

# DIVERSITY AND INCLUSION

## CONTENTS PAGE

### RESOURCES

#### **1. Ageing Better in Birmingham:**

- ***A) Co-producing with Diverse Communities***

This document gives a brief overview of Ageing Better in Birmingham and how the programme was co-produced and delivered with older people in this super-diverse city. It explores how we structured the programme and some of the ways we approached creating an inclusive environment. We hope it offers some insights and ideas for working with and reaching people from a variety of backgrounds.

- ***B) Evaluation of 'Age Friendly Tyburn'***

1. ***Stage 1 Evaluation***

2. ***Stage 2 Evaluation***

Age Friendly Tyburn: Built Environment (AFT) is a project which aims to make public places, outdoor spaces and local streets easier to access and more attractive to be in. These two reports present the key findings from stages 1 and 2 of the project evaluation.

- ***C) Age of Experience Group Members Agreement***

The Age of Experience Group are a core group of older people who have experienced isolation and use this experience to help shape Ageing Better in Birmingham through bimonthly group meetings and individual involvement opportunities within the programme. This document outlines the members agreement for this group.

- ***D) Age of Experience Group social media policy***

The social media policy for Ageing Better in Birmingham's Age of Experience group.

- ***E) Video: Co-production in a super diverse city, 19-05-2021***

This workshop recording is part of the Stronger Together festival of learning about co-production with Ageing Better. During this workshop, Ageing Better in Birmingham share how they structured their programme around diversity and how this connects to co-production.

- ***F) Video: Supporting Ageing BAME communities, 20-05-2021***

This workshop recording is part of the Stronger Together festival of learning about co-production with Ageing Better. During this workshop, Ageing Better in Birmingham discuss how a co-production approach can be used to support ageing BAME communities.

## **2. Ambition for Ageing Greater Manchester:**

- **A) A spatial approach to working with marginalised communities - briefing**  
Involving marginalized older people in group activities is key to achieving equality. This briefing is designed to support those working at a neighbourhood level to identify and work with marginalized communities in their area.
- **B) An equalities approach to programme design – briefing**  
This briefing is a short summary of our document ‘A Toolkit for Inclusion in Practice’, which provides mini-case studies giving practical illustrations of each of the points raised in this document.

## **3. Connect Hackney:**

- **A) Top Tips for Working with Older People in a Governing Structure**  
Connect Hackney’s top six recommendations for working with a diverse range of older people within the governing structure of a project or service.
- **B) Co-production with older people: Key Messages**  
Key learning from the Connect Hackney programme about co-production with older people. The learning is drawn from the experiences of older people involved in the co-production of the programme, including formal evidence gathered through the evaluation of Connect Hackney by the University of East London.
- **C) Evaluation findings: Loneliness and Isolation amongst older people in Hackney**
  1. **Summary**
  2. **Key messages**
  3. **Full report**

The Connect Hackney programme evaluation, led by the University of East London researched how the programme is making a difference to older residents in Hackney. The University of East London collected feedback and documented experiences from a range of people, including: participants, project staff, and partners. Research findings are based on interviews and a participant survey.

The evaluation report is focused on phase 2 (2018-21) of the programme and the findings are from evaluation activities conducted before the outbreak of COVID-19 and the subsequent lockdown. The report is a summary of the findings of the first year of the evaluation with a view to helping local stakeholders to embed learning in local policies and initiatives within and across health and social care, housing, public and community spaces and transport.

- **D) An in-depth study of digital inclusion projects for older people before and during the COVID-19 pandemic**  
As part of the programme of work to reduce social isolation and loneliness in older people, Connect Hackney commissioned three one-year digital inclusion projects for

older Hackney residents. The report presents the findings from the data collected so far and will be updated once the outstanding data has been collected and analysed

- **E) Learning Event – Learning from the evaluation so far and next steps**

1. **Presentation**
2. **Breakout room summaries**
3. **Silver Connections mobile phone course**
4. **An in-depth study of digital inclusion projects for older people before and during the COVID-19 pandemic**

We held an informative online learning event which marked the first of series of events at which we'll be sharing learning from across the Connect Hackney programme; providing a forum for various partners including commissioners, policymakers and frontline workers, as well as older people themselves to come together and collaborate to find solutions for addressing the issue of loneliness and isolation amongst older people in Hackney.

- **F) A series of learning papers and short videos sharing the key learning from Connect Hackney:**

1. **Procurement (learning paper)**
2. **Supporting older people to get out and about (learning paper)**
3. **[Co-production with older people \(video\)](#)**
4. **[Delivering projects for older people to tackle loneliness and social isolation \(video\)](#)**
5. **[Making friends in later life \(video\)](#)**
6. **[Outreach to reach older people \(video\)](#)**
7. **[Sharing skills and experience across the generations \(video\)](#)**

We have produced a series of learning papers and short videos which collate learning from the programme team, our partner organisations and their project participants, our Older People's Committee, and local evaluation by the University of East London.

## STORIES

### **1. Ageing Better in Birmingham:**

- **A) Blog: Confidence in Coproduction**

Sam Julius, Community Project Coordinator for our Age of Experience coproduction cohort shares her thoughts about coproduction.

- **B) Blog: Community Consultation to develop a Local Action Plan for the Tyburn Community**

This information presents the initial findings of work to co-design the content of the Local Action Plan for the Tyburn Community. This co-design was achieved through community level meetings, consultations and a community survey.

- **C) Blog: Community Consultation to develop a Local Action Plan for the LGBT Community**

This information presents the initial findings of work to co-design the content of the Local Action Plan for the older LGBT Community in Birmingham. This co-design was achieved through an online survey, face to face consultation and the creation of an older adult steering group facilitated by Birmingham LGBT.

- **D) [Webinar - Integrating diversity and inclusion in co-production with Ageing Better and Disability Rights UK](#)**

A joint webinar hosted by Disability Rights UK and Ageing Better in Birmingham discussing diversity and inclusion within grassroots coproduction.

- **E) Tyburn Local Action Plan Projects Evaluation - Final Narrative Report**

This report presents the final evaluation findings from the Tyburn Local Action plan project.

- **F) Infographic overview of the programme**

A visual overview of the impact and reach of the Ageing Better in Birmingham programme

- **G) Q&A with the Age of Experience Group**

1. **Christine**
2. **Diane**
3. **Jean**
4. **Jeraldene**
5. **Mary**
6. **Millie**
7. **Richard**
8. **Robert**
9. **Vimla**

Nine members of the Age of Experience group share their motivations for joining the group, their highlights and their advice for others.

## **2. Connect Hackney:**

- **A) Diversity: Stories of a Hackney Generation**

1. **Blog launch**
2. **Booklet of written stories**
3. **[Video – Community home / Extended family / Don't assume](#)**

Connect Hackney spoke to people from Hackney's diverse communities, including disabled people, LGBTQ+, Senegalese, Nigerian, British, American and Chinese. These previously untold stories are being documented through a series of short films and a commemorative booklet.

- **B) *Windrush: Stories of a Hackney Generation***

1. ***Booklet of written stories***

2. ***Podcast***

During 2018 we recorded stories from Hackney's Windrush generation. These stories are available as a commemorative booklet and a series of podcast. The booklet and podcasts were launched at Hackney Town Hall on Wednesday 3 October at the Caribbean Tea party.

- **C) *Response to Black Lives Matter movement***

The blog shares the discussions we held with our delivery partners, older peoples committee and young people from Hackney CVS on the Black Lives Matter movement exploring the issues of structural bias and racism and how they are relevant to Connect Hackney, and what we could do to further the movement.

## TOOLS

### **1. Ageing Better in Birmingham:**

- **A) *Bringing different ages together through shared activities***

Bringing together different generations can offer many benefits, both to those taking part and the wider community. This briefing explores why you should consider setting up your own intergenerational activity and provides tips on how to make your activity a success.

- **B) *How to get more men involved***

Older men are more likely to be socially isolated than women. There is a lot of national and international research that suggests men tend to build social relationships differently to women and this can make them vulnerable to isolation as they age. This leaflet shares our learning and top tips on this topic.

- **C) *Involving older people in creating services and activities***

This briefing explores the different ways in which older people have been involved in coproduction as part of the Ageing Better in Birmingham programme and highlights some key learning from the experience.

- **D) *Top tips for a successful activity***

Social connections are important for wellbeing and happiness. Older people can be more vulnerable to loneliness and social isolation. If you are thinking of setting up a group or activity to help reduce social isolation, this leaflet is full of tips and ideas to help you.

- **E) *Overcoming barriers to joining in***

This leaflet offers practical suggestions for overcoming some common barriers that can stop older people from taking part in community groups and activities. Barriers may be

practical, such as not being able to get to an activity, and personal, such as lacking confidence to join a new group.

## **2. Ambition for Ageing Greater Manchester:**

- ***A) A Toolkit for Inclusion in Practice***

This toolkit presents mini case studies giving practical illustrations of ways of working inclusively, taking an integrated approach to equalities work.

- ***B) Mapping and working with marginalised communities - A workbook to guide you in identifying and supporting seldom heard communities in your neighbourhood***

A companion document to the above briefing, guiding practitioners through the process of identifying marginalized groups, mapping marginalized groups and suggested approaches to working with marginalized groups.

## **3. Connect Hackney:**

- ***Blog: Top tips for delivering digital skills learning via the telephone***

Top tips for delivering digital skills learning via the telephone: Helping older people to go online during lockdown. By Fiona Baird and Michael Tiritas, Newham New Deal Partnership.