



BUDDYING AND PEER MENTORING UPDATE

SHEFFIELD HEALTH AND CARE PARTNERSHIP (SHCP) BOARD

15 AUGUST 2023

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Sponsor	Emma Latimer, Executive Director of Sheffield Place, SYICB
Purpose of Paper	
To present an update on the buddying and peer mentoring programme between Sheffield HCP Board members and voluntary and community organisations.	
Key Issues	
<p>The original proposal (approved February 2023) outlined the peer mentoring/buddying programmes involving board members and VCS organisational leaders from ethnic minority backgrounds. The aims being:</p> <ul style="list-style-type: none"> • To increase the diversity of voice and thought into HCP decision making; • To provide participants with an opportunity to increase their understanding of the lived experiences of each other to create trust; • To raise Board members' awareness of the role and contribution of VCS organisations to the health and care sector; • To raise awareness of the role and contribution of our HCP partners among VCS organisations. 	
Is your report for Approval/Consideration/Noting	
Sheffield Health and Care Partnership Board is asked to note the update.	
Recommendations/Action Required by the Sheffield Health and Care Partnership Board	
<p>Key questions for HCP Board:</p> <ol style="list-style-type: none"> Do Board approve the proposed matching of members and VCS leaders for both the peer mentoring and buddying programmes; Board members now commit to participation in the agreed schemes; Board members are asked to complete at least one of the online courses suggested in the original paper in relation to unconscious bias/white privilege before commencing the programme. 	



What assurance does this report provide to the Sheffield Health and Care Partnership Board in relations to the ambitions of the Health and Wellbeing Strategy 2019-2024	
	Please ✓
Every child achieves a level of development in their early year for the best start in life	
Every child is included in their education and can access their local school	
Every child and young person has a successful transition to independence	
Everyone has access to a home that supports their health	
Everyone has a fulfilling occupation and the resources to support their needs	
Everyone can safely walk or cycle in their local area regardless of age or ability	
Everyone has equitable access to care and support shaped around them	✓
Everyone has the level of meaningful social contact that they want	
Everyone lives the end of their life with dignity in the place of their choice	
Are there any Resource Implications (including Financial, Staffing etc)?	
<p><u>Financial:</u> backfill payments to enable community organisations' participation would total £2,100 for the 2 peer mentoring scheme participants £18,900 for the 18 buddy scheme participants (max)</p> <p><u>Time commitment:</u> Board Member participants on the programme will be required to commit approximately 15 hours over a 6-month period for the peer mentoring.</p>	
Have you carried out an Equality Impact Assessment and is it attached?	
No.	
Have you involved patients, carers and the public in the preparation of the report?	
N/A	



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1. Context

As a result of the original proposal of peer mentoring and buddying scheme being approved by the Sheffield Health and Care Partnership (HCP) Board in February 2023, details regarding the opportunities were circulated to a wide range of VCS leaders via several routes including email, face to face and virtual meetings, and via well-established networks for example through Voluntary Action Sheffield.

Connections can be powerful, they can provide a bridge, support and generate strength. As professionals, our connections change over time.

These mentoring and buddy schemes will help strengthen connections in the city and bridge the gap between HCP board, people who experience the greatest health inequalities and the organisations that provide support.

Overall, we received expressions of interest from multiple community organisation leaders resulting in 20 individuals wanting to be involved in the schemes. 3 people were interested in the peer mentoring scheme, 14 in the buddying scheme and 3 were interested in both schemes.

We would like to thank all those HCP volunteers and the community organisation leaders who have expressed an interest in being involved with the schemes.

2. The Original Proposal

The original proposal (approved February 2023) outlined the peer mentoring / buddying programmes involving board members and VCS organisational leaders from ethnic minority backgrounds. The aims being:

- To increase the diversity of voice and thought into HCP decision making;
- To provide participants with an opportunity to increase their understanding of the lived experiences of each other to create trust;
- To raise Board members' awareness of the role and contribution of VCS organisations to the health and care sector;
- To raise awareness of the role and contribution of our HCP partners among VCS organisations

Buddy scheme:

As a reminder, we asked for all Partnership Board members to volunteer to be involved and buddy up with a leader from a VCS organisation, which will last for 12 months (from September 2023 – August 2024). The leaders will represent key geographies and communities of interest in the city.



This will involve:

- a) Being matched with a VCS leader;
- b) Meeting with the leader ahead of each board meeting and discuss what's been going on for the VCS leader, their organisation and the communities they work alongside. Talk about what partnership are discussing and get their views and insights into the papers and decisions being posed;
- c) Take responsibility for sharing papers and organising the meetings;
- d) Use conversations to inform and steer board discussions and papers.

Peer mentoring:

We also asked that 3 partnership board members be involved in the peer mentoring scheme, as an extension to the above. They will be involved with the programme, which will last for 6 months (from August 2023 – February 2024). As well as the above, it'll involve:

- a) Being matched with a senior leader from a VCF organisation;
- b) Having an initial meeting with the person you are matched with to agree how you will work together (e.g. when will you meet outside HCP Board meetings, what specific support, feedback and information would you value receiving from each other);
- c) Taking responsibility for ensuring that your fellow mentee is provided with sufficient information to enable them to fully participate in HCP discussions (they will be automatically included in the agenda and papers' circulation by the HCP core team);
- d) Ensure that your fellow mentee feels able to contribute fully within HCP discussions;
- e) Attend at least 3 leadership meetings within your fellow mentee's VCF organisation, to be agreed upon at the programme's beginning, and contribute to those meetings as agreed with your mentoring partner.

3. Core principles of the work

While each relationship will have different dynamics, core principles will underpin the interactions between buddies. These include:

- Transparency and accountability;
- An open-minded approach, underpinned by empathy;
- A recognition of power and privilege;
- A commitment to meeting, developing relationships, being present and engaged;
- A commitment to active listening and sharing learning;
- A commitment to longer term advocacy and action.

4. Resource Requirements

Peer mentoring - The time commitment (in addition to existing HCP Board meetings) is estimated to total 15 hours within the 6-month programme. This will probably be more weighted towards the start of the programme, as you get to know your mentoring partner and learn how you can best work together and support one another.

Releasing senior leaders from the VCS organisations to be participants in this programme will place an already-stretched workforce under increased strain. To mitigate this, we will offer funding to enable backfill to cover their workloads at £350 per day. An estimation of the amount of time



commitment for our community organisation leaders over the 6-month programme is 24 hours. This would mean the backfill payment for each community organisation leader would be £1050 (Total £2100 for the 2 participants).

Buddy scheme - Backfill will be paid at a half-day rate (£175) to cover reading papers and meetings. Based on 18 participants for up to 6 half days, the maximum would be £18,900.

5. Matching

We heard from a wide variety of VCS organisations from large anchor organisations to smaller groups. They cover geographies and communities of interest.

Having now received the expressions of interest and gone through a process of matching and ensuring all those involved from our VCS leaders are in agreement. We have recently contacted all parties to let them know who the proposed match is.

When matches are agreed both parties will be introduced via email, with a reiteration of our objectives.

We have proposed the following:

Peer Mentoring Scheme

VCS Representative	Organisation	Main role	HCP member matched with	Organisation
Hawa Yatera	United Women Affiliation	Advocacy and support for underprivileged women, young mothers, single fathers and young people	Jackie Mills	Chief Finance Officer Sheffield Place, SYICB
Josie Soutar	Sheffield Flourish	Mental health charity supporting people to build the lives they want	Andy Hilton	Chief Executive, Primary Care Sheffield (PCS)

Buddying Scheme

VCS Representative	Organisation	Main role	HCP member matched with	Organisation
Margaret Lewis	Sheffield MIND	Empowers those with mental health problem	Philip Gregory	Director of Finance, Sheffield City Council (SCC)
Paul Ropper	No Panic Sheffield	Peer support groups for anxiety, depression and low mood	Zak McMurray	Sheffield Place Medical Director, SYICB
Daryl Bishop	Ben's Centre	Safe space for those suffering with substance misuse	Greg Fell	Director Public Health, SCC



VCS Representative	Organisation	Main role	HCP member matched with	Organisation
Mark Storey	Sheffield Churches Council for Community Care (SCCCC)	Home from hospital scheme	Judy Robinson	Chair, Healthwatch
Amy Palmer	Sheffield ME group	Support for ME, fibromyalgia and long COVID patients, carers and families	Moira Wilson	Non-Executive Member
Joy Arnott	Terminus Initiative	Working in partnership to meet the needs of Lowedges, Batemoor & Jordanthorpe communities	Ian Atkinson	Director, SYICB
Katherine Blessan	Kaleido Arts for Wellbeing	Creative arts to bring wellbeing to people suffering due to war, discrimination, abuse and loss	Angela Argenzio	Councillor, SCC
Andy Freeman	Space To Breathe	Supporting mental health and wellbeing	TBC	Councillor SCC
Kathryn Littlewood	Disability Sheffield	Working in partnership with disabled people	TBC	Councillor, SCC
Tom Martin	City of Sanctuary	Asylum seekers and refugees	Kirsten Major	CEO, STHFT
Abdul Shaif	ACT	Black and Minority Ethnic (BME) Communities	Salma Yasmeen	CEO, SHSC
Adam Yusuf	ISRAAC	Somali Community	Emma Latimer	Executive Director Sheffield Place
Olivier Tsemo	SADACCA	Anchor organisation for African and Caribbean as well as wider communities	Kate Josephs	CEO, SCC
Gulnaz Hussein	Fir Vale Community Hub	Communities experiencing disenfranchisement and marginalisation including Roma	Ruth Brown	CEO, SCH
Marie Croker	ISRAAC	Somali community	Helen Sims	CEO, VAS
Lucy Warren	Manor and Castle	Anchor organisation working with the community	Alexis Chappell	Director, SCC
Matt Dean	ZEST	Bringing all communities together to improve lives	Meredith Dixon-Teasdale	Strategic Director of Children's Services, SCC



VCS Representative	Organisation	Main role	HCP member matched with	Organisation
Kerry Jones-Kensah	Adult Carers Centre	High quality services for unpaid adult carers	Alun Windle	Sheffield Place Chief Nurse, SYICB

Additional Board member support and learning:

There are many other ways Board members can support their own learning around cultural competency and the privileges and biases we all hold. Some useful web links are provided below which Board members are asked to explore:

1. [Take a Test \(harvard.edu\)](https://www.harvard.edu)
2. [Unconscious Bias Quiz | High Speed Training](#)
3. [What is Unconscious Bias? - YouTube](#)
4. [What is white privilege? - BBC Bitesize](#)

6. Next Steps

Assuming Sheffield HCP Board approve this update:

- To support introductions between parties as required;
- The aim is to have this programme ready to commence by August 2023;
- Board members are asked to complete at least one of the online courses suggested in the paper in relation to unconscious bias/white privilege before commencing the programme – links will also be emailed to Board members.

In December, we will review how both schemes are going by sending a short survey to everyone to seek ideas on what’s working well and anything that needs to improve. We will report on the findings and outcomes to HCP board in early 2024. We will do a full evaluation after 12 months.

Kathryn Robertshaw, Interim Director HCP
Lucy Ettridge, Deputy Director of Community Development & Inclusion, and
Bev Ryton, Outcomes and VCS Manager
 July 2023

