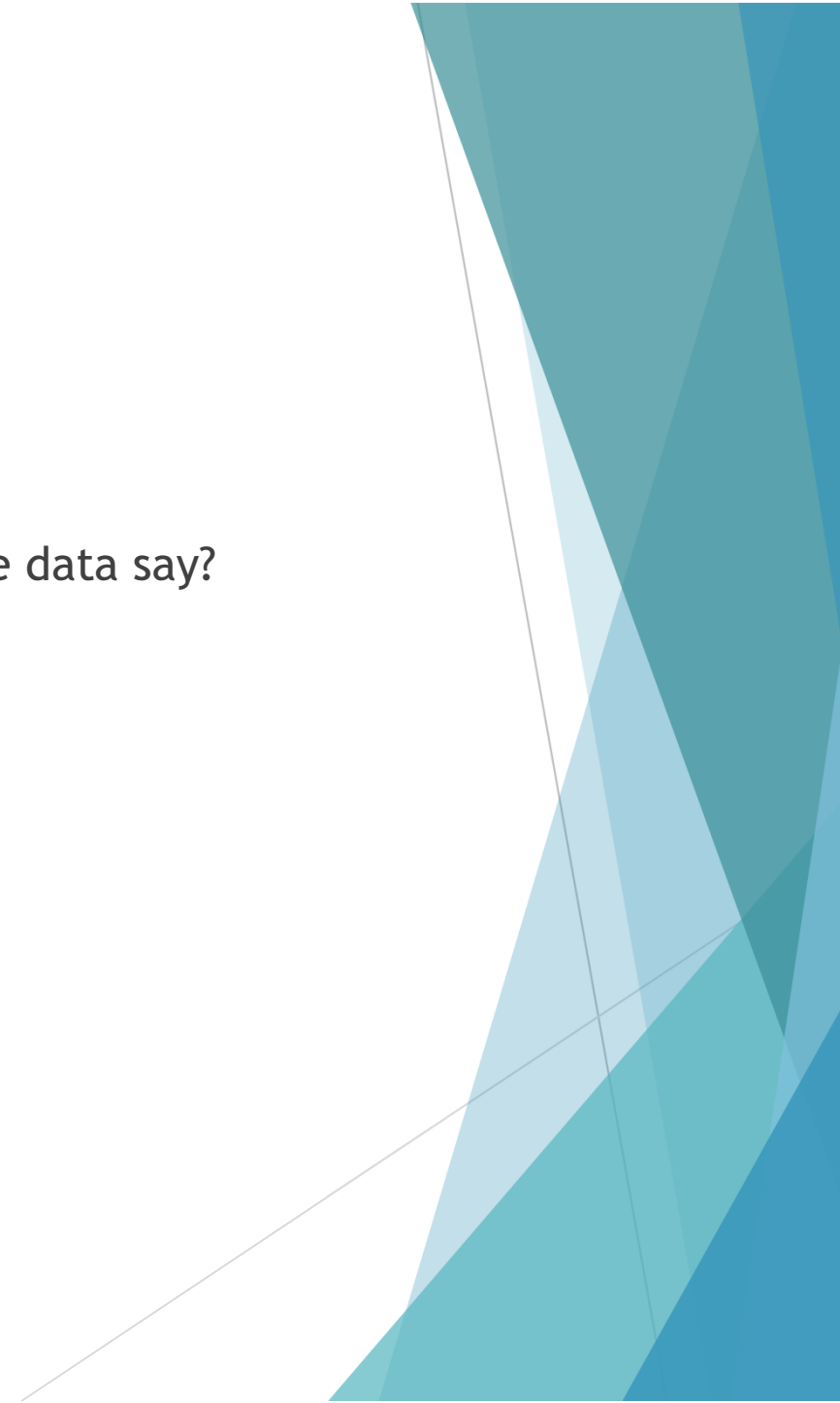


Equality of access to
SLaM CAMHS Services
Southwark H&SCSC
23rd March 2021

Overview

- ▶ What CAMHS is doing to improve equality of access?
- ▶ What CAMHS is doing about ethnicity data and what does the data say?
- ▶ Opportunities
- ▶ Background



What CAMHS is doing to improve access for BAME young people - CAMHS equality objective

In addition to overarching focus on reducing long waits and increasing access to services, CAMHS have prioritised increasing access for Asian and Black young people by 25% by March 2023

Work to deliver this in 20/21:

- ▶ Established Equality leads in every borough and encouraging champions in every team
- ▶ CAMHS anti-racist forums and reflective spaces
- ▶ Co-production with young people on cultural competencies Engaging Black and Asian communities
- ▶ Quarterly monitoring of ethnicity caseload data on service users accepted and seen by CAMHS
- ▶ The diversity in recruitment champion programme and delivering the WRES in CAMHS.

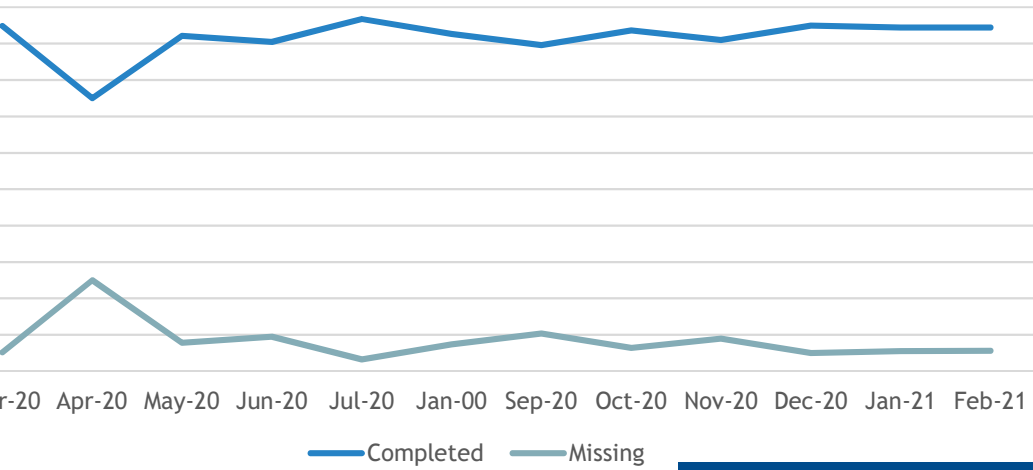
Planned activity (above work is continuing):

- ▶ Collaboration with community groups, representing BAME communities
- ▶ Improving the way CAMHS communicates about race equality (e.g. CAMHS Equality Newsletter and communication with schools)
- ▶ Trust is implementing Patient and Carer Race Equality Framework (PCREF) to address race inequalities across the Trust in partnership with local communities
- ▶ Recruitment uses Black and Asian therapy network

What CAMHS is doing to improve ethnicity data

- ▶ Ethnicity data matters campaign currently includes:
 - ▶ Delivering improvements in recording ethnicity -
Rashaun's video <https://youtu.be/5ZzG7y3E03Q>
 - ▶ Monthly monitoring of CAMHS ethnicity recording performance at Trust monthly Performance & Quality meeting; initial target 95% being achieved in Southwark (next slide)
 - ▶ Creating dashboard to make the data collected easier for staff to access and analyse
 - ▶ We continue to publish annual equality information on CAMHS community services in each borough

Southwark CAMHS - Ethnicity Completion Rates



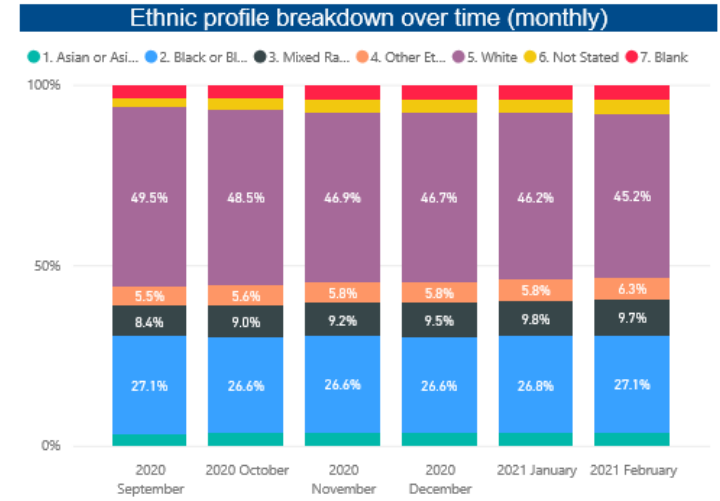
This page shows the current position of data completeness of the ethnicity profile data field in ePJS and the change over time of completed records broken down by month. The monthly breakdown includes service users active at the first day of each calendar month.

Level of completeness current caseload

Missed opportunities last month

95.7%

11



Directorate

06. Child & Adolescent Service

Service Line

CAMHS Community

Sub Service Line

SOUTHWARK CAMHS

Team

Multiple selections

Opportunities

- ▶ Continuing to learn through Southwark engagement and involvement groups and activities; including other providers
- ▶ Working in partnership with our referrers to remove barriers in the system (e.g. GPs, schools)
- ▶ Work in partnership with other providers eg The NEST Southwark, Kooth
- ▶ Continuing to develop a diverse CAMHS workforce who are supported to flourish at SLaM and have pride in the services they deliver
- ▶ Continued focus on staff access and analysis of existing data
- ▶ Across CAMHS and with partners, develop new ways of working in prevention and early help approaches across our communities...
in addition to relentless focus on long waits and overall access to specialist CAMHS teams

Background

- ▶ SLaM ethnicity recording challenges:
 - ▶ Absent ethnicity data in referrals
 - ▶ Administration issues
 - ▶ System usage / training of clinicians
- ▶ Barriers to BAME young people accessing CAMHS services
 - ▶ Stigma, personal, family, cultural and community issues and concerns
 - ▶ Potential barriers in referral routes to CAMHS
 - ▶ Potential issues at SLaM/CAMHS
 - ▶ e.g. Clinical staff do not reflect the population served

