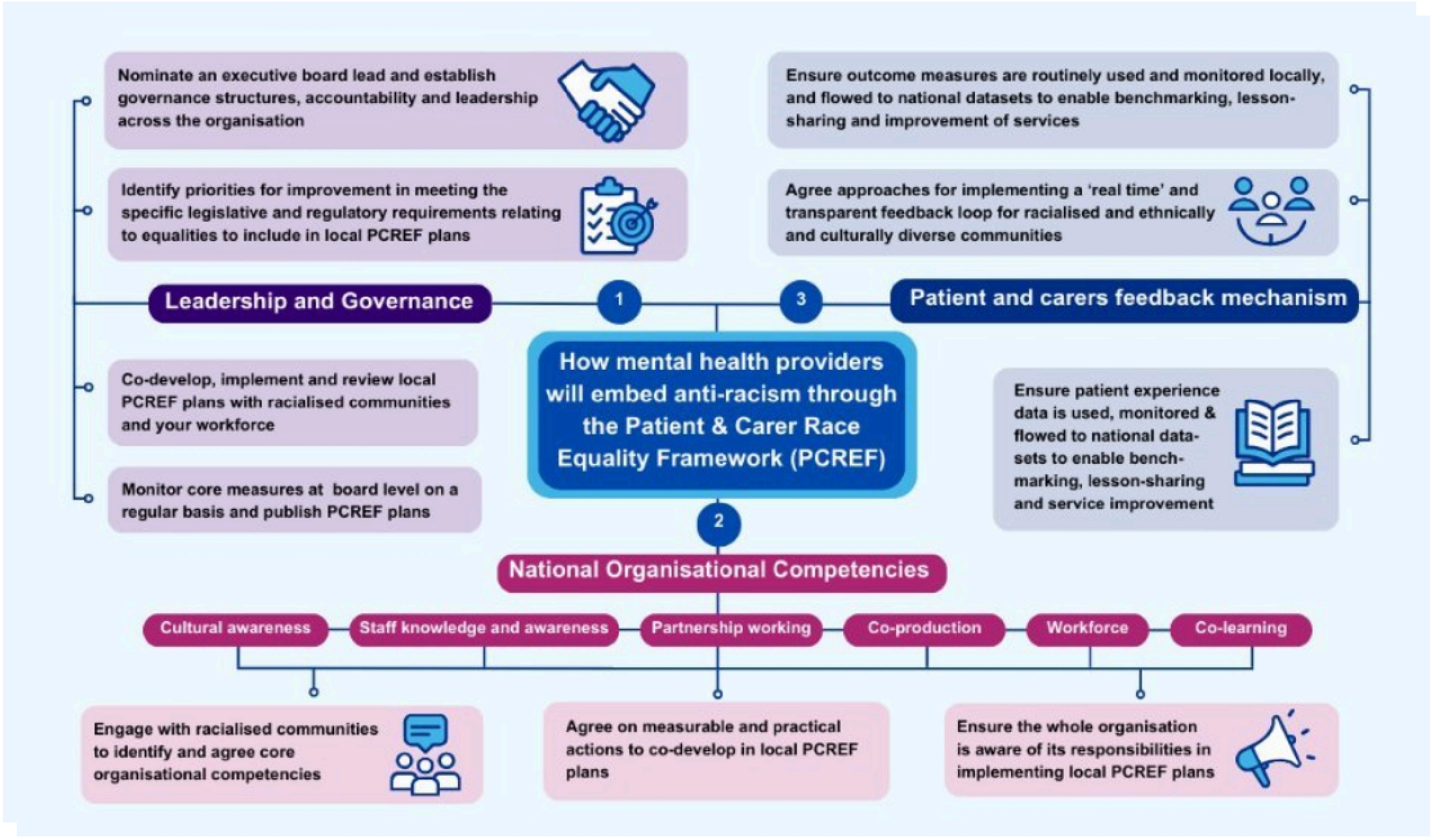
Nominate an executive board lead and establish governance structures, accountability and leadership across the organisation
Identify priorities for improvement in meeting the specific legislative and regulatory requirements relating to equalities to include in local PCREF plans
Leadership and Governance
1
Co-develop, implement and review local PCREF plans with racialised communities and your workforce
Monitor core measures at board level on a regular basis and publish PCREF plans
How mental health providers will embed anti-racism through the Patient & Carer Race Equality Framework (PCREF)
2
National Organisational Competencies
Cultural awareness
Staff knowledge and awareness
Partnership working
Co-production
Workforce
Co-learning
Engage with racialised communities to identify and agree core organisational competencies
Agree on measurable and practical actions to co-develop in local PCREF plans
Ensure the whole organisation is aware of its responsibilities in implementing local PCREF plans
Ensure outcome measures are routinely used and monitored locally, and flowed to national datasets to enable benchmarking, lesson-sharing and improvement of services
Agree approaches for implementing a 'real time' and transparent feedback loop for racialised and ethnically and culturally diverse communities
3
Patient and carers feedback mechanism
Ensure patient experience data is used, monitored & flowed to national data-sets to enable bench-marking, lesson-sharing and service improvement