Yorkshire Combined Authority](#), to ensure equality of opportunities for BAME groups in all economic development and recovery plans, including work on apprenticeships, job creation and start up grants.



**3** All West Yorkshire and Harrogate partner organisations should engage with their BAME networks (setting one up if it doesn't already exist) to seek assurance regarding the impact and effectiveness of risk assessments and the resulting actions - ensuring the impact of racism is fully considered and mitigated.



**4** The Partnership should support the co-production of an anti-racism campaign. Recognising and appreciating that BAME people are not one homogenous population. Communications messages should be amplified at a local level to consider the impact of racism and digital exclusion.



**To ensure the Partnership's leadership is reflective of communities, the review recommends that...**



It is helpful to note that these recommendations build on knowledge, insight and intelligence as well as existing work carried out by the Partnership. You can read more in the main report.



**1** The Partnership should develop and embed inclusive leadership standards which leaders pledge to personally uphold within their organisations, starting with recruitment and selection processes.



**2** A [West Yorkshire and Harrogate System Leadership Programme](#) is commissioned to develop a BAME mentorship framework.



**3** All health and care organisations in West Yorkshire and Harrogate should develop independent discrimination panels with BAME representation to review all cases of racial discrimination in disciplinary and complaints cases prior to progressing through to formal stages.

**4** All organisations in West Yorkshire and Harrogate should engage in positive action to actively seek out local, ethnically representative talent with local recruitment targets for senior level roles.

**To use information to plan services to meet different groups of people's needs through population planning. The review recommends that services are culturally competent and are contributing towards reducing inequalities identified...**



**1** Ethnicity recording is 100% in all settings and that this data, coupled with local insight, is used across the Partnership to inform the design and delivery of care.



**2** Community representation that reflects local population ethnicity, is visible throughout the planning process, including procurement of services.

**4** Service access, uptake and outcomes by ethnicity are monitored to identify inequalities.



**3** Clear local and Partnership arrangements for commissioning with the voluntary, community and social enterprise (VCSE) sector are in place.

**5** Demonstrate that services are culturally competent and are contributing towards reducing inequalities identified.



**To reduce inequalities in mental health outcomes by ethnicity, the review recommends all West Yorkshire and Harrogate Partnership organisations...**



**2** Work together to co-ordinate, lead and measure progress on reducing inequalities in mental health by ethnicity. This includes sharing good practice, improving use of evidence and coordinating training.



**1** Work to address the determinants that lead to ethnic inequalities in mental health. This includes using procurement and employment opportunities to create community wealth among BAME populations, improving housing conditions for people and equity in skills opportunities.



**3** Support the voluntary, community and social enterprise sector to provide ongoing mental health support to Black, Asian and minority ethnicity communities. Colleagues from this sector should receive additional specialist emotional and practical support to continue this work.



Please see [full report](#) for more information on recommendations.



Watch the [Partnership's film](#) to see why all the review recommendations are so important.