

# IAG Member – Role description

## Purpose and Vision of the Integrated Care Board

Integrated care systems (ICSs) are partnerships that bring together health and care organisations, local government, and the voluntary sector to take collective responsibility for improving population health, tackling health inequalities, enhance productivity and support broader social and economic development.

Our ICS serves the areas of Bristol, North Somerset and South Gloucestershire with a population of 1 million. It is comprised of 10 partner organisations, including the three Local Authorities in our area, NHS Trusts, the Integrated Care Board and community and General Practice providers.

The vision of the ICS is for the people in Bristol, North Somerset and South Gloucestershire to have the best start in life and for the places where they live to be healthy and safe. Everyone will have the opportunity to live longer in good health. When people need support from our services, they will be high quality and easy to access. People will be better supported to take control of their own health and wellbeing and become equal partners in care. Working alongside our communities, we'll build on strengths and tackle inequalities together.

## Purpose of the IAG to the ICB

The BNSSG Independent Advisory Group (IAG) on Race Equality in Health & Care is intended to feed directly to the BNSSG Integrated Care Board (ICB) to shape its activities across the system that impact on to the health and social care of its racialised and ethnic communities.

The aim of the IAG is to ensure that the needs of the diverse communities of BNSSG are considered in all aspects of health policy and practice in the locality, to address health inequalities and improve the confidence of all communities in the health and social care provided.

The IAG should be a critical friend to the ICB, not as an independent group but as a forum where independent advisors can give independent advice and hold the ICB to account based on their own and others' lived experiences.

## Key Knowledge and Skills

In consideration of the effectiveness and capacity to carry out the role of an IAG member there are some key desired attributes, knowledge and skill areas.

Please note: The information below is designed to be a guide to assist with the recruitment of members of the community to join an IAG and is by no means exhaustive or a prescriptive barrier to membership.

It is desirable that members are able to demonstrate the following::

- Knowledge of particular communities, or marginalised groups.
- The ability to consider other people's views allowing them space to have their say.

- The ability to question and challenge the views of others in a constructive way.
- The ability to consider, understand and challenge their own biases and prejudices.
- Participation as part of a team and contribute to the success of group initiatives.
- The ability to work with people from diverse backgrounds across all areas of the locality.
- Make a contribution to influencing health and care strategy, policy and training.
- Can contribute the time and commitment to attend regular meetings.
- Live in the locality relevant to the IAG and have knowledge of, and commitment to, issues of equality, inclusion, equity and diversity.
- Understanding the meaning of 'Independent' as it pertains to the role of the IAG.

Whilst not prescriptive the member would ideally have some experience of:

- Working effectively with other people on issues of mutual interest over a period of time (e.g. voluntary work).
- Effective communication about their view and understanding of issues with others.
- Situations where they needed to compromise.
- Balancing commitments and time in an effective manner.
- Interacting or working with people who have different views e.g. political or religious / faith, beliefs, ages, abilities and other diverse backgrounds.
- Attending meetings and making positive and constructive contribution
- Working with and making decisions as part of a team or group.

It would be beneficial if the member has an interest in:

- Health and Care issues and current affairs, specifically in respect of the ways in which these affect people in the locality they live or work in.
- Understanding the concept of institutional discrimination and challenging / combating it.
- Recruitment, promotion and retention staff from under represented and diverse groups.
- Developing and improving the training for health and care staff.
- Developing sensitive and effective health and care services.
- Challenging assumptions and mind-sets that might hinder equitable outcomes, and demonstrating openness and accountability.
- Providing an independent, community perspective.
- Building trust & confidence with families, individuals and communities who may experience disadvantage or feel marginalised.

## Key Details

- Time Commitment: The IAG will meet four times a year, each meeting will be three hours in length. IAG members may also be asked to attend specific board meetings.
- Contract Type: Volunteer. This role attracts a recognition fee of £20 per hour, plus travel expenses.
- Location: NHS Bristol, North Somerset and South Gloucestershire ICB, Floor 2 North Wing, 100 Temple Street, Bristol, BS1 6AG.

With flexibility to attend meetings across Bristol, North Somerset or South Gloucestershire as required. Meetings may be face to face or virtual.