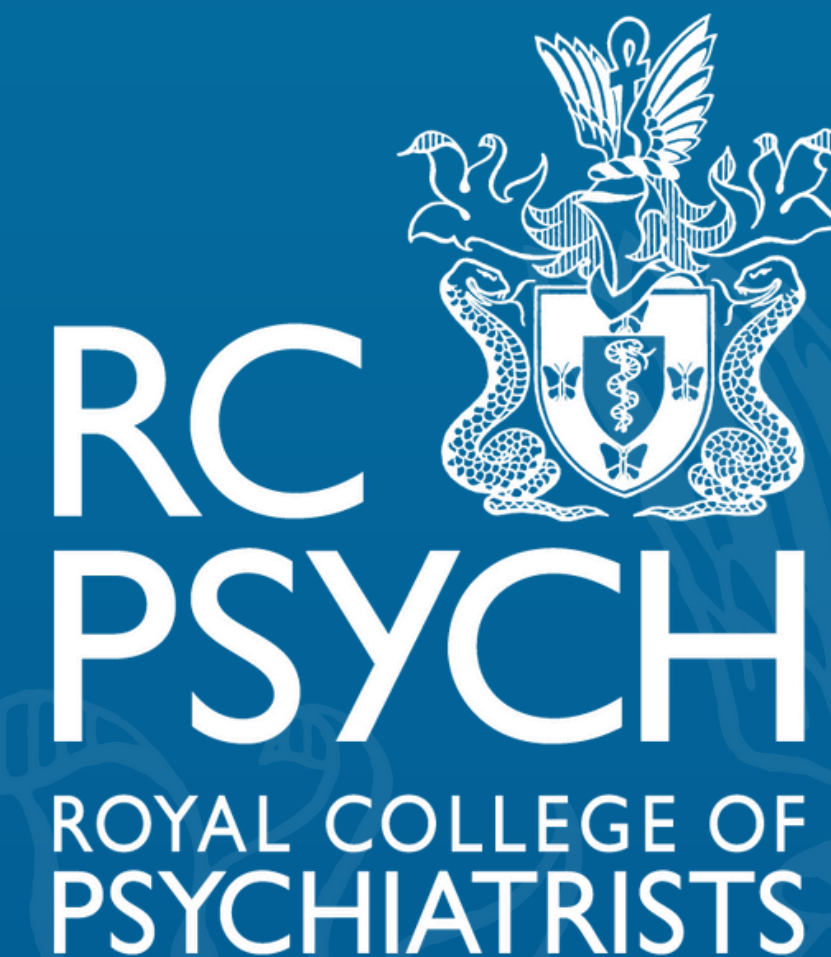


Equity Champion Network Toolkit



2024

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INFORMATION

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Welcome

We are absolutely delighted you have joined this valued group of members from across the UK who, like you, are committed to supporting the College's work to embed equity in all that we do.

With your collective experience, skills and passion, we hope that together we can bring about the change we want to see – for our workforce, in the system we operate and to improve access, experience and outcomes for our patients.

We are committed to develop, share and learn from each other and through this, help you become exemplars, working across the college and in your own networks.

We have created this toolkit to support you, providing key information about the college, our EDI work and the Equity Champions Network. We can continue to develop and build on this over time.

We are very much looking forward to our induction session - to welcome you and hear about your aspirations for our network; to start building connections; to provide clarity and agree on how we will work together.

About the role

In this role you will act as a College Ambassador, supporting this important work aimed at making Equality, Diversity and Inclusion everyone's business.

You will support the Presidential Leads for Equity and Equality and Presidential Leads for Women and Mental Health to drive equity-based initiatives through your devolved nation, division or faculty. You will lead on RCPsych initiatives and be supported to promote these through your own organisations and networks.

Equity Champions will be co-opted to the relevant Faculty/Division Committee or Devolved Nation Council as ex-officio.

The term of office will be co-terminus with their term as the Equity Champion which aligns with the College Strategy (2024-2026).

About our network

What can you expect from us

We see this network to be shaped by you, and are committed to supporting you in our aim to deliver on our Fairness for all priorities and provide you with the tools and skills you need to promote RCPsych initiatives.

You will have access to the Presidential Leads for support on any queries or ideas you may want support on.

We will provide you with material, including presentation slides, to help with your roles of Equity Champion.

What we need from you

- Identify which of the Fairness for all priorities you are interested in progressing
- Proactively engage with your council/committee in relation to equity
- Pair up with other champions based on geography or areas of interest for support and increase the impact of your work
- Share initiatives which are happening within your employing body for others to use
- Spread awareness of our equity work through social media and other platforms
- Where you don't have other uses for your weekly time allocation, increase your knowledge in this area of work and and share with fellow champions via the chosen communication channel

Staying connected

We want to ensure as a network we are well connected and communicating regularly.

We have thought of 2 options for the network to connect, share and learn together:

1. MS Teams
2. Whatsapp group

Please consider what you would prefer and we will discuss at our induction session.

In order for this to be most effective we may need one or two individuals to take a lead role so please let us know if this is something you would be interested in.

Meetings

Quarterly meetings

The Equity Champion Network will have four 2-hour meetings throughout the year, once every quarter.

We will aim to hold three meetings online, via MsTeams and one in person, at the College London office. These meetings will be a chance for learning, feedback and discussion between the network on upcoming work which requires Equity Champion support.

Our sessions will be guided by overarching themes from the Fairness for All strategy and live issues that you are bringing.

Monthly drop-in sessions

We will also be holding monthly, hour drop-in sessions, led by at least one Presidential Lead.

These sessions are optional to attend and will be a chance to ask any questions you may have for the Presidential Leads. Questions could include:

- Best practices
- Queries on the objectives for that quarter
- Support on barriers you may be facing when it comes to your Equity Champion work
- Run ideas past Presidential Leads

We'd also like to explore and develop other forums of meeting with you.

College information

Click the links below for more information

**College
Values**

**Code of
Conduct**

**College
Strategic
Plan**

**How the
College
works**

**Social
media
policy**

**Producing
College
policy
documents**

How the College works



21K+ MEMBERS

Honorary Officers

The Honorary Officers of the College are elected by our members. They act in a leadership capacity as the most senior members of the College, and are members of the Trustee Board and Council.



Board of Trustees

The Board of Trustees, which is chaired by the President, acts as governing body of the College, with its status as a registered charity. It has full legal responsibility for the effective management of the College, ensuring it delivers on its purpose and complies with all applicable laws and good practice.



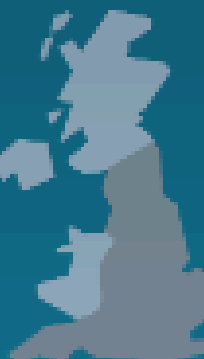
Council

Council is chaired by the President. It leads on matters relating to education, policy, professional practice, professional standards, public engagement, quality, research, and training in psychiatry. Council is made up of the Honorary Officers, Vice Presidents, Chairs, Strategic Directors and elected members.



Devolved Councils

Healthcare is devolved, meaning distinct policies, legislative frameworks, NHS structures and services operate independently within each nation of the United Kingdom. Devolved Councils (DCs) in Scotland, Wales and Northern Ireland take forward the aims and objectives of the College in their respective countries. They reflect and address the differences and opportunities in devolved law, services, and membership needs. Each DC has a Chair who is also a Vice President of the College.



International and English Divisions

International and English Divisions represent the College locally and provide professional advice where required. They work to make sure that standards are co-ordinated, up to date and accessible to members, that doctors can have high quality training and that there is continuous improvement in the relationship with trainees so that they become advocates of the profession.



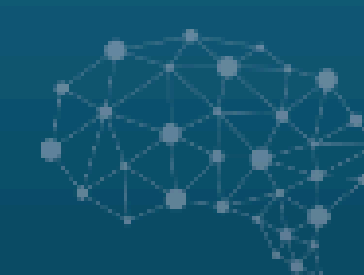
Faculties

There are 13 Faculties within the College that represent the major specialties and sub-specialties of psychiatry. Faculties represent the expertise, experience and body of knowledge in each particular specialty. Each has a Chair and an Executive Committee.



Special Interest Groups (SIGs)

Our 15 Special Interest Groups (SIGs) lead on key issues within psychiatry and mental health, such as diversity, marginalised groups, culture, and other cross-cutting issues in psychiatry. Each Special Interest Group has an elected Chair and Finance Officer and an informal Executive Committee.



Staff and Operations

The College is supported by over 230 employees and over 150 patient and carer workers. Employees are grouped into eight departments with offices across the UK – each of those departments is headed up by a Director. The Senior Management Team meets weekly to discuss strategic and operational issues, then meets with the Honorary Officers to support their leadership roles. Members of SMT, including the CEO, attend Council and Board to present and answer any questions about the day to day running of the College.



College Strategic Plan - 2. Fairness for all

During 2024-26, we will continue to oppose all forms of discrimination and promote equity, diversity and inclusion for patients and carers; all our members and staff; all psychiatrists and other members of the multi-disciplinary team.

Driven by our values of courage and respect and our organisational competencies of fairness, allyship and co-production, we will also strive to engender a sense of belonging for all within the College. We will encourage mental health services to tackle all forms of discrimination faced by their staff. Our strategic aim is to ensure that effective policies and procedures around equity and equality are fully embedded into our systems and become part of how things are routinely done.

As an Equity Champion, we would like you to think about which of the 18 Fairness for all priorities you would like to focus on and reflect on how your current work might be able to enhance these priorities.

Fairness for all priorities 2.1 - 2.6

9

2.1 Continuing to promote equity, equality, diversity and inclusion for everyone regardless of their background – with a specific focus on tackling inequity driven by gender, race and ethnicity, disability and sexuality, with attention given to intersectionality. This will be done through initiatives like Advancing Mental Health Equity (AMHE), Tackling Racism in the Workplace guidance, the Women’s Mental Health Matters Strategy, the RCPsych commitments on promoting an LGBTQ+ friendly workplace for staff, and supporting the implementation of the Patient and Carer Race Equality Framework (PCREF).

2.2. Working closely with patients and carers to reduce inequality and inequity by promoting co-production and co-design as the norm across mental health services. This will be achieved through reviewing our ‘Working Together’ model of engaging with patient and carer representatives, having a focus on co-production and thus incorporating lived experience into all our guidance for mental healthcare and mandating co-production in all our quality improvement work.

2.3. Enhancing the roles of the College Equality Champions so they can support the delivery of initiatives to improve equity and equality, through all College forums and activities (in each of the Four UK Nations, as well as in each division and faculty).

2.4. Ensuring that all College programmes and policies relating to equality, reflect the importance of advancing equity, so that the drivers of health disparities can be more meaningfully addressed.

2.5. Using our influence and evidence-backed arguments to help healthcare funders and policymakers to understand the importance to mental healthcare of advancing equity and to understand their duty to promote equity-focused outcomes.

2.6. Improving workforce training on the issues that impact women’s mental health (in particular, gender-based violence and hormonal health), addressing data gaps and improving evidence-based responses to women’s mental healthcare.

Fairness for all priorities 2.7 - 2.12

2.7 Lobbying and influencing across the system to improve awareness and response to tackle gender-based violence.

2.8. Focusing on the needs and rights of people with visible and invisible disabilities through publishing and campaigning for the implementation of the recommendations of the RCPsych Disability Task and Finish Group, across the Four UK Nations.

2.9. Developing a framework to generate a clearer understanding of intersectional inequity and how this can be addressed through a workstream led by the National Collaborating Centre for Mental Health.

2.10. Ensuring the College Centre for Quality Improvement core standards include robust and meaningful measures of equity, diversity and inclusion, and that support is provided to clinical teams to embed change.

2.11. Supporting the NHS Race and Health Observatory in their mission to eliminate inequity and inequality in health services by co-producing an effective implementation strategy.

2.12. Developing and promoting training programmes to deliver equity, equality, diversity and inclusion-related courses, providing skills and competencies for our members and affiliates, healthcare providers and other audiences.

Fairness for all priorities 2.13 - 2.18

- 2.13.** Partnering with a range of stakeholder organisations, including leading charities, to influence and catalyse change to support the delivery of equity, diversity and inclusion outcomes.
- 2.14.** Continuing to prioritise tackling differential attainment in psychiatry and widening the participation of medical students and foundation doctors in psychiatry.
- 2.15.** Supporting all mental health employers to become compliant with the Specialty and Specialist doctors (SAS) Charters specific to each UK nation, deliver the RCPsych SAS Doctor Strategy and to implement the International Medical Graduates (IMGs) Induction Programme.
- 2.16.** Reviewing the job approval process to reduce bias in job descriptions and embed equity so that applicants are not disadvantaged due to gender, race or ethnicity, religion, disability, sexuality and intersectionality (applicable to England, Wales and Northern Ireland).
- 2.17.** Lobbying mental health providers to prioritise actions to reduce their gender and ethnicity pay gaps.
- 2.18.** Supporting all mental health service providers to collect high-quality, disaggregated healthcare data, to monitor any forms of disparities and ensuring that such data is appropriately interrogated to effectively address differences in access, experience and outcomes in mental healthcare.

Equality, Diversity & Inclusion

Our top three strategic priorities in this area are to:

- Put equity at the heart of College work
- Get better at understanding/addressing intersectional inequities
- Expand and sustain the changes already made

Strategic Plan - Fairness for All
Advancing Mental Health Equity

Act Against Racism campaign

LGBTQ+ Commitments

Gender Pay Gap Action Plan

Violence against women and girls - Sexual safety in healthcare
and Sexual Safety Collaborative

Disability

Diversity events

Resources and links

The Registrar

[RCPsych Insight - moving from equity to equality \(p.16\)](#)

[Dr Amrit Sachar and Professor Sir Michael Marmot discuss health equality and health equity in the context of public health and public mental health](#)

Preventing sexual violence

[National Sexual Safety Charter](#)

[NCCMH sexual safety collaborative](#)

[RCPsych Fairness for All presentation](#)

[RCPsych Women & Mental Health presentation](#)

Act Against Racism

[RCPsych Act Against Racism](#)

[Tackling Racism in the Workplace - The 15 Actions Video](#)

[Tackling Racism in the Workplace - The 15 Actions Poster](#)

Network contacts

Presidential Leads for Equity and Equality

Dr Amrit Sachar - amrit.sachar@nhs.net

Dr Raj Mohan - rajesh.mohan@slam.nhs.uk

Presidential Leads for Women and Mental Health

Dr Catherine Durkin - catherine.durkin2@nhs.net

Dr Philippa Greenfield - philippa.greenfield2@nhs.net

College support for Equity Champion Network

Georgia Johnson (Presidential Leads Co-ordinator) - georgia.johnson@rcpsych.ac.uk

Ruth Adams (Head of EDI Strategy) - ruth.adams@rcpsych.ac.uk

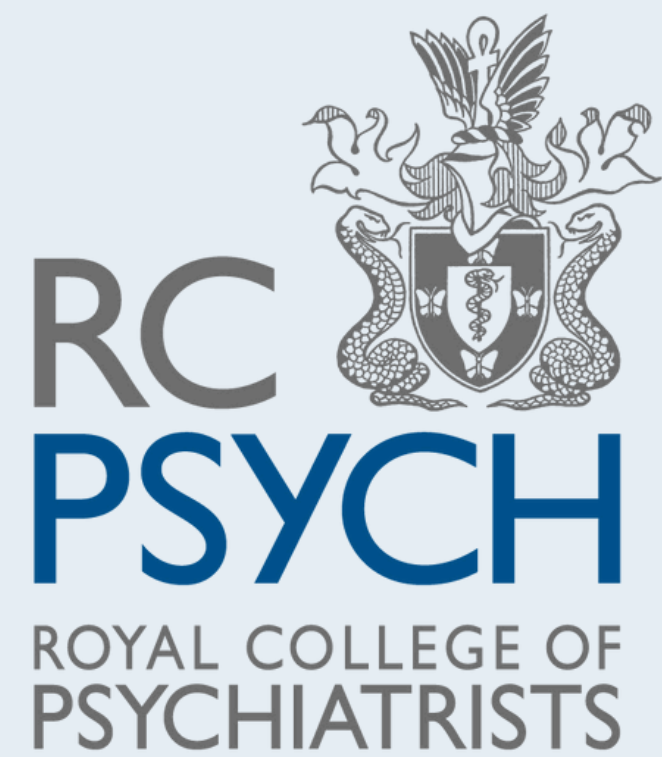
Yasmin Townsend (HR Manager EDI) - yasmin.townsend@rcpsych.ac.uk

Equity Champions Network

Faculties	Name	Contact Details
Child and Adolescent Forensic General Adult Liaison Old Age Perinatal Rehabilitation and Social	Dr Su Sukumaran Dr Bradley Hillier Dr Neeti Sandhu/Dr Amrita Jootun Dr Margaret Gani Dr Shaheen Shora Dr Mano Manoharan Dr Anneka John-Kamen/Dr Isabel Millard	suparna@sandher.com bradley@drhillier.co.uk / bradley.hillier@gmail.com Neeti.Sandhu@sabp.nhs.uk / a.jootun@nhs.net margaret.gani@doctors.org.uk shaheen.shora@nhs.net Manonmani.Manoharan@slam.nhs.uk anneka.john-kamen@doctors.org.uk / Isabel.Millard@Candi.nhs.uk
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Equity Champions Network

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