



NORTHAMPTONSHIRE
**BLACK
COMMUNITIES
TOGETHER**

NBCT Conference

December 2023

**Action for Change: Tackling Racial Health
Inequalities in Northamptonshire**

Contents

Introduction	1
Objectives of the Conference	2
NBCT Call to Action	4
Focus Groups.....	5
Ageing well	5
Mental Health , Learning Disabilities and Autism	6
Children and Young People	7
Active Communities - Northamptonshire Black Communities Moving Together	8
Health Campaigns.....	9
NBCT Call for Action Pledges	10
Appendix I: Conference Agenda, Speaker Biographies and Organisations Represented.....	15



Introduction

NBCT was established in June 2021 as a direct result of the disproportionate impact of Covid on Black communities to help address health and other inequalities in Northamptonshire and since then has worked collaboratively to identify such inequalities, tackle wider determinants of health and work towards enabling equal access for all communities.

The aims of NBCT are:

The conference was



Objectives of the Conference

Objective 1: Raise awareness and understanding

- Educate conference attendees about the specific inequalities faced by Black communities in accessing appropriate health and social care.
- Highlight the root causes and systemic factors contributing to these disparities.
- Increase awareness about the negative impacts of inequalities on the overall health and well-being of Black individuals and communities.

Objective 2: Share knowledge and best practices

- Provide a platform for healthcare professionals, policymakers, community leaders, and researchers to share their experiences, research findings, and innovative approaches in addressing healthcare inequalities for Black communities.
- Showcase successful interventions and strategies that have been effective in improving access to appropriate health and social care for Black individuals.
- Foster collaboration and networking among participants to enhance the exchange of ideas and knowledge.

Objective 3: Advocate for policy changes

- Facilitate discussions on policy gaps and challenges that perpetuate inequalities in health and social care for Black communities.
- Develop policy recommendations aimed at addressing these disparities and promoting equitable access to healthcare services.
- Encourage participants to actively engage with policymakers and advocacy groups to push for necessary changes at the local, regional, and national levels.

Objective 4: Empower community participation

- Promote community engagement and involvement in healthcare decision-making processes.
- Provide resources and tools to empower Black communities to advocate for their healthcare needs effectively.
- Create opportunities for dialogue between community members, healthcare providers, and policymakers to foster a collaborative and participatory approach in addressing health inequalities.

Objective 5: Inspire action and commitment

- Motivate attendees to take concrete actions within their respective spheres of influence to tackle inequalities in health and social care for Black communities.
- Encourage participants to commit to implementing evidence-based strategies and interventions discussed during the conference.
- Facilitate the formation of partnerships and alliances among stakeholders to sustain the momentum generated by the conference and drive long-term change.

Objective 6: Monitor progress and impact

- Establish mechanisms for monitoring and evaluating the progress made in addressing health and social care inequalities for Black communities.



- Develop indicators and benchmarks to measure the impact of interventions and policies implemented as a result of the conference.
- Encourage ongoing research and data collection to further understand the nuances of disparities and ensure evidence-based decision-making in future endeavors.

Between the NHS, other statutory partners and the VCSE we don't always have a good understanding of what we all do. This means we are missing opportunities for joint working; that means we are not doing everything we can to improve lives for our people.

The NBCT Conference was an opportunity to bring senior and middle managers from across the NHS together, local authorities and the VCSE with Black community voluntary and community leaders to create the space for people to learn and share more about the challenges and opportunities to work together. Our focus included:

- Co-production for the development of new ideas, services
- Co-delivery and delivery of services by the Black VCSE organisations
- Supporting long-term strategy and ways of working in the NHS and other partners to improve outcomes for people through local engagement.
- The role of Community champions for health and well-being which NBCT has developed.



NBCT Conference 2023 Call to Action

Coproduction – Engaging Communities

NBCT is committed to co-production and ensuring that services developed, scoped and delivered for Black communities involve Black communities so that they are relevant, accessible and appropriate and we can overcome historical inequalities and address any unequal access to support and services.

Race Equality Plans Into Everything We Do

All agencies to work in partnership with NBCT to develop robust Race Equality Plans that set up practical and tangible commitments to overcoming racial inequalities and to implement these and monitor progress over time. This will include high quality Equality Impact Assessments that can be measured overtime.

Invest In Local Black Communities

NBCT and its partners are a collaborative and have expertise in delivering services and support that are accessible, relevant and culturally appropriate. If we are to get the right services for Black communities, we want to work in partnership to support the delivery of services so that we can equalise access and ensure that Black communities receive services relevant to their needs.

Representation At All Levels

We want all agencies to ensure that within their workforce and governance arrangements there is competent representation of Black communities at all levels. This would ensure that decision making, and policy development are informed by the needs of Black communities in the county.

Innovation

NBCT is beginning to establish national links with national Black infrastructure organisations, and we believe that NBCT provides an opportunity for innovation and change that we can demonstrate to others across the country. We call on all agencies to partner with NBCT to innovate and affect change that is needed to accelerate service, representation and workforce changes needed in Northamptonshire.



Conference Focus Groups

Representatives from the VCS, NHS/ICB, and other partners worked together to develop the event that provided the space for people to meet and talk through these opportunities and to listen to each other. The event was face to face and there were lots of networking opportunities to enable people to meet and talk. The feedback showed that people really valued this. The event did trigger further conversations and developed further opportunities. We received many pledges as part of the Call to Action.

There were five workshops running at the conference, please see the Appendix for presentations shared during the workshop.

Ageing Well

Ageing Well NBCT have been working with the ICAN programme for 2 years to deliver a pilot Ageing Well programme focussed on supporting Asian communities with a view to learning from this. The proposal is to extend this work to support African and African-Caribbean Communities and people living with dementia. We have delivered important outcomes that demonstrate the need to develop specific Black community led programmes that can reach people in Black communities to enable equal access and to ensure that services are linguistically, socially and culturally appropriate. The workshop discussed the work undertaken and the lessons learnt.

Workshop outcomes

Coproduction – Engaging Communities

We need to co-produce services that support Black older people:

- Involving Black community organisations that are well known in the communities they serve and know their communities well.
- Communication about services at a local level is essential, an innovative way to stay informed needs to be developed.
- Using key learnings from the current programme and imbibe best practice principles into services for other Black communities.
- Learn from existing initiatives within Black communities and align to ambitions on Ageing Well.

Race Equality Plans Into Everything We Do

Equality practice needs to be at the heart of what we do:

- Each Ageing Well partner needs to include race equality plans that are not only written but co-produced with Black communities, understood within the organisation at all levels and enacted with a proactive approach.
- Workforces need to change so that they reflect Black communities that are being targeted.
- Is it required to recognise the different needs of different Black communities.

Invest In Local Black Communities



Without an investment plan into Black communities, these services are short term and not sustainable.

- Local Black community organisations have trust and are accessible within Black communities to level that existing services within Ageing Well do not have.
- Tailored services for Black communities and are delivered by Black organisations produce better outcomes for Black older people.

Representation At All Levels

- Decisions made about investment, services and delivery need to include the Black voice at all levels.
- All partners need to be included at shared learning sessions.

Innovation

Innovation in technology used and the way we work delivers better outcomes for people and saves on time and demand to health and social care.

- Remote monitoring in community settings.
- Increasing collaboration and better coordination around cases between partners – MDTs and information sharing.
- Integrating with other Age Well teams so that all partners are aware of services available to Black communities.

Mental Health , Learning Disabilities and Autism

Mental Health, Learning Disabilities and Autism (MHLDA) From January – June 2023, NBCT were commissioned to support the building and driving of the Equalities Enabler Framework for MHLDA Services for equality groups. A key project aim was to consider the need to develop a service model that could, enable equal access to services, overcome barriers to access, provide preventative support, enable people to get the right information and knowledge of services at the right time, enable existing services to become more culturally competent. The workshop discussed the project outcomes, the learning, and the proposed co-produced model of services.

Workshop Outcomes

Coproduction – Engaging Communities

- NHFT Alison Gilmour would like to ensure that the Together Against Racism programme will be coproduced.
- Engagement of all stakeholders in discussion, implementation and working together. Other service providers are not aware what is happening.
- Increased funding, specifically for Black communities and needs to be sustainable in the long term
- Bridge the gap between services, agencies, community organisations
- Lived experiences shared in policy making, decision making
- Black Community organisations to continue to champion issues in the community and important that we make decisions collaboratively with stakeholders
- There is a real need to train staff in cultural competence



Innovation

- Pledge- innovation fund- will commit to funding a project which addressed health inequalities driven by racial disadvantage. The project needs to have a sustainable impact on the outcomes and experience of ethnic minorities in our local population (Medical Director of NHFT, Executive Lead for Innovation at NHFT)
- Involve NBCT at the outset of innovation projects with West Northants Council and commit to exploring digital inclusion in depth with affected communities. (Innovation Project lead, West Northants council)
- Forming a Community of Practise so people can get together and talk /collaborate on on-going projects.
- Involve grass roots community groups at project planning stages
- Innovate in our work to improve cultural competency through co-learning with local communities and people with lived experiences.

Children and Young People

This workshop is the start of considering the issuing impacting on Black Children and Young People in accessing services, providing appropriate services and addressing inequalities. The workshop considered this from different perspectives with the view to how we can work together to address key challenges for Black Children and Young people in the county.

Workshop Outcomes

Coproduction – Engaging Communities

- Terminology and language used needs to be monitored to aid toward reducing stigma and shame about different family situations.
- We need to approach communities and research what is needed and work with them to address those needs.
- Create spaces for groups such as parents/young people and children to co-produce services.
- Build community capacity and encourage sustainability so trust is built within the communities.

Invest In Local Black Communities

- Have an active commitment to invest with has clear and transparent outcomes and equality targets.
- Partnerships need t be built at all levels of Young People providers and Black Organisations.
- We need to be innovative and creative about the way we promote initiatives that work in Black Communities.
- Continue collaborations between Black organisations, YOS and the Police.

Innovation

- Our approach to serve Black Young People needs to be flexible.
- Understand changing family backgrounds, languages and cultures.
- Everyone knowing the goals and vision and working towards them.



- Innovation in our outreach - can we take what we do out to the communities for example, creating champions and empowering/building trust.
- Include the Youth voice at the heart - what are their ideas, what do they want and need?
- Change how we have done it historically – a culturally appropriate service re-design.

Race Equality Plans Into Everything We Do

- Assessments need to be more meaningful than equality tick boxes, their profiles needs to be impacting how services are delivered.
- Ensure people know what is out there and know what to expect - raising awareness and signposting.

Active Communities - Northamptonshire Black Communities Moving Together

Active Communities NBCT has developed an important strategic partnership with Northamptonshire Sport to deliver the Moving Together Forum bringing NBCT Black organisations and other partners together to develop a strategy and action plan to overcome inequalities in access to sports, leisure, and physical wellbeing. This has been an exciting development and created an excellent model of a strategic partnership in overcoming inequalities and addressing unequal access in Northamptonshire. We want to thank Northamptonshire Sport for the very significant efforts and work with NBCT and other partners. The workshop discussed examples of how we can overcome and address inequalities and look at the positive action plan developed.

This vision has been created to represent Northamptonshire's wide and diverse voice of sport and physical activity.

Workshop Outcomes:

Accessibility - Remove the physical barriers faced by Northamptonshire Black Communities Moving Together audience when trying to participate in physical activity.

Capacity - Organisations' being secure in themselves so that they can commit to this programme will allow for organisational change and provide opportunities for management improvements, particularly in business planning policies, and develop their ability to secure funding agreements and contracts.

Participation - Advocate the benefits of physical activity and promote engagement by working with individuals, traditional sporting organisations and organisations who support the Northamptonshire Black Communities Moving Together audience through wider work.

Quality of Service - Ensure that physical activity providers and organisations have a trained workforce that possesses skills to engage with the targeted population, provide a welcoming environment and offer various options for participation. Provide the workforce opportunities for continuous professional development.

Marketing and Communications - Ensure the communication methods that we use are physically and electronically accessible, provide sufficient information, and reach and reflect our target audience.



Representation - Ensure the views of people from the Northamptonshire Black Communities Moving Together audience are represented at the board level, in the workplace, and in the programming of contracts and services.

Collaboration - Facilitate opportunities to collaborate, build interdisciplinary networks, and develop the sustainability of physical activity. Utilise collaboration among various sectors such as physical activity, black-led, interfaith, and health to achieve common goals.

See Appendix II for a full write up of the Active Communities workshop.

Health Campaigns

Health Campaigns NBCT has been involved in delivering health campaigns which started during Covid enabling Black communities to access the right information, increase vaccination, testing and to remain safe. We have supported weight management and diabetes work and reported on this to demonstrate how we can reach Black communities and provide relevant health and other information and support. Recently we have been working with the ICB partners to deliver the Healthy Heart campaign with 7 NBCT partners. The workshop discussed what has been achieved and the learning from this work.

Workshop Outcomes

Coproduction – Engaging Communities

- Using community champions and community venues to improve trust in with Black communities and have community conversations.
- Outreach programmes from NGH, KGH, GPs and Happiness for life.
- Involve faith communities in co-producing and delivering programmes (VCSE).
- Sharing lived experiences and building an ICB Lived stories repository.

Representation At All Levels

- Shared learning should be the underlying governance behind any work.
- There should be representation within the workforce, as well as having a workforce and service which is culturally competent.
- There should be an NHFT Inequalities programme Board which has NBCT representatives.
- Race equality plans should be factored into works as well as having consultations with lived experiences and communities. These should form part of the pillars of the ICB.
- There should be a placement in public health and better career development so that there is better representation from students
- The competency and capacity for leadership from VCSE Black communities at all levels
- COPD project – a test and learn approach. This would also help services to understand cultural needs and should encourage peer support.

Invest In Local Black Communities

- Partnerships: homeless - housing and eligibility
- Healthy workforce (West Northants)
- Representation on ICB/ICS/Council boards



NBCT Call for Action Pledges

73 pledges we made at the conference across 51 organisations, this was 63% of the total attendance:

- 77% of our delegates pledged to embed co-production within their action plans and day to day tasks.
- 40% of our delegates pledged to invest in Black communities.
- 52% of our delegates pledged to work to have Black communities represented at all levels in their organisations.
- 38% of our delegates pledged to develop Race Equality Plans in their organisations.
- 45% of our delegates pledged to use innovation as the driving force bring about change for Black communities.

Individual Pledges- Grouped by organisation

Citizen's advice Bureau -

- *'Engaging with communities to understand service needs and support. Work together to address social, economic issues.'*

Integrated Care Northamptonshire -

- *'Incorporating all pledges in everything we do is the only way to shift the dial as far as addressing health inequalities is concerned, is absolutely crucial.'*
- *'Make sure the ICB engages widely and coproduces its race inequality action plan to reflect the ambitions of today's conference'*
- *to address the stark health inequalities across our communities to ultimately improve the health and wellbeing of our population and make our health and care services equitable*
- *To continue to champion diversity and health inequalities and tackle it head on*
- *I pledge to lead and support a race health inequalities action plan addressing root causes of health inequalities to enable different outcomes for all as local population*
- *I am newly appointed as innovation lead in ICB and pledge to offer to work to spread innovation across all areas of the system to bring innovation to tackle any of the areas (supported by health innovation east midlands)*
- *the committed pledge to a specific view. Learning working in local and national policy. Increasing equality into policy would help to improve outcomes and give a government based framework to guide local decision making .*
- *I am passionate about telling other peoples stories in order to help them move forward*
- *I believe representation matters and co-production is important to tackle the problems of inequality. the solutions require investments of time, resources etc*
- *Committed to supporting wealth inequality and establishing links to local black communities. Keen to identify, use and expand on use of community champions to improve services/delivery*
- *partnership at every level and stage achieves success*

Kettering Town Council -

- *'Priority for me is engaging people, connecting them, empowering and understanding problems. I pledge to connect with Matthew from NSport and go and visit all groups in Kettering and continue to share this cause and organisation '*

NHFT -

- *It is critical that we involve, engage and empower our communities to get involved in our service and work to reduce health inequalities. I pledge to build trust with local communities to co-produce and co-learn in our work to improve the cultural competency of clinicians at NHFT.*
- *The change will happen for black communities with black people*
- *it is important to me to ensure that any initiatives we have - have the patient/carer and or service user embedded in it. they are at the heart of what i do.*
- *I will continue to champion issues of race equality in NHFT and the wider system, advocating on and for issues of inequality in healthcare and the vital co-production with black community organisations*
- *Based on my lived experience for coproduction and the utilisation of lived experience in suicide prevention. Coproduction in this area needs diverse voice, lived experience and representation from BME (indeed cross other groups of concerns)/ and other equalities to help break down stigma, to encourage open conversation and better signposting and support for those struggling with suicidal ideations. My pledge I to seek to influence the countrywide suicide prevention Strategy. Adopt coproduction and aim, to have BME represented as any LEAG, to utilise NBCT support to help transfer this support into the BME communities- utilise community leaders /lived experience that is representative of the community. = to break down stigma and prejudice in mental health , in suicide prevention and awareness training. Part of this will be to present ideas and promote discussions with NBCT*

Northamptonshire Health Organisations-

- *develop EDI strategy that has clear race equality plan per service area e.g. maternity, diabetes. community cohesion officer per community to help navigate hospital system before, during and after. Develop equality stakeholder groups for patient information , policy, strategy. Recognise race based and asset based approach to co-production. build a cohesion and knowledge with NBCT and wider systems build a in NGH. we must all be part of race equality plans*
- *I work @ NCTrust part of the equalities steering group. I want to ensure race equality plans are in everything we do. How managers do this- as practitioners. I will ask the question? - hare in the team what I have learnt . Personally get involved in black communities plus my local church - work more in communities and help and support*
- *In order to ensure we have true representation in our YOS delivery plan, we need help from NBCT to build relationships with agencies and individuals that would be willing to support young people reduce offending behaviours, we need to better understand the causes of overrepresentation in first time entrance in CJS. Also, give black YP positive role models for education, employment also reparation opportunities*
- *we need representation from BAME and disadvantaged communities. Ideally we would like a representative from each community including Black, Asian, Eastern European etc It would be amazing to bring the maternity services to the community by means of drop-in sessions within community buildings, engaging with the community and increasing the uptake of maternity care*
- *To ensure children and young people in our care continue to receive the support and services whilst living in our care*
- *will work to understand the services and role which black community organisations play - meeting with them and profiling their work within the Trust. I will make connections where opportunities are there and develop new opportunities. I will speak to team heads to ?*



ways for the Black young people we work with to have representation at different levels to influence practise in the Trust.

Northamptonshire Councils-

- *'Ensuring representation across the local area partnerships. Engaging with communities, increasing representation and a voice for local concerns*
- *It is key that there is representation at all levels of the local area partnerships at WNC. Working together for a common purpose*
- *1.involve NBCT at outset of innovation project. 2. explore digital exclusion in more depth with affected communities. 3. improve no recourse to public funds WNC digital journey. 4. make connections with Black community leaders to ask what we can do better in digital innovation.*
- *My role involves partnership working to deliver services that meet the needs of the communities of central Northampton. The population must be given representative voice when decisions about service delivery are made*
- *Coproduction and representation at the countrywide suicide prevention steering group (I am the co-chair and can support with this). Race equality plans embedded into the suicide prevention strategy and action plan (I am the co-lead supporting delivery of this work area)*
- *I hope we can build on today with the willingness, commitment and honest pledges by those who have to capacity to offer change from 'top down'- we need to continue to work from grassroots back to the top to make all of the black community to believe and feel changes are in place. today was a greater way to bring groups together.'*
- *'Ensuring representation across the local area partnerships. Engaging with communities, increasing representation and a voice for local concerns*
- *The conference has made abundantly clear that there is a wealth of evidence of the issues Black people face, particularly when interconnected with eg LGBTQIA+ people of colour. There is a strong will from the room to make changes. This should have all been addressed a long time ago so now is definitely the time to change!'*
- *'We need to get the foundations right for innovation and change by ensuring as an organisation we walk alongside communities and hear and gather their voice. Also, to make sure we have clear strong equality plans that make a difference*
- *Take findings back to public health to embed co-production in action planning or CYP MH JSNA action plan. Find out about PCREF within MHLDA programme and look to embed within MHLDA population health.'*

V4CE-

- *'V4CE can commit to help building stronger BME groups in Northamptonshire. We are also working with members on the national level who may be able to support NBCT and addressing these 5 pledges. We are looking forward to collaborating, listening to the needs of your communities and groups working with them on different levels.'*

University of Northampton-

- *'We are a small group of volunteers- however i am willing to come out to the local communities to share and work together. We are a diverse group. Innovation is the systemic priorities of Positive Mental health with www.actionforhappiness.org across the ICS in 2024.*
- *diversifying research and education. 1- innovation projects, focus groups, community voice representation. 2- strive to close attainment gap. 3. MSc public health*



decolonisation - diversifying reading lists. network community partners- increase cultural competence and case studies. share knowledge gained from conference with colleagues

- I am the public community engagement officer for UoN. I am keen to engage all communities and hear their voices in the research and knowledge exchange of the university.*
- Support students to decrease attainment gap. is a lecturer in Msc Public health programme. diversify modulus/decolonisation programme and teaching list. discuss with students/case studies etc race inequalities. engage when/if possible, with research/community projects. discuss with colleague's outcome of conference- main concepts.'*

Northamptonshire Community Foundation

- representation= to have diverse and inclusive representation at a staff, trustee, ambassador and volunteer level. investment= to accept proposals form and fund a wide range of organisations including black and minoritized ethnic groups. we are committed to being transparent on our funding awards*

Individual Pledges

- *ALL 5* (Great conference) I'm going to continue to advocate for all grassroots VCSE Organisations to be fully involved in local strategic developments within the Place model of delivering via the gift of the lottery Health equality Grants*
- develop EDI strategy that has clear race equality plan per service area eg maternity, diabetes. community cohesion officer per community to help navigate hospital system before, during and after. Develop equality stakeholder groups for patient information , policy, strategy. Recognise race based and asset based approach to co-production. build a cohesion and knowledge with NBCT and wider systems build a in NGH. we must all be part of race equality plans*
- 1.involve NBCT at outset of innovation project. 2. explore digital exclusion in more depth with affected communities. 3. improve no recourse to public funds WNC digital journey. 4. make connections with Black community leaders to ask what we can do better in digital innovation*
- It is critical that we involve, engage and empower our communities to get involved in our service and work to reduce health inequalities. I pledge to build trust with local communities to co-produce and co-learn in our work to improve the cultural competency of clinicians at NHFT.*
- Priority for me is engaging people, connecting them, empowering and understanding problems. I pledge to connect with Matthew from NSport and go and visit all groups in Kettering and continue to share this cause and organisation*
- Coproduction and representation at the countrywide suicide prevention steering group (I am the co-chair and can support with this). Race equality plans embedded into the suicide prevention strategy and action plan (I am the co-lead supporting delivery of this work area)*
- V4CE can commit to help building stronger BME groups in Northamptonshire. We are also working with members on the national level who may be able to support NBCT and addressing these 5 pledges. We are looking forward to collaborating, listening to the needs of your communities and groups working with them on different levels*
- 1.invest- Recruit and train black community champions to give debt, housing and benefit advice in community settings. They want it. 2+3-innovation and coproduction- look at needs for homeless people/supported accommodation models to provide ideas for long*



term accommodation. 4- representation at all levels- get someone from this sector to join our board of trustees to give a different/race perspective

- I pledge to lead and support a race health inequalities action plan addressing root causes of health inequalities to enable different outcomes for all as local population*
- I work within the community involvement team and I am the lead for EDI with our customer base . I would like to become a mentor individually to help and support*
- Take findings back to public health to embed co-production in action planning or CYP MH JSNA action plan. Find out about PCREF (patient and carer race equality framework) within MHLDA programme and look to embed within MHLDA population health*
- will work to understand the services and role which black community organisations play - meeting with them and profiling their work within the Trust. I will make connections where opportunities are there and develop new opportunities. I will speak to team heads to see ways for the Black young people we work with to have representation at different levels to influence practise in the Trust.*
- Committed to supporting wealth inequality and establishing links to local black communities. Keen to identify, use and expand on use of community champions to improve services/delivery*

Next steps

NBCT is assessing all the pledges and prioritising these to focus on work during 2024-2025.

There are important pledges that have been made and we would like to thank all the conference participants for their commitment and contributions.



Appendix I: Conference Agenda, Speaker Biographies and Organisations Represented

Conference Agenda

- 09:00 - 09:45 Registration
- 10:00 - 10:45 Welcome to the conference
- 10:45 - 11:15 Keynote Speakers: Neena Samota and Toby Sanders
- 11:15 - 11:30 Break
- 11:30 - 13:00 Workshops
- 13:00 - 14:00 Lunch
- 14:00 - 14:30 Race & Equality Observatory
- 14:30 - 15:00 Call for Action - Feedback from the workshops
- 15:00 - 15:30 Call for Action - Pledges
- 15:30 - 16:00 Closing remarks

Speaker Biographies

Ayo Ogunbuyide: Co-Chair, NBCT and Director of Shine Development Concept CIC

Ayo Ogunbuyide is a qualified Human Resource Professional and a trained Project Manager, with a master's degree from the University of Northampton in Youth and Community Leadership. Ayo previously worked on Health inequalities project with Derbyshire County Council (DCC). Currently, he's the Patient & Public Involvement & Engagement Manager for Biomedical Research Centre, Universities Hospitals of Leicester. He works with marginalised communities to ensure their views and experience shapes health improvement through research. This is funded by NIHR. Ayo is passionate about Equality, Diversity & Inclusion. He longs to see a Northamptonshire that truly reflects fairness and equality to all. He became Chair of NBCT in November 2022.

Prince Caesar: Co-Chair, NBCT and Director of BAK UP CIC

I was born in Ghana but live in the UK with my wife and 4 children. My mother is the Queen of Darkuman (a municipality in Ghana). Master's student in Supply Chain Management and Global Logistics at Coventry University. Winner of Community Champion 2023. Director of BAK UP CIC and founder of Valley of Hope Church. I love to dance and look forward to the day I will get nominated for Strictly Come Dancing. I believe in treating other people with dignity, respect, and love. Ultimately, my goal is to help contribute to the creation of an equitable United Kingdom and a better world for all.

Neena Samota: Chair, Voice4Change England

Neena Samota is Associate Professor Criminology and Criminal Justice and the Subject Lead for Criminology and Sociology and MA Human Trafficking, Modern Slavery, Migration and Organised Crime programmes at St. Mary's university. An applied critical criminologist,



Neena teaches on the undergraduate and postgraduate programmes and contributes to the development and implementation of equality, diversity, and inclusion (EDI) in higher education. She is chair of two black-led organisations. Voice4Change England (V4CE) is a charity and national advocate for the Black and Minoritised voluntary and community sector. Neena has been a trustee of StopWatch, which campaigns for effective, accountable, and fair policing.

Toby Sanders: Chief Executive, Northamptonshire Integrated Care Board

Before the transition to Northamptonshire Integrated Care Board, Toby was the Chief Executive of Northamptonshire Clinical Commissioning Groups. With 15 years' experience in the NHS, Toby was previously the Managing Director (Accountable Officer) of West Leicestershire Clinical Commissioning Group, an organisation which he successfully helped set up and lead for seven years. Toby has extensive experience in a variety of senior management and system leadership roles including being the Sustainability and Transformation Partnership (STP) Lead over the last three years for the Better Care Together programme serving the one million local people of Leicester, Leicestershire and Rutland (LLR).

Dr Habib Naqvi: Chief Executive of NHS Race and Health Observatory

Dr Naqvi has a background in public health, health psychology, and healthcare policy and strategy development. He joined the NHS in 2001 and managed large public health research programmes in the Southwest of England. He spent a number of years working at the Department of Health and Social Care where he led national equality and diversity policy, including on the health sector's response to the UK government's review of the Public Sector Equality Duty. He joined NHS England in 2013, where he directed the development and implementation of national programmes, including the Equality Delivery System (EDS), and the award-winning NHS Workforce Race Equality Standard (WRES). Dr Naqvi volunteers as a trustee of the Mary Seacole Trust, a leading health and equity charity, and was listed in the Health Service Journal's '80 most influential people in health in 2021'. He reverse mentors the Chief Executive of the NHS, Sir Simon Stevens, and was awarded an MBE in the 2019 Queen's Birthday Honours for services to equality and diversity in the NHS.



Organisations Represented at the Conference

- Accommodation Concern
- Alzheimer's society
- British Cycling
- Centre for Ethnic Health Research
- Citizen's Advice (West Northants and Cherwell)
- Community Law Service
- Connect Northamptonshire Project (HEG)
- Coproduction Involvement NHFT
- Daventry Volunteer Centre
- eVolve your future
- Freedom Leisure
- Grand Union Housing Group
- Greatwall Homes
- Growing Together
- ICB & Integrated Care Northamptonshire
- Kettering General Hospital
- Kettering Town Council
- Local Area Partnership (NNC)
- Macmillan Cancer Support
- Made with Many
- MWEB Ageing Well Team
- NBCT Steering Group members
- Nene Rivers Trust
- Nevelyn Health Promotions
- NHFT
- NN Leisure (NNC)
- North Northamptonshire Family Hubs
- North Northants Council
- Northamptonshire Bangladeshi Association
- Northampton Carers
- Northampton General Hospital
- Northampton Rights and Equality Council
- Northamptonshire Childrens Trust
- Northamptonshire Community Foundation
- Northamptonshire Maternity and Neonatal voices Partnership
- Northamptonshire Sport
- Poverty Trust Commission
- NBCT (Steering Group, Wider Members and Individuals)
- Public Health (WNC)
- Sollus Healthcare
- South North Northants (SNN)
- South Northants Volunteer Bureau
- Support Northamptonshire
- The Lowdown
- The National Lottery Community Fund
- University of Northampton
- Voice4Change England
- West Northants Council
- Yoga4Health
- Youth Offending Service
- Youth Works