

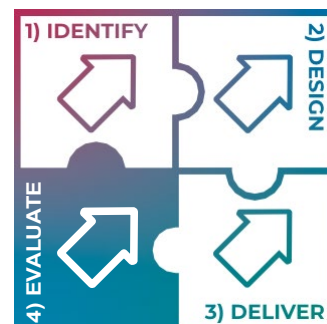
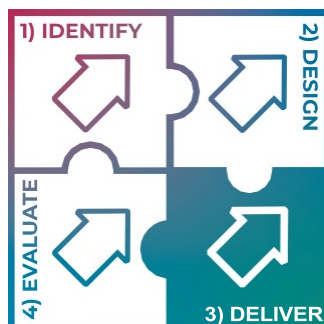
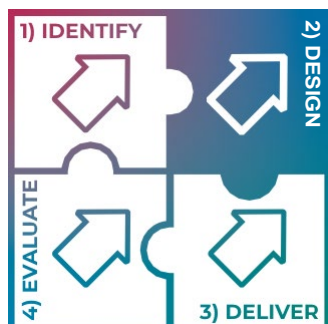
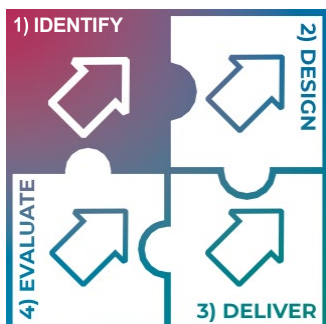


NCCMH



Advancing mental health equality

QI collaborative support offer



Support we offer to registered organisations:

- A dedicated quality improvement (QI) coach assigned to your organisation who will provide tailored support.
- Access to experts in equality including clinicians, service users and carers from the College's AMHE project team
- Support to identify populations you serve that are experiencing inequalities in access, experience and outcomes.
- Support to implement the [Advancing Mental Health Equality \(AMHE\) resource](#).
- Support to test new ideas and measure the impact these interventions are having on your identified population(s).
- Quarterly in-person learning sets, where all participating teams gather to share ideas, problem solve and network together.
 - In addition, a dedicated space for project leads and senior sponsors is available through regular virtual workshops.
- The opportunity to have co-production at the heart of your work, and to learn from organisations carrying out co-production around the country.
- The opportunity to be part of a UK-wide learning community who are working on implementing the AMHE resource.
- The opportunity to learn from teams who took part in Wave 1 of the Collaborative.

What resources are required from your organisation to take part?:

- The cost of taking part in this QI Collaborative is £15,000 +VAT per year for 3 years.
- A project lead from within your organisation. They will need dedicated time to establish and lead the project team.
- Protected time for fortnightly project team meetings during the Phase 1 period.
- An executive sponsor who will stay close to the work. We usually suggest this is someone who reports to

Board-level and can help unblock barriers and engage partners, and champion the work within the organisation.

- Time and resources to attend quarterly in-person learning sets at the Royal College of Psychiatrists in London.

What would taking part in this QI Collaborative mean for the organisation?

Advancing mental health equality is a broad and complex topic. The context for each organisation, and the populations they serve, is different.

We therefore offer personalised QI support throughout the Collaborative, combined with the opportunity to share learning with other organisations taking part in the Collaborative.

On the next page, we explain the phases of the Collaborative and how long you can expect them to take.

Phase 1 – Local design

6–9 months

We will work with you to:

- **Identify** the group(s) in your population and inequalities that you want to focus on. Examples from Wave 1 teams include: Gypsy, Roma and Traveller communities, young Black men, LGBTQI+ communities, rural communities and veterans.
- Work with people from the populations you've identified to **co-produce**:
 - **a change theory** (a theory as to how you can achieve your aim, adapting the **programme level change theory** (PDF) to apply to the populations you have identified). Find out more about change theories in **What's your theory?** (PDF)
 - **a measurement strategy** to demonstrate the impact of the changes that you make.



The support will be provided by:

- A **QI coach** assigned to work with your organisation, who will be your core support throughout.
- **Experts** in:
 - the areas of inequality prioritised by your organisation
 - co-production.
- The team who developed the **AMHE resource**.

Different organisations will be at different stages of their work. We will meet with each organisation to understand where they are at, and some may be ready to move to Phase 2 within 9 months. Their dedicated QI Coach will work alongside any existing QI support that an organisation already has, to add value from the national collaborative perspective. If needed, experts in equality and co-production will fill in any gaps in the organisation's or local system's expertise, acting as a critical friend throughout the process.

We expect you to complete Phase 1 in 6–9 months, but it may take less time or longer than that. This will depend on how far along the organisation is in understanding the systemic inequalities in their populations and identifying where they want to start.

Phase 2 – Testing and scaling up changes

21–24 months

We will work with you to:

- **Test ideas** for change using a systematic approach to improvement.
- **Measure and understand** the impact of these changes.
- **Scale up** the changes that have led to improvement.



The support will be provided by:

- Your QI Coach, who will work with the teams to design, test, measure and scale up changes. This process will include upskilling teams in QI methodology as it becomes embedded in day-to-day practice.

Depending on the changes being tested, we may bring in additional expert support. However, it is important that these changes come from – and are owned by – the teams involved and the people they serve.

Improvement work to make sustainable changes in these complex areas requires at least 18 months, to ensure that sufficient ideas can (1) be tested and then (2) be embedded in the way that teams and organisations work. Because of the breadth and complexity of inequality, we have built 24 months into the programme for this phase.

Phase 3 – Sustaining changes

6 months

We will work with you to:

- Ensure that the organisation has maximised the learning from the collaborative and the work that has been done.
- Think through how to sustain the changes made by the organisation, as well as its approach to addressing inequality.



The support will be provided by:

- Your QI coach, supported by experts in scale up and spread.
- Evaluation leads.

Throughout all phases

0–36 months

Learning from others:

- **Four annual in-person learning sets**, in which all members of the collaborative come together to share their work and learn from each other.
- **Communications support**, to share work with local and national press, as well as on our website.
- **Share work within the learning community** via communication between learning sets (in newsletters, for example).



Evaluation:

- Our **evaluation partners at University College London** will work with all members of the collaborative during the design phase to ensure that the evaluation meets the needs, and to answer these questions:
 - Have we achieved a sustained improvement?
 - Which interventions have made a difference?
 - What aspects of the approach have been helpful or unhelpful?
- The evaluation will be completed in the final year of the collaborative and will be undertaken as part of Phase 3.

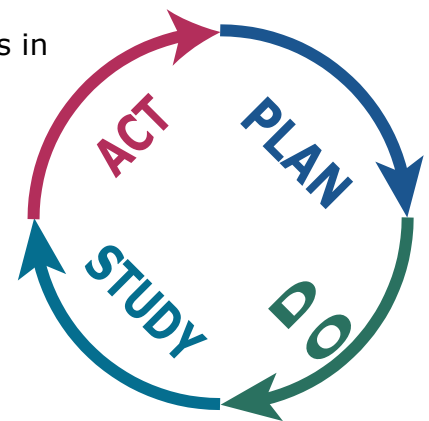


General supplementary information

What approach will we use?

We'll be applying QI methods to support organisations to identify and tackle inequalities in a structured way. This will involve:

- Identifying local population groups with known inequalities in access, experience and outcomes.
- Developing measures to help you understand if you are improving over time.
- Developing a set of change ideas that we believe will address inequalities.
- Using Plan, Do, Study, Act (PDSA) cycles to test and scale ideas.
- Bringing participating organisations together every 2–3 months, to learn from each other and share ideas.
- Supporting organisations to develop a continuous learning system to advance equality in access, experience and outcomes in mental health services.



What success have we had with this approach before?

- We have applied a similar QI approach to tackling complex topics in mental health such as restrictive practice, suicide, sexual safety and staff wellbeing.
- We have developed guidance, recommendations and measures to support services to improve mental health support, care and treatment. Most relevant are the AMHE resource, and the [Community Mental Health Framework](#) that supports the Community Mental Health Transformation Programme.



Why do we think this approach will be applicable to advancing mental health equality?

- This approach has been used in a number of settings, both within the UK and across the globe, with demonstrable results.
- The AMHE resource was developed in a way that lends itself well to QI with its four-step methodology (identify, design, deliver, evaluate).



What successes have there been from Wave 1 of using this QI approach?

Sixteen organisations began their Advancing Mental Health Equality Collaborative journey when they joined Wave 1 in July 2021. Here are some of the key successes and milestones:

- Organisations have participated in shared learning sessions where different projects have presented their progress.
 - You can find out more about these sessions and watch video recordings of teams presenting on their AMHE journeys so far in the [AMHE Collaborative resources](#).
- Each organisation has been supported by their QI Coach to identify local communities who experience health inequality, and decided where to focus their project using tools such as a three-part data review and asset mapping.
- Organisations have started to make links and establish relationships with people from the populations they are focusing on, to ensure the work is fully co-produced.
- Some organisations have started to work with communities to test ideas that will eventually deliver bespoke services for people in these populations.
 - An example of this is described in an [RCPsych blog](#).