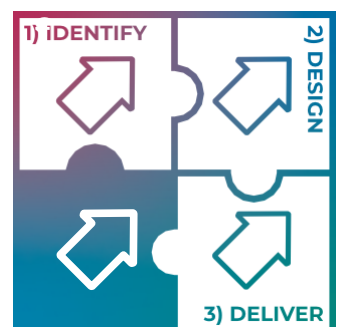
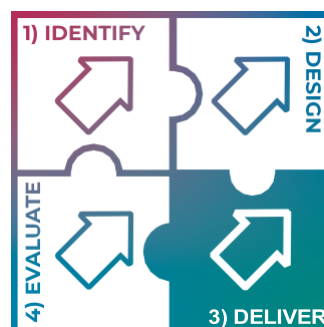
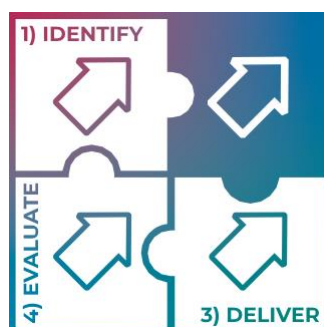
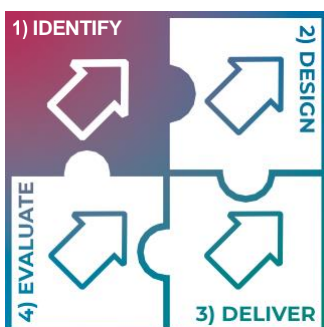


Advancing mental health equity

Wave 3

QI collaborative support offer



What's different about this Wave of the AMHE Collaborative?

We have taken learning from Wave 1 and Wave 2 of the AMHE Collaborative and adapted our approach to maximise the potential of AMHE as well as streamlining our offer and giving the ability to tailor the support according to the needs of each organisation. Our 18-month offer for Wave 3 is modular and we have three support offers for your organisation. We will:

- 1) help **providers of mental health care and support** use QI techniques to advance mental health equity for a group in your population,
- 2) empower **middle management** to connect across your organisation, and
- 3) support and **develop boards and senior leaders** to nurture the approach to equity throughout your organisation.

Organisations are welcome to apply to take part in one or multiple of the three modules. We recommend a whole organisational approach that incorporates all three modules to:

- improve access, experience and outcomes for an underserved group in your population
- empower middle management to support the work
- share learning across your organisation and support for leadership to ensure equity is a focus throughout the organisation.

The cost for each module is listed in the sections below. If you sign up for more than one level of support, you will receive a 10% discount.

Providers of mental health care and support

Support we offer to teams:

- A dedicated quality improvement (QI) coach assigned to your organisation who will provide tailored support.
- Access to experts in equity including clinicians, service users and carers from the College's AMHE project team.
- Support to focus on a population you serve that experience inequities 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.
- 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.

What resources are required from my organisation to take part?

- The cost to sign up a team is £7,500 +VAT per for 18 months.
- A project lead from within your organisation. They will need dedicated time, approximately half a day a week, to establish and lead the project team.
- A project team that includes people who provide mental healthcare/support and people with lived experience.
- A senior sponsor (someone senior in your organisation) who can stay close to the team and has operational oversight of 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.
- A commitment and plan to co-produce this work with people with lived experience.
- Protected time for regular project team meetings.
- Time and resources to attend quarterly in-person learning sets at the Royal College of Psychiatrists in London.

What do you mean by 'providers of mental health care and support'?

Examples of providers of mental health care and support are:

- NHS and independent sector teams providing mental health care for patients on a mental health ward or in the community.
- Voluntary, community and social enterprise (VCSE) sector organisations providing mental health support.
- Other organisations whose work crosses into the mental health sector such as ambulance services and acute hospitals.

What do I need to decide before I take part in this level of support?

- A group or population within your geographical area that you wish to improve access for or their experience or outcomes of receiving support from your organisation. Examples from AMHE Wave 1 and 2 teams include: Gypsy, Roma and Traveller communities, young Black men, LGBTQI+ communities, rural communities and veterans.
- Identify which area of equity you will focus on for this population i.e. access, experience or outcomes.
- How you will embed coproduction into your work

What would taking part mean for my organisation?

- Advancing mental health equity 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.

Preparation phase

Before your close coaching support begins in September 2024, you will have time to prepare to make the most of being on the Collaborative. We will have a preparation phase from May to September 2024, in which you will:

- Have an introductory call with your NCCMH QI Coach. We would like this call to include your senior sponsor, project lead and anyone else who may be involved in the work in your organisation. In this call we will provide an overview of the Collaborative, the QI methodology that we use and some first tasks to get started in the preparation phase.
- Join a webinar to meet the other teams that are part of Wave 3 and learn more about the preparation phase.
- Complete a workbook which will contain a few tasks and things to think about as a team so that you are ready to make the most of your coaching support in September 2024. The workbook will include starting points for:
 - Considering how you will include lived experience in your work, including whether the people you are planning to co-produce with are from the population you will focus your AMHE project on and how you will pay people for their time
 - Identifying some key stakeholders who will be integral to your work (this will then feed into an asset/stakeholder map that we will help you to produce).

Middle management support:

Support we offer to middle management:

- We will offer one-to-one coaching for middle management and an opportunity to meet together as a group in Action Learning Sets with colleagues from other organisations throughout the 18-month period. We encourage each organisation to sign up 2-3 staff at middle management level to help share the learning and knowledge within your organisation.
- We will coach managers to:
 - Understand how they can connect disparate parts of the system to operationalise and spread the equity and equality work.
 - Support to learn how their existing key performance indicators (clinical, workforce, financial, governance) can be achieved through enhancing equity and equality, rather than seeing equity and equality as an additional burden.
 - Support managers to empower and enable their teams.

What resources are required from my organisation to take part?

- £5,500 + VAT
- Time to attend regular coaching sessions and Action Learning Sets.

What do you mean by 'middle management'?

- Roles that will support a team undertaking an AMHE project and/or ensuring equity is part of the care and support delivered in the organisation, such as Matrons, Head of Nursing and professional leads.

Preparation phase

- We would like to use the preparation phase (May to September 2024) to co-create the support offer with middle managers who will be taking part. This will include how often everyone would like to meet, the options of virtual and in-person meetings, and the proposed content of the support.

Board and senior leadership support:

Support we offer to board and senior leaders:

- Access to experts in equality including clinicians, service users and carers from the College's AMHE project team.
- Support to implement [the Advancing Mental Health Equality \(AMHE\) resource](#).
- Provide dedicated time and support for leaders in meeting their Trust objectives to deliver the Patient and Carer Race Equality Framework (PCREF). The support will be provided by experts who helped create PCREF.
- Bimonthly reverse mentoring by board level leaders and lived experience consultants, provided by the NCCMH. This opportunity will help enable leaders to think about how to drive success and provide resources required for AMHE projects to take their projects forward.
- Quarterly in-person/online learning sets for board members and senior leaders in participating organisations to meet, share and reflect in a safe space to discuss advancing equity.
- Leaders will have the space to think about how to ensure lived experience is embedded in their organisation, how the organisation's AMHE project is co-produced and develop lived experience leaders in their organisation.
- The opportunity to be part of a UK-wide learning community who are working on implementing the AMHE resource.

What resources are required to take part?

- £7,000 + VAT
- Identify a senior leader or board member to participate.
- Time to take part in regular reverse mentoring sessions and learning sets.

In which organisations would boards and senior leaders benefit from taking part in this offer of support?

We invite anyone whose work cross into the mental health sector to sign up to receive board and senior leadership support, including:

- NHS Mental Health Trusts
- Independent sector providers of mental health care
- Voluntary, Community and Social Enterprise (VCSE) organisations
- Ambulance trusts
- Integrated care boards
- Health boards

Preparation phase

- Similar to the middle management support offer, we would like to use the preparation phase (May to September 2024) to co-create the support offer with senior leaders who will be taking part. This will include how often everyone would like to meet, the options of virtual and in-person meetings, and the proposed content of the support.

What successes have there been on Wave 1 and 2 of using a QI approach?

Sixteen organisations began their AMHE 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](#).