Self – Assessment checklist - opportunities to improve the six national organisational competencies

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| **No** | **Category** | **Actions to improve organisational competencies** | **National organisational competencies** |
| **Cultural awareness** |  **Staff knowledge & awareness**  | **Partnership working** | **Co-production** |  **Workforce** |  **Co-learning**  |
| **1** | **Governance & Leadership** | Trust to have an exec PCREF lead at Trust board level and accountable for the delivery and oversight of the PCREF, this should also include PCREF cascaded across the Trusts at service level  | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** |
| **2** | Racialised and ethnically and culturally diverse community representatives included at Trust board level and are inducted/equipped with the skills/training to participate meaningfully in discussions | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** |
| **3** | Trust to ensure an independent mechanism i.e. advisory board (where applicable) is in place for oversight on the implementation of the PCREF, consisting of local community leaders, patients/carers and voluntary sector organisations | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** |
| **4** | **Policy & Practice**  | Trust commissions cultural awareness training with organisations/representatives that understand racialised and ethnically and culturally diverse communities’ experiences | ***✓*** | ***✓*** | ***✓*** | ***✓*** |  | ***✓*** |
| **5** | Trust embeds specific development goals relating to inequalities related to race in staff personal development plans  | ***✓*** | ***✓*** |   | ***✓*** | ***✓*** |   |
| **6** | Trust co-develops clear policies on addressing racism, whether experienced by patients or staff  | ***✓*** | ***✓*** |   | ***✓*** | ***✓*** | ***✓*** |
| **7** | Trust co-develop and implement reciprocal mentoring programme, which focuses on improving understanding of cultural differences | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** |
| **8** | Frontline workers are aware of and implement best practice in care for racialised and ethnically and culturally diverse communities, such as the NHS Talking Therapy positive practice guide for ‘[Black, Asian and minority ethnic](https://babcp.com/Therapists/BAME-Positive-Practice-Guide)’ patients   | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** |
| **9** | Trusts identify a diverse range of champions which act as specialist advisers representing the racialised and ethnically and culturally diverse communities and supporting the Trust on anti-racism activities.  | ***✓*** |  | ***✓*** | ***✓*** |  | ***✓*** |

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| **10** | **Legislative & Statutory Compliance** | Trusts coproduce service plans and care treatment plans with racialised and ethnically and culturally diverse communities, faith leaders, ethnic led VCSE partners, which address:Language translation service needs and or other accessible information Different cultural food requirementsDifferent faith requirements, such as access to prayer spaces and spiritual supportThe type of aftercare mental health provisions offered.Trauma informed practice  | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** |
| **11** | Trusts work with ethnically and culturally diverse staff and agree on developing wellbeing equality indicators reported at Trust board level supplementary to the WRES/WDES indicators | ***✓*** | ***✓*** |  | ***✓*** | ***✓*** | ***✓*** |
| **12** | **Data & Information**  | Trust has implemented a partnership framework along with good guiding principles on what is an anti-racism and anti-oppressive partnership working  | ***✓*** |  | ***✓*** |  | ***✓*** |  |
| **13** | Trusts have identified, and support, community champion roles to inform service development, and to inform communities of early intervention support available | ***✓*** |  | ***✓*** | ***✓*** |  | ***✓*** |
| **14** | Trusts evaluate the impact of partnership working including Trusts working towards equitable relationships, that has mutual benefits and shared decision-making with racialised and ethnically and culturally diverse communities. This includes monitoring satisfaction levels with partner organisations, patients, carers, and staff |  |  | ***✓*** | ***✓*** | ***✓*** | ***✓*** |
| **15** | Trusts implements a clear plan to improve staff survey outcomes and consider the racial diversity of ethnically and culturally diverse staff including alignment with the regional Mental Health Workforce Equity Fellowship. | ***✓*** | ***✓*** |  | ***✓*** | ***✓*** | ***✓*** |
| **16** | Trusts co-produce research initiatives with local communities to understand barriers and opportunities in improving race equity in service access, experience, and outcomes. | ***✓*** |  | ***✓*** | ***✓*** |  | ***✓*** |
| **17** | Trusts work closely with their local authority partners and evidence feedback from culturally appropriate advocacy services to improve service provision - including qualitative and quantitative data sharing.  | ***✓*** |  | ***✓*** | ***✓*** |  | ***✓*** |
| **18** | Trusts regularly, and independently, evaluate the implementation of the PCREF at a local level with patients, carers, the workforce, voluntary sector organisations and racialised and ethnically and culturally diverse communities and publish the findings.  | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** | ***✓*** |