



Regional CDW Networks

Chukumeka Maxwell
Community Development Worker
Devon PCT



- The South West Development Centre serves the seven counties which stretch from Gloucestershire, to Dorset, to Land's End. Over 9% of England's total population lives in the South West where we face the health, social and economic needs found in inner cities, and found in rural settings. The South West is the largest of the nine regions in England and has the highest percentage of land classified as rural.



- The aim of the network is to work towards eliminating ethnic inequalities in mental health and social care, ensuring that service provision in the south west becomes more appropriate, accessible and responsive to the needs of black and minority service users and communities.



- The next 12 months will be a key time for the network as we are expecting significant increases in the numbers of CDW's(40 Target) in the South West in 07/08, and we wish support commissioners and managers with some of the key challenges in retaining their CDW workforce in such a rural region.



The Objectives of the network are:

- To deliver and share training, good practice and successful community development strategies that can bring about better services for BME Communities, families, and individuals.
- To offer an information and support network to the many dispersed BME CDW's across the region.



- To report on the progress and achievement that can be achieved by utilising Community development work in the implementation of 'Delivering Race Equality in Mental Healthcare Action Plans'
- To provide a central vision and direction in delivering culturally competent health and social care services to BME individuals, families, and communities.



- To develop a better understanding of the varying organisational cultures that CDW's have to work with and how these can block or enable BME communities across the region.
- Ensure that the needs and aspirations of BME communities are integral within local and national strategies.



- To be a central voice for BME CDW's to highlight what is going well within the region, and what is not.
- To use the network as place to address some training and personal development needs.



- To provide a safe space to consider how best to deal with both institutional racism and other forms of oppression that practitioner's will encounter.
- To increase knowledge of mental health and well being across different cultures.



- To share ideas on how to make care pathways more accessible for people from BME groups, paying particular attention to implementation of effective mental health promotion strategies to facilitate engagement of hard to reach groups.
- To support and enable the future recruitment and retention strategies for BME Community Development Worker's in SW .



- The South West Network meets quarterly and has direct links with the National DRE CDWorker Network. The regional networks meeting aims to offer support and networking, as well as development opportunities for workers in the south west.
- After a number of in-depth discussions with current network members our first development in the South West has been to produce an essential checklist for PCT Commissioners and Managers, to enable them to work effectively with their CDW's.



Essential Requirements: Management and Leadership

CDW's need some level of consistent communication and line Management CDW's require regular supervision, with manager's who understand the nature of community Development work. If an organisation cannot achieve this ,external supervision or mentoring should be sought CDW's must have and a clear link into Local decision making with PCT and Local Authorities. This needs to be over and above their line management structures.

Desirable:

As part of induction all CDW should meet with their CEO. They should know who and what we are.



Essential Requirements

Strategic Plans and Actions

An overarching Delivering Race Equality Action Plan needs to be in place for the CDW's work to be successful. **All organisations should have this in place, as it is national policy mental health priority.** A CDW work plan should focus only community development aspects of DRE not the delivery of the whole of DRE.

Desirable

Internal activity on DRE should be performance managed by the BME community itself.



Essential Requirements

Education and Training

CDW need to have support to

access their own education

budget to maintain their skills to

do the job. Education and

Training plans need to be in place

early on appointment. (See

National CDW Education and

Training Guidance DH 2006)

Desirable

To be supported to visit other
areas and see best practice.

CDW could share work across
the UK.



- **Resources**

To be successful a role like this, an agreed budget for the year needs to be identified from the start. A successful CDW is out in the community for the **majority** of their time. They need :

Monies should be diverted from mainstream within LINKS or PPI Networks. If the do not have BME representation then resources should reallocated.



- A business card
- A mobile Phone
- A Laptop
- Access to community acceptable meeting spaces
- Admin support

Community Development work **does** cost – Projects Funds have to be found locally to pay for rooms, food, and activities. Communities are generous with their time, but support is needed.

Effective communication of the CDW role is needed. Therefore publicity materials are essential in the role. They should be good quality and may need to be translated



Working Practices

Flexible working arrangements are **essential**.

CDW's work evenings, weekends, returning to offices in traditional work patterns (i.e. to sign in and out manually is inflexible for such roles).

Flexible working arrangements should be encouraged, as they get results



Location

- CDW's need to be where the BME community lives and does business.
- Placing CDW's in offices with only statutory services can block access to BME communities and BME Service Users.

Community venues should be found and rent should be paid for space used. This will create capacity within community organisation. Sharing offices and community space with those who understand Community Development Approaches.



Many Thanks

Chukumeka.maxwell@nhs.net

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