

SOURCE	YEAR	ORGANISATION	RECOMMENDATION
The class ceiling: Increasing access to the leading professions	2017	All Party Parliamentary Group on Social Mobility	A strategic approach to social mobility should be developed such as contextualise admissions to study medicine, recognising that academic ability is just one crucial part of being a successful doctor. Opportunities for school students should be coordinated to ensure all students, regardless of where they live and their personal networks, can get that crucial experience.
National Mapping of BAME Mental Health Services	2020	BAMEStream.	More needs to be done in relation to funding, capacity building and commissioning of BAME mental health services especially around bereavement.
National Mapping of BAME Mental Health Services	2020	BAMEStream.	Department of Health and Social Care in conjunction NHS England to develop a mental health strategy on COVID-19 and BAME communities.
National Mapping of BAME Mental Health Services	2020	BAMEStream.	Recruitment and training of additional BAME counsellors, psychotherapists, psychologists and mental health practitioners.
National Mapping of BAME Mental Health Services	2020	BAMEStream.	Licensing and recognition of bona fide BAME mental health providers should be explored which could then benefit the sector long term as a representative body of quality 'assuring' BAME mental health providers.
National Mapping of BAME Mental Health Services	2020	BAMEStream.	More research on the impact of COVID-19 on BAME bereaved families.
National Mapping of BAME Mental Health Services	2020	BAMEStream.	Training in cultural competencies and race equality.
National Mapping of BAME Mental Health Services	2020	BAMEStream.	Training in cultural competencies and equality impact assessments. Technical and awareness training - awareness training around bereavement support, mental health awareness that is culturally competent
Gender inequality at work. <a href="https://www.brighthr.com/articles/equality-and-discrimination/gender-equality/">https://www.brighthr.com/articles/equality-and-discrimination/gender-equality/</a>	-	Bright HR	Evaluate your job specifications to see if you have barriers in place that stop women from reaching roles that are more senior.

Gender inequality at work. <a href="https://www.brighthr.com/articles/equality-and-discrimination/gender-equality/">https://www.brighthr.com/articles/equality-and-discrimination/gender-equality/</a>	-	Bright HR	Offer training and mentors to everyone within your business.
Patient and Carer Race Equality Framework (PCREF)	2018	Central Govt	Champion the implementation of the Carer Race Equality Framework (PCREF) across all local systems in England.
CQC's Equality Objectives for 2019-21, Summary for providers of health and social care	2019	CQC	Reduce inequalities for both staff and people using services in primary medical services and adult social care through good leadership of these services.
CQC's Equality Objectives for 2019-21, Summary for providers of health and social care	2019	CQC	Establish a group to design and deliver Action Plan objective.
CQC's Equality Objectives for 2019-21, Summary for providers of health and social care	2019	CQC	Engage with NHS England and NHS Improvement, providers, CQC specialist advisors and NHS trust equality and diversity leads and champions as part of the evaluation.
CQC's Equality Objectives for 2019-21, Summary for providers of health and social care	2019	CQC	Continue to benchmark ourselves against standards such as the Workforce Race Equality Standard (WRES), Stonewall and Workforce Disability Equality Standard (WDES).
CQC's Equality Objectives for 2019-21, Summary for providers of health and social care	2019	CQC	Develop existing methodology and CQC staff learning to support EDS3 and WDES being implemented through our regulation of NHS trusts. In particular, consider how we can use the 'monitor' part of our operating model to strengthen our work on equality and well-led in hospitals.
CQC's Equality Objectives for 2019-21, Summary for providers of health and social care	2019	CQC	Develop methodology to help our staff include questions about equality when they inspect whether GP practices and adult social care services are well-led.

CQC's Equality Objectives for 2019-21, Summary for providers of health and social care	2019	CQC	Implement a campaign to improve equality monitoring levels in CQC electronic staff records (ESR) and participation in people surveys and feedback forums.
The Lammy Review.	2017	David Lammy	The prison system should be expected to recruit in similar proportions to the country as a whole. Leaders of prisons with diverse prisoner populations should be held particularly responsible for achieving this when their performance is evaluated.
The Lammy Review.	2017	David Lammy	Examine the way information is gathered, verified, stored and shared, with specific reference to BAME disproportionality. It should bring in outside perspectives, such as voluntary and community groups and expertise such as the Office of the Information Commissioner.
The Lammy Review.	2017	David Lammy	The government should set a clear, national target to achieve a representative judiciary and magistracy by 2025. It should then report to Parliament with progress against this target biennially.
The Lammy Review.	2017	David Lammy	Local communities need to be enlisted to provide insights and practical support to reduce reoffending.
The Lammy Review.	2017	David Lammy	To increase the fairness and effectiveness of the Incentives and Earned Privileges (IEP) system, each prison governor should ensure that there is forum in their institution for both officers and prisoners to review the fairness and effectiveness of their regime. Both BAME and White prisoners should be represented in this forum.
The Lammy Review.	2017	David Lammy	It must be acknowledged that different stakeholders have different views on the role of these three forms of prejudice – overt, covert and unconscious – in today's CJS.
The Lammy Review.	2017	David Lammy	Each year, magistrates should follow an agreed number of cases in the youth justice system from start to finish, to deepen their understanding of how the rehabilitation process works.
The Lammy Review.	2017	David Lammy	To build trust, the challenge is to demystify decision-making processes and bring them out into the open, so they can be better understood

The Lammy Review.	2017	David Lammy	I propose a new rule for the CJS: 'explain or reform'. If there are apparent disparities by ethnic group, then the emphasis should be on institutions in the system to provide an evidence-based explanation for them. If such an explanation cannot be provided, action should be taken to close the disparity. 'Explain or reform' should apply to every CJS institution.
The Lammy Review.	2017	David Lammy	Examine how Modern Slavery legislation can be used to its fullest, to protect the public and prevent the exploitation of vulnerable young men and women.
The Lammy Review.	2017	David Lammy	Where practical all identifying information should be redacted from case information passed to them by the police, allowing the CPS to make race-blind decisions.
Delivering Race Equality: A Framework for Action Mental Health Services Consultation Document	2003	Department of Health	Ensure patients have access to culturally appropriate facilities relating to, for example, diet and personal hygiene.
Delivering Race Equality: A Framework for Action Mental Health Services Consultation Document	2003	Department of Health	Ensure that patients within inpatient units are able to have their spiritual and religious needs met and can draw on faith community support networks (see forthcoming DH guidance on spirituality and mental health).
Delivering Race Equality: A Framework for Action Mental Health Services Consultation Document	2003	Department of Health	Prompt action, sensitive support, clear communication and involvement of team managers and consultants in dealing with challenging behaviour are encouraged.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	Department of Health	We recommend that there should always be a doctor in every place where a mentally ill patient is detained, or if that is not possible, fool proof arrangements should be in place twenty-four hours a day, that a doctor will attend within twenty minutes of any request by staff to do so.

Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	The workforce in mental health services should be ethnically diverse. Where appropriate, active steps should be taken to recruit, retain and promote black and minority ethnic staff.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	There should be ministerial acknowledgement of the presence of institutional racism in the mental health services and a commitment to eliminate it.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	All mental health services should set out a written policy dealing with racist abuse, which should be disseminated to all members of staff and displayed prominently in all public areas under their control. This policy should be strictly monitored and a written record kept of all incidents in breach of the policy. If any racist abuse takes place by anyone, including patients in a mental health setting, it should be addressed forthwith and appropriate sanctions applied.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	There should be a National Director for Mental Health and Ethnicity similar to the appointment of other National Directors, appointed by the Secretary of State for Health to oversee the improvement of all aspects of mental health services in relation to the Black and minority ethnic communities.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	Give BME communities genuine opportunities to influence mental health policy and provision, and to promote mental health and recovery, include action to help build healthier communities and engage communities, build capacity, deliver services and facilitate change in local mental health service economies.

Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	Every care programme approach (CPA) care plan should have a mandatory requirement to include appropriate details of each patient's ethnic origin and cultural needs.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	All managers and clinical staff, however senior or junior, should receive mandatory training in all aspects of cultural competency, awareness and sensitivity. This should include training to tackle overt and covert racism and institutional racism.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	All medical staff in mental health services should have training in the assessment of people from the Black and minority ethnic communities with special reference to the effects of racism upon their mental well-being.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	improve services for specific populations, including older people, asylum seekers and refugees, children and young people.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	All psychiatric patients and their families should be made aware that patients can apply to move from one hospital to another for good reason, which would include such matters as easier access by their family, a greater ethnic mix, or a reasoned application to be treated by other doctors. All such applications should be recorded. They should not be refused without providing the applicant and their family with written reasons.

Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	There is an urgent need for a wide and informed debate on strategies for the care and management of patients suffering from schizophrenia who do not appear to be responding positively to medication and we recommend that the Department of Health monitor this debate in order to ensure that such strategies are translated into action at the earliest possible moment.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	All patients in the mental health services should be entitled to an independent NHS opinion from a second doctor of their choice, in order to review their diagnosis and/or care plan. If a patient, by reason of mental incapacity, is unable to make an informed decision, their family should be entitled to make it for them.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	The question of detention in and treatment of patients in secure accommodation should be reconsidered in order to ensure that no patient is detained in such accommodation unless it is necessary, and that the period of each detention and the treatment be kept constantly under review.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	Review the procedures for internal inquiries by hospital trusts following the death of psychiatric patients, with emphasis on the need to provide appropriate care and support principally for the family of the deceased, but also for staff members.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	There should always be a fully equipped resuscitation trolley whenever a mentally ill patient is detained and people available at all times who are trained in the use of the equipment upon it.

Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	Records should be kept of all psychiatric units' use of control and restraint on patients. The Department of Health should audit the use of control and restraint.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	The Department of Health should collate and publish annually statistics on the deaths of all psychiatric inpatients, which should include ethnicity.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	Under no circumstances should any patient be restrained in a prone position for a longer period than three minutes.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	A national system of training in restraint and control should be established as soon as possible and, at any rate, within twelve months of the publication of this report.



Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	There is a need for medical personnel caring for detained patients to be made aware, through appropriate training, of the importance of not medicating patients outside the limits prescribed by law, and of the need for more regular and effective monitoring to support the work undertaken by the Mental Health Act Commission in this field. It is vital to ensure that the findings and recommendations of this inquiry inform all relevant parties, including the developing black and minority ethnic mental health strategy.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	Further research is necessary to find out why such a diagnosis (drug-induced psychosis) continues.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	All who work in mental health services should receive training in cultural awareness and sensitivity.
Delivering race equality in mental health care, an Action Plan for reform inside and outside services; and the Government's response to the independent inquiry into the death of David Bennett	2005	DH/Mental Health Policy & Performance	All medical staff and registered nurses working in the mental health services should have mandatory first-aid training, including CPR training
Being disabled in Britain A journey less equal	2016	Equality and Human Rights Commission	Improve the evidence base on the experiences and outcomes of disabled people and the ability to access help.
Being disabled in Britain A journey less equal	2016	Equality and Human Rights Commission	Improve existing legislation, policies, frameworks and action plans to better protect and promote the rights of disabled people.

Being disabled in Britain A journey less equal	2016	Equality and Human Rights Commission	Implementation of effective systems to report bullying (and considering steps to enable this anonymously, discreetly or confidentially) and the involvement of young people in making decisions about appropriate action.
Implicit bias in academia: A challenge to the meritocratic principle and to women's careers	2018	LERU – League of European Research Universities.	Undertake action towards eliminating the pay gap and monitor progress.
Implicit bias in academia: A challenge to the meritocratic principle and to women's careers	2018	LERU – League of European Research Universities.	Clear accountability should be assigned, with final responsibility for action resting with the President and the governing body.
Implicit bias in academia: A challenge to the meritocratic principle and to women's careers	2018	LERU – League of European Research Universities.	There should be close monitoring of potential bias in language used in recruitment processes.
Implicit bias in academia: A challenge to the meritocratic principle and to women's careers	2018	LERU – League of European Research Universities.	Research institutions should examine crucial areas of potential bias and define measures for countering bias. Progress needs to be monitored and, if necessary, measures re-examined and adjusted.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Pathways to care and use of the Mental Health Act by ethnicity are audited.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Board members and senior staff to make a public commitment to tackle unlawful racial discrimination, and to promote equal opportunities and good race relations in all areas of the organisation's work.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Board members and senior staff take a firm and steady lead on promoting race equality and good race relations, both inside and outside the organisation.

Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Establishing accountability and ensuring change through Clinical Governance. Ethnicity should be established as a key priority within clinical governance in all mental health organisations.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Set ambitious but achievable targets to make continuous progress in promoting race equality.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Use both established performance measures and its own indicators to monitor policies that are relevant to the duty for their effects on different ethnic groups.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Actively promote and support the attitudes, behaviours, knowledge and skills necessary for the staff to work respectfully and effectively with people from minority ethnic communities.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Board members and senior staff understand the guiding principles of promoting race equality. They make sure that these principles govern all aspects of their work.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Board members and staff from ethnic minorities play an active and responsible part in all areas of the organisation's work. They are not marginalised, or expected only to concern themselves with the organisation's work on equality and diversity.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Developing research methods appropriate for use with local black and minority ethnic groups and ensuring that all research includes consideration of ethnicity and culture.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	The MHNSF states that any service user who contacts their primary health care team with a common mental health problem should have their mental health needs identified and assessed and be offered effective treatments, including referral to specialist services for further assessment, treatment and care, if they require it.

Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Ensuring language access for persons who prefer a language other than English. For non-English speaking people, the lack of appropriate language skills amongst mental health professionals and difficulties in accessing appropriate interpreter services make mental health care difficult and problematic.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Invest in community development of minority ethnic groups aimed at achieving greater community participation and ownership around mental health.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Any individual with a common mental health problem should be able to make contact round the clock with the local services necessary to meet their needs. There is evidence that stereotyping of Irish people as alcoholics obstructs treatment for mental health problems.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Establishing consultation and discussion locally between various mental health agencies and other key stakeholders outside
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	It is incumbent on every institution to examine their policies and practices and the outcome of their policies and practices to guard against disadvantaging any section of our communities. Culture and Mental Health should be part of GP training.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Focussing on the cultural capability of the organisation or improving the capacity of the organisation in providing high quality service, irrespective of the ethnic or cultural background of the people using the service.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Leadership Development: recruiting community leaders, creating training and development activities, delivering training and development activities.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Promote mental health for all, working with individuals and communities and that these agencies should combat discrimination against individuals and groups with mental health problems, and promote their social inclusion.

Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Enhancing cultural capability of mental health services through training in Cultural Competencies. Organisational development: identifying stakeholders, organising groups, working with volunteers.
Inside Outside. Improving Mental Health Services for Black and Minority Ethnic Communities	2002?	National Institute for Mental Health in England.	Reducing and eliminating ethnic inequalities in service experience and outcome.
Action for equality - The time is now	2020	NHS Confederation	Encouraging differing career paths - Talent management programmes should explicitly recognise that rapid linear progression and geographical mobility are not the only indicators of ambition to senior roles. This is particularly relevant for potential CFO roles. A more structured and strategic approach across trusts would help women and leaders from diverse backgrounds gain valued experience.
Action for equality - The time is now	2020	NHS Confederation	Challenge leadership stereotypes and advocate new leadership styles - Chairs and other board members should explicitly challenge assumptions that stereotype leadership and its characteristics as masculine, or white, advocating more inclusive and collaborative styles.
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Mental health services further examination of the different pathways to care and thresholds for admission. Conclusions and recommendations access to home treatments and inpatient provision to determine any ethnic or racial bias and action to address this.
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Be aware and recognise the impact of racism and discrimination on accessing mental health care and in perpetuating ethnic inequalities.
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Researchers should acknowledge that black and minority ethnic communities are over researched and under resourced, and actively seek to address that imbalance. This will ensure wider data and research sets on different groups, along with recognition of the societal factors that have led some ethnic and racial groups to be more studied and researched than others.

Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Practitioners should have a better understanding of cultural and faith beliefs of black and minority ethnic communities and how this impacts on beliefs and behaviours around mental health
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Practitioners should improve their recognition of symptoms and how these are expressed in different ethnic groups
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Practitioners should increase their understanding of how loss (particularly for refugee/migrant children) and trauma are contributing factors of mental illness
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Practitioners should develop and change approaches towards a more holistic approach that integrates, mental health, physical health, culture and belief
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Practitioners should work to ensure services are accessible and non-stigmatising. For example, black and minority ethnic users of services felt the use of term 'wellbeing' was better and has less connotations than 'mental health'
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Mental health services should be more constructive working with the voluntary sector, community sector and faith groups
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Ensure there is accountability especially where the patient is placed out of area
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Provide financial help to families to visit the patient if they are placed out of area.
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Consider the impact of being sectioned on the individual and then being taken back to where the trauma happened
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Ensure the patient participation in meetings about their care
Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Researchers should acknowledge the broad intersectionality and lived experience of black and minority ethnic people around mental health.

Racial disparities in mental health: Literature and evidence review	2019	Race Equality Foundation	Practitioners should have a clear sense of the term 'self-care'. People felt it was useful but there is a different meaning of this between the statutory sector and user support groups.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Consider piloting annual publication of data on the ethnicity pay gap in advance of it becoming a legislative requirement.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Include at the beginning of all application packs, for both voluntary and paid roles, a prominent rubric emphasising the RCP's keenness to recruit in the complexion of the wider medical workforce and patient base.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Review visual representation of members, past and present, in reception areas so that they better represent the RCP's ambitions for breadth of membership.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Invest in appropriate IT infrastructure and training so those in voluntary roles based outside London or with caring responsibilities can much more easily engage fully in meetings.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Advertise all voluntary roles, and include clear details of the expectations of time and expertise necessary. Introduce and advertise a presumption that such roles can be jobshares. Re-advertise such roles after an appropriate, RCP-wide tenure such as 6 or 8 years.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Update recruitment monitoring forms to use 21st-century language unlikely to deter potential applicants.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Pilot goal-driven staff network groups for some cohorts of staff (eg women and BAME employees) tasked with supporting RCP business objectives such as closing the gender pay gap and delivering the Workforce Race Equality Standard. Engagement in such network groups should be regarded as an organisational investment, not a cost.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Execute an access audit for both the RCP's existing London premises and The Spine, with disabled staff and members enabled to contribute to its findings.

A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Review whether any roles currently restricted to fellows might be opened to non-fellows, including SAS members.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Regularise the management of volunteers across the RCP – including development of volunteer agreements, performance review and the payment of all travel expenses.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Carry out a feasibility review to consider the possibility of funding child- or other care expenses incurred by those in voluntary roles, both women and men.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Review the objective criteria for appointment as a fellow, and monitor the diversity of appointments annually. Consider how the nomination process might be more transparent, eg by publishing the names of referees.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Introduce 'observer' opportunities for all members, inviting them to attend committee meetings or examination panels and 'shadow' officers, subject to appropriate protections around confidentiality.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Task the chief executive with reporting annually on progress on Diversity and Inclusion – both in voluntary and paid workforce and service delivery – to trustees and Council and publishing the data.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Review the RCP website at points of entry and furnish it up front with strong examples of senior role models, both members and staff, from a range of backgrounds.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Announce an ambition that by 2030 those in both voluntary and staff roles across the RCP should reflect the diversity of the qualified medical workforce, at all levels including trustees and Council.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Adopt an organisational ambition of having a similar number of men and women on interview panels (for both voluntary roles and staff) and a requirement that at least one person on all such panels be a woman (or a man) and one from an under-represented group unless unavoidable.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Engage in a focused communications drive with the NHS and trusts to emphasise the importance of RCP roles for the NHS and the profession.



A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Make explicit reference in the RCP's new 4-year strategy to the importance of Diversity and Inclusion in support of its external work in areas such as national and global health inequalities.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Senior officers, trustees and senior staff should commit to individually promoting Diversity and Inclusion through each of their usual communications vehicles.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Ensure that all panels at RCP conferences, education and training events comply with recently introduced guidelines to include speakers from a range of backgrounds.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Adjust people systems for staff, as they're renewed, to reflect all diversity strands for purposes of constructive management analysis of progression, disciplinary action and training support etc.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Feature measurable delivery of diversity outcomes in the performance objectives of all senior staff and senior officers, as well as in their role descriptions. Appraisals (and any discretionary part of their remuneration in the case of staff) should be linked to these, as with other key deliverables.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Execute and publish annual 'snapshot' surveys of the make-up of all volunteer groups – including trustees and Council – and staff, featuring all the current 'protected' characteristics and also school background and London/non- London breakdown.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Extend guidance issued to all committee chairs on appointment to include awareness of Diversity and Inclusion. Require chairs within 6 months of appointment to engage in a light-touch RCP training module in unconscious bias.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Request that all members of any appointment panel engage in a light-touch training module in unconscious bias provided by the RCP. Require chairs of such panels to have used such a module.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Require that the Equality and Diversity training now provided to staff at the point of recruitment is refreshed every 3 years.
A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Introduce a programme of mentoring and 'reverse mentoring' to support both staff and members from underrepresented backgrounds in developing within the RCP.

A 2020 Vision. An independent report into Diversity and Inclusion	2020	RCP	Enter one of the diversity benchmarking exercises for employers, such as Stonewall's (cost-free) Workplace Equality Index, to test the assumption that the RCP performs well as an employer. Extend the engagement to other benchmarking exercises over time.
Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should review its Psychiatric Support Service to ensure it is accessible and appropriate for BAME colleagues, including robust feedback and monitoring mechanisms to ensure BAME staff are using the offer and finding it helpful.
Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should support members and mental healthcare providers to implement risk assessments and mitigation for COVID-19 through a whole person and psychologically safe approach for all staff, including all nonpermanent staff (i.e. Locally Employed Doctors (LEDs), trainees, and locums). It should also support implementation of sensitively managed returning to work processes for BAME and other vulnerable staff during the COVID-19 pandemic.
Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should call for a central convening organisation to collate and review all healthcare worker deaths related to COVID-19, and further develop work to ensure learning from deaths, particularly concerning ethnicity recording in death certificates.
Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should review its leadership training programmes to ensure that they equip all leaders to become culturally competent and sensitive, and that they actively encourage, support and sponsor BAME and IMG members, including those from SAS and trainee grades into leadership roles. Progress on this should be audited regularly and reported on.

Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should develop training materials at all levels (including for trainees, locums, LEDs, and those with particular EDI challenges such as International Medical Graduates (IMGs), Specialty and Associate Specialist (SAS) doctors and those working outside the NHS) to understand and address the role of structural inequalities on patient care, and for educators, leaders and managers to address differential attainment and reflect on their own practice.
Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should share stories and narratives about strengths and areas of vulnerability for BAME colleagues from its members, mental health workers, and patients, giving due importance and respect to lived experience. The College should partner with public, private and third sector organisations to better understand and address the negative outcomes associated with structural discrimination.
Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should make EDI a core part of all College business, ensure diversity and equality issues are routinely discussed within all College structures and governance systems, and ensure these structures and systems are representative. The College should also ensure that every member in a College role completes enhanced EDI training, starting with those in lead roles.
Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should adopt a Quality Improvement approach to monitoring and accountability on racial inequalities, include the results in its annual report, and press for decision makers and NHS organisations to do the same.
Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should call for further research on racial inequality within the mental health system, and emphasise the importance of ethnicity data recording, both within the College and by NHS organisations and other national bodies. The College should work with the Race and Health Observatory in England, and other relevant research initiatives in the devolved nations.

Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2020	RCPsych	The College should ensure that there is an ongoing process to review its standards for training, curricula and assessments (including for trainers, assessors, and those with clinical management responsibilities) from a broad Equality Diversity and Inclusion (EDI) perspective, including monitoring how EDI training is received by BAME colleagues.
Gender Equality Action Plan 2020	2020	RCPsych	Implementing the 18 action points from the RCPsych's Gender Equality Action Plan 2020 including carrying out a gender pay audit every year.
Impact of Covid-19 on Black, Asian & Minority Ethnic staff in mental health settings.	2020	RCPsych	Measures to reduce exposure to risk must be implemented as a priority to protect the lives of staff and patients. The measures will need to be in place for some time as the pandemic takes its course, so need to be sustainable.
Impact of Covid-19 on Black, Asian & Minority Ethnic staff in mental health settings.	2020	RCPsych	Risk assessments should be carried out for all Black, Asian & Minority Ethnic staff as a priority so that a personalised risk mitigation plan can be put in place.
Impact of Covid-19 on Black, Asian & Minority Ethnic staff in mental health settings.	2020	RCPsych	During COVID-19, trusts should carry out risk assessments for all Black, Asian & Minority Ethnic staff as a priority so that a personalised risk mitigation plan can be put in place.
Advancing Mental Health Equalities (AMHE)	2019	RCPsych	Champion the implementation of the Advancing Mental Health Equalities (AMHE) tool across all local systems in England.
Racism and mental health, 2018	2018	RCPsych	Immediate and practical action to support the development of services in which staff are equipped to deliver culturally appropriate care tailored to individuals.
Racism and mental health, 2018	2018	RCPsych	Leadership in implementing preventive interventions and actions to eliminate the inequalities faced by Black, Asian and minority ethnic groups in accessing and using mental health services.
Racism and mental health, 2018	2018	RCPsych	A concerted effort to raise literacy on the impact of racism on mental health
Racism and mental health, 2018	2018	RCPsych	More high-quality data and evidence around race and ethnicity, informed by a national research priority setting exercise.
Racism and mental health, 2018	2018	RCPsych	Take account of people's ethnicity and the range of other factors that make individuals who they are, as well as challenge any assumptions that patients from Black, Asian and minority ethnic groups need the same care based on their race.

Racism and mental health, 2018	2018	RCPsych	Improved training for psychiatrists in reflecting on their own perspectives, behaviours and the role unconscious bias plays.
Racism and mental health, 2018	2018	RCPsych	A mechanism to assess, on an ongoing basis, the impact of existing and new policies, as well as practices on the mental health of patients, including Black, Asian and minority ethnic groups.
Racism and mental health, NHS England should:	2018	RCPsych	Prioritise the implementation of the patient and carer race equality standard currently being developed by NCCMH.
Racism and mental health, The Department of Health and Social Care	2018	RCPsych	DHSC should work with other government departments, professional bodies (including the medical Royal Colleges), charities, patients and carers to raise literacy on the impact of racism on mental health, and to provide leadership in implementing preventive interventions and actions.
Racism and mental health, The Department of Health and Social Care (DHSC) should:	2018	RCPsych	Establish a 'Health and Social Care Observatory' to monitor, track implementation and report on the impact of policy and practice on the mental health of patients, including Black, Asian and minority ethnic groups.
Racism and mental health, The Department of Health and Social Care (DHSC) should:	2018	RCPsych	Commission high quality research around race and ethnicity in line with a national research priority-setting exercise.
Racism and mental health, The Department of Health and Social Care (DHSC) should:	2018	RCPsych	Inform educational developments to support BAME psychiatrists throughout all stages of their careers.
Racism and mental health, The Department of Health and Social Care (DHSC) should:	2018	RCPsych	Promote effective training for NHS organisations to monitor and address factors that put Black, Asian and minority ethnic groups at a disadvantage.
Racism and mental health, The Department of Health and Social Care (DHSC) should:	2018	RCPsych	Appoint a new equalities champion with a specific remit to drive cross-government action in addressing race equality in the NHS.

Ending racial inequalities exposed by the COVID19 pandemic for mental health staff   Recommendations from Task and Finish group for RC Psych 2020	2002	RCPsych	The College should explore how it can maximise its role to address differential attainment <sup>6</sup> and improve recruitment processes for BAME health care workers, promote flexible working, and increase equity for career progression. To this aim, it should review supervision and support mechanisms for psychiatrists of all grades.
Race Equality Statement of Intent	2002	RCPsych	Taking action to support members in ensuring that Black and minority ethnic service users and carers have access to mental health services
Race Equality Statement of Intent	2002	RCPsych	Ensuring race equality is an integral part of College monitoring and quality assurance policies, procedures and standards.
Race Equality Statement of Intent	2002	RCPsych	Having a policy of zero tolerance regarding racial harassment by or between members, associates, trainees and staff.
Race Equality Statement of Intent	2002	RCPsych	Establishing and sustaining effective consultation and engagement with Black and minority ethnic user and carer groups
Race Equality Statement of Intent	2002	RCPsych	Ensuring that core training and education of members, associates and trainees includes capability in race and culture issues.
Race Equality Statement of Intent	2002	RCPsych	Promoting awareness of the potential for discrimination in use of Mental Health legislation
Race Equality Statement of Intent	2002	RCPsych	Ensuring that all research directed or influenced by the College takes appropriate account of race and culture
Race Equality Scheme 2000	2000	RCPsych	The College should undertake a systematic review of its structures to determine whether or not there is evidence of institutional racism. The review should specifically include scrutiny of the College's role in the appointment procedures for psychiatrists, including the short-listing procedure.
Race Equality Scheme 2000	2000	RCPsych	The College should not tolerate any racially discriminatory behaviour from its members
Race Equality Scheme 2000	2000	RCPsych	Members of the College should be made aware of the possibility of discrimination or abuse when applying mental health legislation to Black and other ethnic minorities
Race Equality Scheme 2000	2000	RCPsych	Particular effort should be made to meet the training expectations of psychiatrists on the Overseas Doctors' Training Scheme in the UK and Ireland

Race Equality Scheme 2000	2000	RCPsych	Epidemiological studies should include Black and other ethnic minorities in a community study
Race Equality Scheme 2000	2000	RCPsych	Training staff on issues relevant to the duty to promote race equality.
Race Equality Scheme 2000	2000	RCPsych	All psychiatrists should be trained to be culturally sensitive in their interactions with people and culturally competent in their therapies
Race Equality Scheme 2000	2000	RCPsych	The adapted recommendations have then been subject to assessment and action planning using the framework of the specific duties as follows: <ul style="list-style-type: none"> <li>• Assessment of impact on racial equality</li> <li>• Access to information and services</li> <li>• Training and education for staff, members and trainees</li> <li>• Arrangements for Consultation</li> <li>• Arrangements for Monitoring and publishing the results</li> </ul>
Race Equality Scheme 2000	2000	RCPsych	Monitoring the functions and policies for any adverse impact on the promotion of race equality;
Race Equality Scheme 2000	2000	RCPsych	Publishing the results of: assessments; consultations and monitoring for any adverse impact on the promotion of race equality;
Race Equality Scheme 2000	2000	RCPsych	An Ethnic Issues Committee should be established
Race Equality Scheme 2000	2000	RCPsych	Dialogue should continue with all relevant user groups, including Black user groups
Race Equality Scheme 2000	2000	RCPsych	Ensuring Black and minority ethnic groups have access to information and to services provided by the College.
Race Equality Scheme 2000	2000	RCPsych	Research whether there is already evidence that the function or policy is affecting some racial groups differently.
Race Equality Scheme 2000	2000	RCPsych	Eliminate unlawful racial discrimination.
Race Equality Scheme 2000	2000	RCPsych	Promote equality of opportunity.
Race Equality Scheme 2000	2000	RCPsych	Promote good relations between persons of different racial groups.
Race Equality Scheme 2000	2000	RCPsych	Find out whether there is any public concern that the function or policy in question is causing discrimination.
Race Equality Scheme 2000	2000	RCPsych	Psychiatrists should work with their employing authorities to ensure equal access and appropriate services for all in the local community

Race Equality Scheme 2000	2000	RCPsych	The assessment and consultation on the impact of these functions and policies on the promotion of race equality;
Race Equality Scheme 2000	2000	RCPsych	Public authorities must list the functions and policies that are relevant to their performance of the general duty to promote race equality
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	Tutors should be culturally aware, in order to avoid placing trainees in difficult situations.
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	It is recommended that educational supervisors and trainers should have particular sensitivity to the needs of overseas trainees.
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	A set of proportion of questions on transcultural psychiatry should be included in the MRCPsych examinations, and transcultural should be put forward for the CPD workshops.
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	Training of psychiatrists should incorporate the acquisition of knowledge and sensitivity, which would facilitate the psychotherapeutic offering they can make to all individuals and communities.
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	The education system is failing children from ethnic minority particular black children, it is recommended that these issues should be addressed in detail.
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	Low referral rates from the black community should be investigated from the standpoint of community perceptions of psychotherapy and the relevance of the service offered.
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	Attempts should be made to make psychiatry as a profession more appealing to the Caribbean community.



ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	Collection of more detailed data on the application entry forms would make it possible to monitor more effectively the extent of discrimination against candidates of foreign appearance, or with foreign names.
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	The college should consider organising lectures specifically focused on children from the Caribbean community.
ECTT 247/95 - Working Party to review psychiatric practice and training in a multi-ethnic society.	1995	RCPsych	Health Authorities should be pressed to identify themselves as equal opportunity employers.
ECTT 247/95. From Cultural Psychiatry: A Draft code curriculum for post graduate psychiatric education.	1995	RCPsych	Look at WHO Mental Health Programme; Colonial and post-colonial psychiatry.
Race Equality Statement of Intent	2002	RCPsych	Ensuring that Black and minority ethnic members, trainees and associates have access to and are able to fully benefit from all functions of the College
LGBT In Britain - Trans Report	2018	Stonewall	Increase capacity and improve access to gender identity services, and develop clear strategies to attract and recruit more clinicians to become gender identity specialists across all relevant disciplines
LGBT In Britain - Trans Report	2018	Stonewall	The college should develop clear zero tolerance policies on transphobic bullying, discrimination and harassment policies, supported by all-staff training. Together with using Stonewall's guidance, develop a policy to support information on confidentiality, dress codes and using facilities, with related guidance for line managers.
LGBT In Britain - Trans Report	2018	Stonewall	Stand up as an ally to trans and non-binary people by joining the Come Out for LGBT campaign and Stonewall's Workplace Equality Index and aim to be one of the Stonewall's top UK organisations index. Encourage your friends, family and colleagues to join the campaign.

LGBT In Britian - Trans Report	2018	Stonewall	Deliver mandatory equality and diversity training for all staff, which explicitly includes: needs and experiences of trans patients and service users, privacy and confidentiality
LGBT In Britian - Trans Report	2018	Stonewall	Review training and curricula to ensure that LGBT health inequalities, and the healthcare needs of all LGBT patients and service users, are included as part of compulsory and ongoing training
LGBT In Britian - Trans Report	2018	Stonewall	Commit resources to effectively engage with trans people and groups in the design and delivery of gender identity services.
LGBT In Britian - Trans Report	2018	Stonewall	Have clear and widely promoted policies, which communicate a zero-tolerance approach to discrimination, bullying and harassment based on gender identity, gender expression and sexual orientation
Sex and Power	2020	The Fawcett Society	Make flexible working the default for job roles, unless there is a good reason for them not to be. More roles should be made available on a part-time or job-share basis.
Sex and Power	2020	The Fawcett Society	Prioritise working with relevant sectors to collect and publish intersectional data to accelerate the pace of change. More evidence on the inequality faced by specific groups of women is needed.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Greater representation of people of Black African and Caribbean heritage should be sought in all professions.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	People of Black African and Caribbean heritage should be supported to rise to senior levels of all mental health professions, especially psychiatry and psychiatric research, psychiatric nursing and management.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	An organisational competence framework (the PCREF) should be developed and tested by Government, NHS England and other relevant arm's-length bodies. The framework should hold local systems to account more robustly to improve overall outcomes for Black people and other minority ethnic groups, bringing the perspective of patients and carers to the centre of service-led quality improvement agendas.

Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Culturally-appropriate advocacy should be provided consistently for people of all ethnic backgrounds and communities, in particular for individuals of Black African and Caribbean descent and heritage.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	A system of incentives, levers and drivers should be developed with relevant Arms Lengths Bodies, such as NHSE or the Local Government Association and other stakeholders to facilitate adherence to and delivery of the PCREF.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Require organisations involved in the MHA to record and review ethnicity at every stage, using an agreed (with EHRC) set of definitions to ensure we have better data about treatment of full range of ethnic communities (including those smaller in number & people of mixed heritage).
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Funding should be made available to support research into i) the issues that lead to mental disorder in people of a wider range of ethnic minority communities, in particular African and Caribbean individuals; and ii) interventions which improve outcomes.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	A call for research should be made into tailored early interventions for Black African and Caribbean children and young people, particularly those at risk of exclusion from school.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Create safeguards for people to continue religious or spiritual practices while detained in hospital and to prevent the use of restrictive practices the limit a person's access to religious observance.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Behavioural interventions to combat implicit bias in decision-making should be piloted and evaluated.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	The mental health system should work to improve the complaints process at every level, from arising day-to-day issues to more formal complaints taken to the CQC and the Ombudsman.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	An extended statutory right to advocacy throughout the system that is culturally and ethnically relevant and that is proactive in supporting people to assert their rights and wishes.

Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Establish a more proactive system of responsive, flexible community-based care to prevent crises escalating, including resources from user-led organisations, local community groups and groups initiated by people who experience marginalisation.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	support people, and their carers, post-discharge from acute inpatient care or intensive home treatment, so they do not face a cliff-edge of lost care, which can trigger another crisis.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	The Mental Health Services Dataset should include the number of detentions, the section used, length of stay, age, sex, and other protected characteristics
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Give patients greater rights to restrict onward-sharing of confidential information by Nominated Persons
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	Data and research on ethnicity and use of the MHA should be improved, with all decisions being recorded and reviewed consistently by organisations involved in the process – in particular criminal justice system organisations and Tribunals.
Independent Review of the Mental Health Act 1983: supporting documents	2019	The Mental Health Act Review African and Caribbean group (MHARAC)	specific action to protect against bias in decision-making (egg about moving between levels of security, discharges from hospital or the ending of restriction orders for people who have been discharged from inpatient care).
Reducing health inequalities and improving access to health and social care for LGB&T people.	2017	The National LGB&T Partnership	Highlight the many barriers (both perceived and actual), which limit LGB&T people accessing the support they need; identifying solutions and best practice.
Reducing health inequalities and improving access to health and social care for LGB&T people.	2017	The National LGB&T Partnership	Research the impact of homophobia, biphobia and transphobia, and work to help reduce significant health and social care inequalities faced by LGB&T people.