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PART OF THE SYNERGI COLLABORATIVE NETWORK

The Journey to Racial Equality in Leeds Mental Health Services

"This film spotlights Leeds Journey in tackling ethnic inequalities in mental health services and its collaboration with the Synergi Collaborative Centre,

(Words of Colour Productions, filmed in 2021 during the COVID-19 pandemic)

Click here or scan the QR code below to watch **The Journey to Racial Equity in Leeds Mental Health Services**

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THE JOURNEY TO RACIAL EQUALITY IN LEEDS MENTAL HEALTH SERVICES

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Introduction

This document supplements the "Equality in Leeds Mental Health Services" documentary by Synergi Leeds and Words of Colour. The documentary features interviews with various partners in the Leeds healthcare system, highlighting the ways in which they are driving health equity in the city. We recommend that you watch the documentary first and then consult this document for additional resources and learning.

The contents of this document are accessible to everyone. Whether individuals are new to learning about Racial Equity in mental health, or would like to expand their expertise.

Whilst a number of topics are explored through the documentary, five key themes have been extracted for examination, the themes are as follows:

Diversity – In its broad form, diversity refers to recognising, respecting, and valuing the presence of difference amongst people. In this document, we use the term diversity specifically to consider factors such as cultural background, nationality, and identity.

Cultural Competence – The ability of individuals and systems to acknowledge, respect and work effectively with the culture of the person or organisation being served. This involves recognising cultural bias and developing knowledge, attitudes, behaviors, and skills to overcome these biases and create equitable services. Within this document, we refer to cultural competence as a means of effectively addressing the needs of diverse populations and reducing health disparities.

Community Engagement – This includes improving relationships between communities and organisations, working alongside different groups to tackle issues, resolve problems and make decisions that impact them. In this document, we refer to community engagement in terms of collaboration with communities to develop culturally responsive services that improve health outcomes for groups traditionally underserved by mental health services.

Diverse Leadership – The presence and inclusion of leaders "whose personal experiences, values and worldviews are impacted by their intersected sociocultural identities, such as race and gender" (Dixon & Batta, 2024). We discuss diverse leadership in the form of representation. As well as a means of harnessing the power of varied experiences, values, and worldviews to create a more inclusive, innovative, and effective healthcare system.

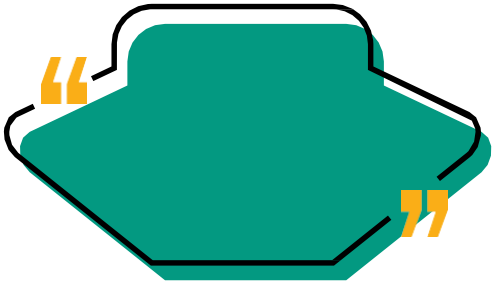
Culturally Sensitive Trauma-Informed Care – A way of providing care that acknowledges a person's history of trauma, and considers how trauma and culture can influence health beliefs, practices, and coping mechanisms. We refer to this as a means of adapting service provision to fit specific needs and preferences, through communication, assessment, and intervention.

User Guide

Throughout this document, you will see various icons that link to resources which further explains the topics discussed on that page, as illustrated below. Please note this document works best when viewed as a PDF due to the embedded links:

Clicking this box, or scanning the QR code within it, will lead you to a video that explains the topic further.

This speech bubble contains direct quotes from the documentary, clicking the links inside will take you to that quote within the video.



Clicking this icon, or scanning the QR code within it, will take you to an article relating to the theme.

These boxes contain data and examples relating to the theme.

Context

Throughout the document there are a number of key terms – you can learn more about them by clicking here.

In the UK, racial inequity in mental health care presents through disparities in access, treatment quality, and outcomes among racially minoritised groups. Historical and systemic racism, perpetuates these disparities as illustrated by structural inequalities in housing and employment (Ramsoondar, N. 2023) (Paradies, T., et al. 2015).

Racially minoritised populations often face significant barriers when accessing mental healthcare. Examples include stigma, lack of cultural competence and underrepresentation of racially and ethnically diverse healthcare providers, all of which can further exacerbate mental health issues and impede effective treatment. Additionally, these populations are more likely to experience socioeconomic disadvantages and racial discrimination, contributing to higher rates of mental health challenges. Eurocentric health system often prioritise health issues based on the majority population's needs, overlooking the unique challenges faced by racially minoritised communities.

Ensuring fairness in healthcare is imperative.
It helps to manage negative differences in access to services and health outcomes, especially for ethnic minority groups in the NHS (Sotubo, 2021). Studies have shown that racially minoritised service users often receive fewer referrals for talking therapies or psychological help from GPs. When they are referred for help they are significantly less likely to be treated, compared to white service users (Ceuterick, Bracke, Van Canegem & Buffel, 2020) (Harwood, et al., 2023). Also, minority groups are more likely to experience compulsory hospital admissions and face more restraint and seclusion in acute mental health services (Kapadia, et al., 2022).

Tackling Race and Mental Health Inequalities

-In March 2023, 26.4% (380,108) of the workforce across NHS trusts in England were of a black and minority ethnic (BME) background.

-In 2022, BME staff were notably more likely (30.8%) to face harassment, bullying, or abuse from patients, relatives, or the public.
-16.6% of BME staff experienced discrimination from their colleagues, compared to 6.7% of white staff.
-In 46% of NHS trusts, staff from BME backgrounds were over 1.25 times more likely than white staff to face formal disciplinary actions.

NHS England (2023)., NHS Workforce Race Equality Standard

Healthcare systems lack racial equity due to a complex interplay of structural, political, and historical factors. Structural racism within organisations can lead to unequal treatment and opportunities for marginalised groups. While implicit bias among providers may influence clinical decisions and patient interactions, which perpetuate disparities in health care (Clark, et al., 2019; Johnson, 2020; Nair & Adetayo, 2019). Whereas political factors can influence the priorities, structure and funding of healthcare systems, often in a biased and unequitable manner (Marmot, M., 2015).

Furthermore, there is limited minority representation in leadership and research which further exacerbates racial inequities (Clark, et al., 2019; Johnson, 2020; Nair & Adetayo, 2019). These issues also contribute to health disparities among marginalised communities (Williams, 2019). Addressing these issues requires comprehensive changes, including policy reforms, increased diversity in leadership, cultural competence training, and targeted interventions for marginalised groups (Alizadeh S, 2016; Baumann & Cabassa, 2020; Herrin, et al., 2018).

An overview of the ethnic differences in health outcomes in England

In addressing the profound racial inequities within the UK's mental health care system, it is crucial to emphasise the role of public health initiatives and community engagement. As discussed in the documentary by Sarah Erskine:

"The priorities for us from a public health perspective and from a Synergi-Leeds perspective are around developing action and supporting Community Action that reduces the risk of severe mental illness and improves trust between communities and statutory services"

- *Sarah Erskine* (Head of Mental Health – Public Health Directorate – Leeds City Council) **(Words of Colour Productions, 2021, 07:41)**

Find out more about Leeds City Council

This quote highlights the importance of collaborative approaches with grassroots and third sector organisations in mitigating mental health disparities. By fostering trust and building community support mechanisms, the gap can be bridged between marginalised communities and health care providers. This approach not only aims to improve mental health outcomes but also strives to create a more equitable and inclusive health care system for all.

Service user experiences of **Racism and Mental Health**

An overview of Mental Health in Black, Asian and minority ethnic (BAME) communities

1. Diversity

Diversity can mean different things in various contexts. People can be diverse in many ways, including race, ethnicity, language, culture, gender, socioeconomic status, age, sexual orientation, religion, and abilities or disabilities.

For example, consider a workplace that includes a young, multilingual woman from a low-income background who identifies as LGBTQ+ and has a physical disability. Her unique experiences and perspectives are shaped by the intersection of her age, language skills, economic status, gender, sexual orientation, and disability.

In this document, we will closely examine cultural diversity as discussed in the documentary. Culture contributes to defining who we are, it shapes our identity and influences our behavior. Cultural diversity refers to the variation among groups of people that make up a society, it involves recognising and respecting differences in race, ethnicity, language, religion, traditions, values, social customs, and other aspects of cultural expression.

An Overview of Diversity, Equity and Inclusion

The documentary emphasises that cultural diversity involves welcoming the variety of attributes and perspectives individuals bring to a community or service. This approach is vital for meeting the unique needs of Leeds' culturally diverse population.

However, it's important to understand that organisational policies are often influenced by the dominant cultural views of the country the organisation is placed in, which may not represent everyone. Committing to diversity means actively working to include a wide range of perspectives in decision-making processes, in order to ensure that policies and practices reflect the entire community. Recognising and valuing the intersecting aspects of peoples identity is key to creating a truly inclusive and equitable environment, which better understands and serves a complex and varied population.

Committing to diversity is multifaceted and may involve implementing inclusive hiring practices, providing cultural competence training, and creating policies that address the specific needs of all community members. By embracing diversity, people gain a richer understanding of their community and a broader perspective that incorporates different viewpoints from different experience's and cultures.

NHS Equality, Diversity, and Inclusion Improvement Plan

The NHS Equality Diversity and Inclusion (EDI) plan, highlights the importance of EDI as a fundamental pillar for compassionate, effective, and secure services. It details the necessary steps to meet staff and patient expectations, clarifying accountability and responsibility for implementation.

NHS England (2023)

This commitment to diversity is crucial in mitigating the impacts of racism and its impacts on mental health. By fostering an inclusive environment through diversity initiatives, the prevalence of both systemic racism and individual racist attacks can be reduced, promoting better mental health and overall well-being for ethnically and racially minoritised people.

"In terms of Black Lives Matter... that got us asking Black and minoritised workers...to talk about their experience and their solutions, to think about reporting of racism and hate crime, to think about data and how differently we could start capturing the actual reality of the situation"

- *Pip Goff* (Director - Forum Central)
(Words of Colour Productions, 2021, 41:48)

Find out more about Forum Central here

In addition to the factors that can impact anyone's mental health, racially and ethnically minoritised people may also face additional challenges such as inequality, mental health stigma and racism.

Racism and Discrimination

"Racism can range from micro-aggressions (subtle but offensive comments) to explicit hurtful words to verbal or physical aggression. Experiencing racism can be very stressful and negatively affect your overall health and mental health."

The Health Foundation (2023)

In the documentary, *Marvina Newton* (Mental Health Ethnic Inequalities Lead - Children & Young People, Forum Central) expands on the impact of racism on mental health, emphasising the need for healthcare professionals to understand and address the intersectionality of health and racial minoritisation. Community representation and visibility are vital in reducing the health inequities faced by racially minoritised service users, underscoring the significance of diversity in healthcare provision.

An overview of Mental Health in Black, Asian and minority ethnic (BAME) communities

"You need to act on the inequalities that you see, if you know a system is not catering and you can see that the diversity is not in your Workforce, in your training make sure you do something,... Listen to the communities that are being affected, listen to the communities that are not being Incorporated in your system."

- *Marvina Newton*

(Words of Colour Productions, 2021, 43:36)

Find out more about Forum Central here

2. Cultural Competence

Cultural competence is the ability to interact effectively with people from diverse cultures, including understanding and respecting cultural differences to meet the unique needs of individuals and diverse communities. Cultural humility continues this by promoting an ongoing process of self-reflection and self-critique, encouraging professionals to acknowledge their limitations and engage in continuous learning.

Cultural competence and cultural humility

Cultural competence is essential in addressing the persistent health disparities faced by racially minoritised people in the UK. It involves a lifelong commitment to self-evaluation to address power imbalances and develop respectful and collaborative partnerships with diverse communities. Culture significantly impacts mental health experiences, expressions, outcomes, help-seeking behaviors, and responses to interventions. There is wide recognition that health services and mental health promotion must consider culture in order to be ethically sound and clinically effective.

Joyce (Service User) a service user of Christian faith, discusses miscommunication within the healthcare system, and subsequent misdiagnosis as staff mistook her prayers for mental health issues.

"They told me that it will be better for me to speak out my cultural issues to them, so it was very helpful because it helped me to talk about my culture and my faith in God, not only the medication aspect but it also brought me to the point that okay I'm being listened to you know, I have people that are backing me"

– *Joyce* (**Words of Colour Productions, 2021, 25:39**)

Communication Strategies for Culturally Sensitive Patient Advocacy

Barriers to service can stem from providers by manifesting through leadership and workforce issues at an organisational level, care processes at a structural level, and in clinical interactions between patients and staff at an individual level. In diverse societies, the dominant culture within institutions like healthcare determines which issues and cultural differences are acknowledged.

Heather Nelson (Former CEO Black Health Initiative) elaborates on this further, in the video we hear an anecdote that highlights the need for culturally sensitive communication:

"We had one of our elders come to us and she says she thinks she's got sugar, so I said okay you need to go to the doctor. She went to her GP and said the same thing, he literally rang me while she was in the consultation and said why is this woman here wanting sugar? and I'm like 'no', what she's telling you is she thinks she's diabetic"

- *Heather Nelson* (**Words of Colour Productions, 2021, 17:30**)

Find out more about Words of Colour here

Examples of Culturally Competent Care

Holistic approach

- Work to understand and address cultural stigma surrounding mental health.
- Use culturally relevant and appropriate educational materials and resources.
- Provide interpreters or multilingual staff to ensure clear communication.

Spiritual Practice

- Accommodate early prayer times and designated prayer spaces for certain religions (e.g., practicing Muslims).
- Adjust meal times during religious festivals (e.g., Ramadan).
- Ensure hair care aligns with religious and cultural expectations (e.g., beard grooming, hairstyles).

Cross cultural communication

- Respect cultural rules of politeness and address people as they prefer.
- Use interpreters for important conversations (e.g., care plan reviews, medical appointments) instead of family members due to potential conflicts of interest.

Healthcare

- Integrate cultural healing practices and traditions into treatment plans.
- Check if medicines contain animal products (e.g., gelatine capsules, gelatine is not Kosher or Halal)
- Adjust appointment date or time to accommodate for religious events/festivals

CQC (2024)

In the documentary, *Ellie Rogers (*CEO Leeds Gypsy and Traveller Exchange - GATE), considers the value of cultural recognition. Acknowledging that minoritised groups may face health disparities and social disadvantages due to socially constructed identities. Ellie notes that recognising cultures and their individual struggles can contribute to addressing inequities, influencing access to and uptake of health care and treatment options.

Clinical engagements in mental healthcare can be influenced by differences in social position, power, cultural knowledge, language, and religion between patients and clinicians. Ensuring systems provide care tailored to patients' diverse values, beliefs, and behaviors is essential for ethical and effective health services. Noting the ambitions of Leeds GATE, Ellie highlights that raising awareness of the issues faced by these groups and encouraging systemic change ensures that needs are recognised and considered in policies, strategies, and health needs assessments.

Kings College London: An Overview of Cultural Competency

"The amount of suffering that there was in the community around mental health, and how little support people had access to, Gypsy Traveller people are often not thought of as an ethnicity... for our members this has just meant a persistent experience of being left out."

- *Ellie Rogers* **(Words of Colour Productions, 2021, 37:42)**

Find out more about Leeds Gate here

LEEDS GATE
Gypsy & Traveller Exchange

NHS Good Practice Guidance: EDI training delivery

3. Community Engagement

There are many benefits to community engagement, wherein members of a local group may collaborate with an organisation to create tailored services that better meet the needs of a specific population. As referenced in the documentary, community engagement in healthcare involves including community members, organisations, and partners in healthcare planning, decision-making, and policy development.

"We're really fortunate in Leeds that we have a really proactive third sector (community organisations), so making sure that that's valued and recognised, that its part of decision making...but also that we make sure peoples and communities voices are always heard and at the center"

Pip Goff (Director forum central)
- **(Words of Colour Productions, 2021, 55:20)**

Find out more about Forum Central here

Building community capacity through asset and strengths-based approaches – a guide for commissioners

Synergi Leeds collaborates with the third sector, public health, the Mental Health and Learning Disability Trust, and adult social care teams to address serious mental illness determinants, including racism and discrimination. By engaging leaders from statutory and third sector services, this partnership aims to enhance trust, improve service access, and strengthen community mental health support.

This theme is explored in the documentary by *Lornette Mutetto* (Family Support Worker) and *Andrea Edwards* (Chief Executive Officer) of the New Wortley Community Association, as they discuss the Cultural Café project. The project initially focused on reducing the social isolation of racially minoritised families in the local area through the mutual sharing of cultural food and activities. More recently, the New Wortley Community Association has become a space to offer English language classes, in collaboration with Leeds City College.

Community Engagement for Health

"What we do here is about listening to people, we don't decide what we do here we listen to what the community wants, and we help them… it is about looking at the changing needs of this community"

- *Andrea Edwards* **(Words of Colour Productions, 2021, 55:20)**

Find out more about The New Wortley Community Centre

Using Community Psychology approaches to reduce the impact of inequality

Collaboration between services and local communities helps to build stronger connections, creating a shared sense of belonging. These partnerships not only improve trust and engagement with services but also plays a vital role in raising awareness about mental health issues by fostering space for meaningful conversations.

Racially and ethnically minoritised communities often serve as cultural mediators, offering culturally appropriate support to bridge potential gaps in knowledge from services. While formal systems provide mental health expertise, partnerships with communities are crucial for improving cultural competence and patient outcomes.

Community Engagement Report for the Health Foundation

"This evolve naturally, so its really important that people feel that sense of belonging and feel the ownership around what the next steps of a project are"

- *Andrea Edwards* **(Words of Colour Productions, 2021, 57:09)**

Find out more about The New Wortley Community Centre

Project: Sheffield

Research shows that African and Caribbean communities often delay seeking mainstream mental health services due to distrust, leading to crisis-level interventions. Observing similar trends locally, the Sheffield Health and Social Care NHS Foundation Trust (SHSCT) launched the EPIC II project (2007-2009) to improve services for these communities. EPIC II, a partnership between the NHS and the Sheffield African Caribbean Mental Health Association (SACMHA), aimed to improve service accessibility, reduce stereotypes, and enhance care quality by introducing a link worker. Despite challenges like resource imbalances and data interpretation issues, the project successfully raised SACMHA's profile and increased home treatment options, though it didn't significantly shorten hospital stays. The initiative has since influenced ongoing efforts to address mental health disparities, including the creation of a BME engagement group to improve care pathways for minority communities.

National Institute for Mental Health in England, Sheffield Health and Social Care NHS Foundation Trust, Sheffield African Caribbean Mental Health Association, Yorkshire and Humber Improvement Partnership, & Parker, K. (2003).

4. Diverse Leadership

Diverse leadership is crucial for promoting equality, diversity, and inclusion within organisations, driving positive outcomes by harnessing the strengths of diverse perspectives and experiences. In the documentary, diverse leadership is discussed in terms of the mental healthcare and commissioning systems within Leeds. It is explored to improve patient care and advance health equity among racially minoritised communities.

NHS Workforce Diversity

- Racially minoritised staff making up 24.2% of the overall NHS workforce (NHS England, 2023)
- BME staff at very senior manager (VSM) level sits at 11.2%
- In the Northeast and Yorkshire region, only 6% of board members are from racially and ethnically minoritised backgrounds,
- 13.2% of overall NHS Trust board members in England are from racially minoritised backgrounds (NHS England, 2022).

NHS England (2023)

Diverse leadership in healthcare contributes significantly to enhancing equity of access and responsiveness of mental health services to the needs of all communities. By fostering broader cultural understanding, driving innovation, and promoting the recruitment and retention of a more diverse workforce, patient-provider relationships can be strengthened and outcomes improved.

Inclusive Leadership

NHS Workforce Race Equality Standard

This commitment could also involve refining policies by highlighting gaps in data driven insights, addressing bias and discrimination through improved training and accountability measures, and by ensuring that the voices of racially minoritised communities, traditionally underserved by psychological services, are heard.

Organisational dedication to improving diversity in leadership can enhance access, engagement and outcomes in mental health care for racially minoritised communities, supported by culturally sensitive policies that ensure equitable practices. This is discussed further by *Sharon Prince* (Clinical and Forensic Psychologist, Deputy Director of Psychological Professions, Leeds in York partnership NHS Foundation Trust) as she talks about the development of leadership and management strategies with system leaders and representatives of service users and carers, to sustain and anchor racial equity projects within the city.

The benefits of Diversity in the NHS

"I think the next step for us has to be talking with system leaders about leadership and management of this of this, ... and it's not just about systems leaders, it's also about those who represent the service user and carer voices in this"

- *Sharon Prince* **(Words of Colour Production, 2021, 57:20)**

Find out more about Leeds And York Partnership NHS Foundation Trust

NHS

Project: Wakefield

The project addressed mental health issues within the BME community in Wakefield, particularly around domestic violence and substance misuse. In response to the Race Relations (Amendment) Act 2000, a Mental Health Trans-cultural Focus Group was formed to ensure culturally and religiously appropriate services. The project team, including leaders from the NHS, council, and substance misuse services, collaborated with the BME community to identify and overcome barriers to accessing mental health services. Their diverse leadership enhanced cultural awareness and facilitated effective initiatives like mosque-based awareness campaigns and cultural competency training. This approach led to a 22% increase in BME patients accessing services, with the project's methods being replicated in other communities and improving service delivery across the region.

THE HEALTH FOUNDATION: Shared Leadership for Change (2011)

5. Culturally Sensitive Trauma-Informed Care

Culturally-sensitive trauma-informed care refers to the ability of healthcare professionals to effectively conduct assessments and interventions that recognise, respect, and incorporate the cultural values, beliefs, and practices of patients and their families. It is crucial to use a trauma informed perspective that acknowledges oppression and to consider the historical and social contexts of a persons experience when providing psychological health services to racially minoritsed people.

In the documentary Arfan Hanif (Chief Executive Officer, Touchstone) details his journey as a service user. He reflects upon how his lived experience and the absence of a culturally responsive service informs his advocacy efforts, contributing to his adoption of a culturally sensitive approach to mental health care.

TEDx: Understanding and Healing from Racial Trauma

"Whilst I was in hospital, one thing I did notice was that the majority of people in the hospital setting who were patients, were Black Minority Ethnic people like me… the majority had been forcibly brought into the hospital by the police, and of the white patients - quite a few were voluntary."

- Arfan Hanif **(Words of Colour, 2021, 33:45)**

Find out more about Touchstone

When viewed through a cultural lens, a persons perception of a traumatic experience can often differ from that of a service provider. For example, some cultures may interpret illness and traumatic events as special messages, forms of punishment or rites of passage. Cultural differences can also affect beliefs about when and how to address traumatic stress symptoms and seek help.

Culturally-Sensitive Trauma-Informed Patient

What can cause trauma in minoritised communities?

- Being a target of racism and discrimination
- Being involved with the criminal justice system
- Immigration stress
- Health disparities
- Living in an unsafe neighborhood
- Cultural and identity suppression

UK Trauma Council (2022)

Recognising the impact of structural inequity, culturally sensitive trauma-informed care systems are responsive to the distinct needs of diverse communities. These systems aim to improve patient health outcomes by reducing barriers to effective services, combatting stigma, addressing social adversities and power imbalances and strengthening relationships. Any trauma informed care response should consider the needs at both the individual and the community level.

"Touchstone is about ensuring that the service users voice is heard, but also recognising the voices of Black, minority and ethnic groups is never lost"

Arfan Hanif **(Words of Colour, 2021, 36:57)**

Find out more about Touchstone

Culturally-Sensitive Trauma-Informed Patient Care

Glossary

Active Listening: Engaging in active listening involves the listener closely attending to both verbal and nonverbal communication. This approach encourages the listener to analyse not just the spoken message but also the underlying emotions and body language conveyed (Nelson-Jones, 2014).

Anti Racism: Encompasses a range of ideas and political efforts directed towards tackling racial bias, structural racism, and the challenges experienced by marginalized racial groups (Ali, Sheffield, & Bauer, 2021)

Black Lives Matter: A movement that emerged in 2013 but garnered widespread public notice during the protests of 2020, when society called for accountability regarding the killings of numerous Black individuals by law enforcement. (Francis & Wright-Rigueur, 2021)

Communities of practice (CoPs): A CoP is a group where individuals who share a common concern, set of issues, or interest in a subject work together to achieve both personal and collective objectives (NHS, 2015)

Experts by Experience: Individuals who have experience of either using health services or caring for someone who does. Their primary role is to offer a unique perspective derived from their personal experiences (Care Quality Commission , 2023)

Effective communication: Conveying information clearly and understanding messages from others. It involves using various channels like verbal, non-verbal, written, and visual methods. In health and social care, it's crucial for ensuring quality care, building trust, and promoting positive outcomes (Sheasby, 2023).

Grassroots: This refers to a movement or initiative that starts at a local level among ordinary people within a community or organisation, rather than being initiated by local authorities. It involves individuals coming together organically to address a specific issue, advocate for a cause, or create change from the bottom up (Flores & Samuel, 2019).

Institutional racism: Institutional racism manifests in the policies, procedures, operations, and culture of public or private institutions, whether subtly or overtly, reinforcing and being reinforced by individual biases (What is institutional racism?, 1998).

Structural Racism: "The totality of ways in which societies foster racial discrimination through mutually reinforcing systems of housing, education, employment, earnings, benefits, credit, media, health care, and criminal justice" (Bailey, et al., 2017).

Social Isolation: Social isolation refers to a state where individuals lack social contact or meaningful connections with others. This can occur voluntarily or involuntarily and can have adverse effects on mental health, well-being, and overall quality of life (Cherry, 2023).

Stigma: Negative attitudes, beliefs, and behaviours towards individuals or groups seen as different, leading to discrimination and exclusion based on factors like race, gender, orientation, or health. (Mind, 2017)

Third Sector: The "third sector" refers to nonprofit organisations, including charities, non-governmental organisation, community groups, and social enterprises. They operate without a profit motive, relying on donations, funding bids and volunteer work to support their goals.

Key Supporting Documents

- Briefing Papers - Synergi Collaborative Centre
- Ethnicity, Race and Inequality in the UK (oapen.org)
- NHS Confederation: Commit, understand, act: our anti-racism strategy
- The importance of cultural adaptation IAPT and CBT - Synergi Collaborative Centre
- Making a difference: ethnic inequality and severe mental illness - Synergi Collaborative Centre
- Inequalities for Black Asian and Minority Ethnic communities in NHS mental health services in England - Briefing from Mind
- Addressing health inequalities through collaborative action- Public Health England
- Racism and Mental Health - Mind

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