
Race Equity Action Plan: Guidance

IPS Grow Race Equity Action Plan



The IPS community continues to promote racial justice and equity for those that we serve. This is driven by Employment Specialists, Team leaders and Service Managers alike.

Rooted within our 2023-25 strategy, at IPS Grow, we have set ourselves the objective to 'embed a racial equity lens across every aspect of our work and to provide the mechanisms and resources to encourage IPS services to do the same'. We have used Social Finance's race equity vision to drive our approach: <https://www.socialfinance.org.uk/who-we-are/equity-diversity-inclusion>.

Overview

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Many services are already doing excellent work in this area. Others might be at an earlier stage in their journey or unsure where to begin. Some may consider it an additional element to consider as part of IPS delivery. For example, teams located in areas of low ethnic diversity may feel that a focus on race equity is less relevant to them. However, whether teams are working in areas of low or high ethnic diversity, a focus on race equity is important. This is because there are not the community groups and support structures that exist in more multicultural places, meaning that people risk being less connected to community assets and more at risk of being forgotten and excluded in service provision. Moreover, we know that people from Black, Asian & Minority Ethnic backgrounds face heightened barriers to work and are often overrepresented in unemployment and economic inactivity figures in any area.

Striving for equity is embedded into the DNA of IPS. One of the 8 principles of IPS is that it is open to anyone who wants to work, and zero exclusion is core to the IPS philosophy. As the IPS community, we are committed to ensuring that our focus on providing equity of access and paid outcomes translates to anyone with a protected characteristic, including race.

Aims and Objectives

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IPS Grow are keen to support teams to think more about race equity through a focus on collaboration, knowledge sharing, and partnership. From April 2024, teams will be asked to develop a tailored race equity action plan which will allow teams to bring a race equity lens into their practice (similar to our existing Employer Engagement strategy template). We have created this guidance document and race equity action plan to support teams with this work. The race equity action plan will act as a foundational springboard for teams to examine and develop their race equity efforts. We recognise that some teams will already have detailed race equity plans in place and these can be used in conjunction with the IPS Grow plan.

It is critical that the focus on race equity is not perceived as an 'add-on' to IPS delivery and to reflect that progress towards racial equity is a continuous journey. We have developed a qualitative and holistic approach to begin tracking and improving the team's efforts through tangible actions. This is to provide a starting point for consideration of how and where teams might work to embed a race equity within the whole team and IPS practice.

What is a race equity action plan?

- A live document.
- Identifies a team's current actions and good practice.
- Supports continuous action and development.
- Designed to be used at team level but can drill down to Employment Specialist level.
- Based on 4 thematic areas, and individual anchors.
- Self-assessment tool.
- Tool to promote discussion and action within steering groups, with commissioners and Senior Executives.

The action plan document can be found as a tab on the Fidelity Action Plan, GSA and Race Equity Spreadsheet, as it is an integral component of the Fidelity review, GSA and Quality Mark.

The Thematic Areas and Anchors

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The four thematic areas are data, learning, processes and partnerships.

Race equity anchors: These anchors are the standard that the team will be measured against. We are using the term 'anchor' to mirror the language used in the fidelity manual.

Data – all 3 data anchors must be met.

- 1.1 Comparing access and outcomes data to local treatment caseload and population data.*
- 1.2 Comparing the diversity of IPS teams with that of the local population.*
- 1.3 The team has a plan of how race equity data is shared and acted upon following analysis.*

These data anchors support the comparison of local population, clinical team caseload, IPS team caseload and IPS team demographics. The data will also provide information about access and outcomes in relation to client demographic. The team will analyse this data and use the findings to influence the actions that the team will take, to grow and provide a more equitable service.

Learning – minimum of 1 Learning anchor must be met.

- 2.1 All staff are actively participating in, and making the most of, learning opportunities provided by the provider and treatment team organisation.*
- 2.2 Teams are applying training and learning opportunities, to make an impact in day-to-day practice.*
- 2.3 Team leaders actively seek opportunities to upskill and consolidate their team's learning.*

These identify both the team's and Team Leader's commitment to continuous learning and applying learning in practice. This might include training logs, case studies, evidence of the TL and SM participating in learning and looking for other opportunities to upskill staff beyond mandatory training. All teams must strive to continuously develop their own understanding and knowledge around equity, diversity, and inclusion, as well as racial inequalities and inequities specific to the context in which we work.

The Thematic Areas and Anchors

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Processes –minimum of 1 Processes anchor must met.

- 3.1 Mechanisms are in place to consolidate whole team learning and share best practice around race equity.*
- 3.2 Mechanisms are in place to support Black, Asian and minority ethnic staff in raising concerns around facing racial abuse or discrimination.*
- 3.3 Team leaders review the demographic makeup of caseloads with their Employment Specialists and work to rectify discrepancies.*
- 3.4 Race equity is a high priority, standing item on team meeting and steering group agendas.*
- 3.5 The service is accessible for all.*

Process anchors relate to changes in policies, practice, or procedures, ensuring a more equitable and inclusive approach. These anchors look at how the team addresses racial equity, discrimination, and how it is challenged.

Partnership - minimum of 1 Partnership anchor must met.

- 4.1 The team makes the most of wider resources available within the provider and treatment team organisation, to organisation to ensure a cohesive and collaborative approach.*
- 4.2 There is a whole organisational focus on race equity including at senior and executive levels.*
- 4.3 Co-production with clients and wider stakeholders is a core part of the team's strategy*
- 4.4 Employment Specialists, actively seek opportunities to promote IPS across diverse community groups*
- 4.5 The team's Employer Engagement strategy considers the needs of ethnically diverse clients.*
- 4.6 The team's Employer Engagement strategy considers how to work with racially diverse employers.*

Partnership relates to the collaboration that must occur between IPS teams, treatment teams, clients, employers and wider local community organisations and race equity working groups.

Additional support and resources

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[IPS Grow Strategy, Fidelity Policy and Quality Mark Webinar – September 2023](#)

[IPS Grow Strategy 2023-25](#)

[Equality Impact Assessment Template and Guidance \(UKRI\)](#)

[Additional MHSDS resources and guidance](#)

[NHS Workforce Race Equality Standard Homepage](#)

[NHS England » Patient and carer race equality framework](#)

[Race Equality Matters Homepage](#)

[Social Finance's Race Equity Advisory Group](#)

[Social Finance's Equity, Diversity, and Inclusion focus](#)

[Individual placement and support: cross-sectional study of equality of access and outcome for Black, Asian and minority ethnic communities by Perkins et al.](#)

[Our ambitions for truly valuing diversity, by Toby Eccles \(co-founder of Social Finance\)](#)

Completing the Race Equity Action Plan

Guidance on how to meet each of the anchors can be found on the **Fidelity Review, GSA and Race Equity Action Plan Spreadsheet**. Please see tab 'Race Equity Guidance'.
The questions, evidence/guidance are prompts to support you.

