

INTERNATIONAL INITIATIVE *For* MENTAL HEALTH LEADERSHIP *and*  
INTERNATIONAL INITIATIVE *For* DISABILITY LEADERSHIP

# 2014 Leadership Exchange

*Building International  
Learning Collaboratives  
for Leaders*

**11th – 13th June**  
Manchester, UK



Department  
of Health





# Service User Leadership from a Local Perspective

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# Britain's Racial Reality



85 of 18,510 professors are black – 0.5%



20 of 4340 senior civil servants are black – 0.5%



3 of 650 Members of Parliament are black – 0.5%



1 of FTSE 100 CEOs is black – 1%



3 of top 1000 earners are black – 0.3%



Between 2006 and 2012, Black, Asian and ethnic minorities (BAME) in television fell by 30.9%



# Britain's Racial Reality



⌘ Stop and search: Blacks 6 times more likely than Whites



⌘ Proportion of blacks in prison higher than the US



⌘ Median wealth: White £221K, Caribbean £78K, African £21K



⌘ Unemployed: White 7.3%, Black 15.5%;  
NEETs age 22-24: White 21%, Black 44%



⌘ Women reporting Poor Health – Caribbean 40%;  
African 30%



# Why representative leadership?

**NHS Guidance reminds Boards that the more representative they are of the local communities they serve, and of the workforce, the better for healthcare services in general.**

**On this basis alone it is important that African, Caribbean and Asian service users and carers are involved in leadership and decision-making to enable improved outcomes.**



# My experience of service user leadership

- Ministerial Advisory Group for Mental Health
- Black & Minority Ethnic Lived Experience Advisor for DH Time To Change Campaign
- Co-chair Lambeth Black Health & Wellbeing Commission



# Local Reality



# Black Health & Wellbeing Commission

- Black Caribbean people make up 7% of the population registered with Lambeth GPs and yet account for 17% of people with serious mental illnesses.
- Whilst 26% of people in Lambeth identify as Black African or Caribbean, 50% of Lambeth residents in high secure and 67% in low and medium secure psychiatric detention are from these groups.
- Nationally black men are 17 times more likely to be diagnosed with a serious mental health illness than their white counterparts.
- The data and the coroners report on the 2008 death of Sean Rigg prompted the Health and Wellbeing Board to establish this commission to look at improving prevention and treatment of mental illness amongst our black residents.



# Cooperative Approach



# Lambeth: Service User & Carer Priorities

- **Prevention and education**
- **Access to timely and appropriate services**
- **Improving patient and carer experience**



# Recommendations



# Prevention: promoting and improving health and wellbeing

## **Recommendation 1**

Lambeth's services must continue to develop a co-operative approach with residents to support and empower each other in order to enjoy better health and wellbeing. This should be underpinned by a long-term, integrated approach to ensure the best use of resources.

## **Recommendation 3**

People in the community should be trained to promote good mental, physical and financial health and sign post people to relevant support services. The use of Health Champions (like those piloted by Well London) should be considered to unlock the power in communities and create supportive networks and environments.

## **Recommendation 4**

All Lambeth schools should teach children about staying mentally and physically healthy and what to do if they start to feel unwell. Schools should also develop relations with local mental health services to ensure good relations, timely and appropriate sign-posting/referrals. This should be supported by a 'Lambeth Education Wellbeing Charter' to promote social and emotional wellbeing.



# Access to appropriate services

## **Recommendation 21**

Community leaders in places like churches, mosques, community centres, barbers and hairdressers should be offered training in 'mental health first aid'; recognising mental ill health; providing basic counselling and sign-posting people to professional help. There should also be mental health training for other professionals, such as physiotherapist and district nurses, so that they can signpost their patients.

## **Recommendation 23**

Talking therapy, and a range of therapeutic approaches including Mindfulness training (a mind-body based approach that helps people change the way they think and feel about their experiences, especially stressful experiences) needs to be made available to everyone who needs it when they need it.

## **Recommendation 25**

To support and sustain recovery and help gain confidence to engage in everyday social and workplace activities, people with mental ill health must have access to excellent and supportive training which improves literacy, numeracy, IT, communication and confidence skills. Commissioners should work with both statutory (including Job Centre Plus; Adult Education) and community providers as well as users and carers to ensure that tailored support is available and in a setting and environment that people will be happy to access.



# Patient experience – improving the care and support experience

## **Recommendation 27**

The Independent Commission on Mental Health and Policing (2012) recommendations must be fully implemented, monitored and reviewed regularly. The Commission's findings led to 28 recommendations for change, falling under three areas for action: Leadership, On the Frontline, Working Together: Interagency working. The Health and Wellbeing Board should work with the relevant council cabinet lead to maintain an overview on progress in Lambeth

## **Recommendation 28**

Metropolitan police officers should be trained with African and Black Caribbean mental health service users so that they relate to people with mental health conditions and respond appropriately to situations involving these people. This should include training on de-escalation techniques.

## **Recommendation 29**

Mental health providers should aim to abolish physical restraint and minimise forced treatment. The 'Respect' training and techniques developed by NAViGO to support mental health professionals diffuse situations without having to resort to physical restraint should, in particular, be considered.



# 4PI's

- Principles
- Purpose
- Presence
- Process
- Impact



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