



With all of us in mind

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Creative Minds Strategy



Creative Minds Strategy

The use of creative approaches in improving the healthcare environment has long been recognised, but creative activities and approaches in the broadest sense have also been shown to increase self-esteem, provide a sense of purpose, develop social skills, help community integration and improve on individual's quality of life.

Over the last few years there has been a growing recognition of this across the Trust and the benefits of using creative approaches to improve our service offer to service users. Where individuals have low expectations and poor self image, the sense of achievement found in creativity, gives them a chance to start to move away from negative or self destructive patterns\habits and start to write a new story that promotes recovery.

This strategy has been written to demonstrate the trusts commitment to having a creative approach to service delivery and provide a framework to build on current good practice and encourage and promote more opportunities for individuals/groups to develop and grow creatively.

We know that:

- There is a wealth of talent and creativity amongst our service users, carers, staff and our members which can contribute towards making our community a more interesting and healthier place to be.
- Participating in creative activity within health services can begin a natural journey to taking part in mainstream creative activities in the wider community.
- Facilitating social inclusion in this way enables people to access those social, economic, educational, recreational and spiritual opportunities that they value.

Definition of creativity

"The emergence of a novel product, growing out of the uniqueness of the individual".
(Carl Rodgers psychologist)

"The ability to use different modes of thought to generate new and dynamic ideas and solutions" (Carnevale, Gainer, Meltzer et al)

"Creativity is about telling something. We can all tell a story and that story will be as unique as the teller, in that way we create our own reality." (Ian Clayton Writer)

Creativity means many things to different people and can be defined in any number of ways. Creativity can also be defined on many distinct levels, cognitively, intellectually, socially, economically, spiritually, and from the finite perspective of different disciplines of music, art, dance, theatre etc. For the purpose of this strategy we are using the very broadest definition that would not only take into account the contribution of the arts, but also would include participation in sports and other physical activities. Going for walk, painting a picture, playing a drum or a game of football are all good examples of engaging with someone creatively or providing therapeutic activities that can promote health and wellbeing.

1. Background

The main driver for developing this Strategy was the desire consistently expressed by service users and carers for more creative approaches to understanding and supporting their health and wellbeing. In the period we have spent developing the strategy a second driver emerged, that being the scale of the challenge the NHS faces over the coming years. These drivers have moved us towards the same conclusion that we have an opportunity and a need to think differently as an organisation. We can use creativity to drive some of the innovation that will enable us to continue to provide high quality services that meet the needs of service users and carers.

We need to acknowledge that this strategy has strong ownership and support within the organisation, having been produced in partnership with service users, carers and staff. Third sector arts and health provider HOOT also helped us to facilitate workshops, collecting the views of services users/ carers/staff and supporting the formulation of the key themes of the strategy.

The Strategy will support the Trust's strategic objectives:

- It will wholeheartedly support the Trusts mission to help people who use our services live life to the full.
- Support's the Trust's vision to be the service of choice for service users, the employer of choice for staff and organisation of choice for commissioners and partners.
- Our business objectives helping us to achieve an expanded role in the delivery of local pathways and utilise expertise to develop specialist services.
- The strategy will also help us to deliver strategic outcomes with regard improving the health and well being of our service users and influence the well being of the communities we serve. Also it will improve the service user experience, engaging them in the design and delivery of services.
- The implementation of this strategy would strengthen the Trust's position in terms of creative approaches amongst other healthcare providers nationally and we would be seen as providing thought leadership on many of the approaches proposed.

2. National Context

Over the last 10 years the previous Government's health policy focused on preventing ill health by reducing social inequality and enhancing social inclusion. A number of Department of Health papers have set out a vision that promotes individual health in terms of the relationship between biological, social, cultural, economic, environmental, and psychological Factors. This broader view of health allows us to consider the role that creative approaches and activities that contributes to the well being of individuals and communities. (Choosing Health DOH 2004) (Creating a patient led NHS. DOH 2005) (Our Health, Our Care, Our say, DOH 2006).

The Arts, Health and Wellbeing Strategy

This national strategy lays out a framework for the development of Creative Minds, having two overarching aims:

- To integrate the arts into mainstream health strategy and policy making, in order to make the case for a role for the arts in healthcare provision across the whole country and for a wider remit for the arts in terms of healthy living and wellbeing
- To increase, and more effectively deploy, resources for arts and health initiatives, through funding, quality assurance of artists' work and advocacy (Arts Council England 2007)

The Kings Fund

The King's Fund's "Enhancing the Healing Environment" programme that it runs in conjunction with the Department of Health also provides inspiration. The aim of these grants and the development programme is to encourage and enable local NHS Trust teams to work in partnership with service users to improve the environment in which they deliver care through the arts. The Trust has already participated in this programme and we hope to promote future collaboration through the Creative Minds Strategy

The White paper "Liberating the NHS"

There is some continuity of the themes in this paper with those in previously discussed such as shared decision making and increasing choice being the most obvious. This clearly in line with our initial driver of service user and carer desire for more creative approaches. There are also reference to other current government's ideas around "big society" and supporting social enterprise. Again this compatible with a broader partnership approach which advocated as part of the strategy and the Trust's broader support for social enterprise solutions.

3. Local Context

In broad terms senior managers and clinical staff at the Trust have expressed a strong commitment to the use of creative activity and approaches as a significant part of its therapeutic and support provision to service users, as well as an aid to more creative and imaginative approaches at all levels within the organisation. However, the current approach is rather piecemeal and there is a need to significantly shift the culture to accept a more universal creative approach to working with service users. The development of a creativity strategy is vital to provide a framework for development, alongside practical measures to highlight and support good practice, demonstrate the benefits of creative engagement over more traditional interventions, and engage with a wider range of creative organisations in the wider community. There are many elements of good practice within the Trust the main driver for these approaches was individuals being prepared to take risks to promote new approaches that challenge negative values, and hold up examples of good practice to illuminate the way forward. There is a keenness that their efforts should be given a stronger strategic framework in which to grow and that the Trust should embed creativity in its mission, practices and procedures. New initiatives will be pursued that pull together threads of good practice to network across the Trust to create a critical mass. Partnerships will be sought with external creative agencies and internal networks encouraged and supported.

(Good practice examples see Appendix 1)

4. Engagement

Service user and Carer voice

Workshops with service users and carers were held in Calderdale, Kirklees and Wakefield Districts, an overview of issues are provided here and priorities have been integrated into the main action plan. **(Full report is available via the Chairs office)**

General discussion and feedback stressed that engagement in creative activity needed a safe, supportive environment to get started in, but that from here it helped people to challenge themselves constructively, imagine a different life for themselves and plan to move on to wider horizons away from the narrow confines and definitions of life as a psychiatric patient. Creative engagement was also seen as an opportunity for people to engage as equals, to shift the power imbalance between care providers and the cared for, and for people to progress towards personal autonomy through their art form.

What service users and Carers said about creativity

- Relaxation and fun lift in mood, feeling happier and generally more optimistic about life.
- Positive sense of achievement, increased self-esteem and independence, confidence and empowerment.
- Opportunities for personal expression, developing the imagination and finding inspiration.
- Increased energy, improved sleep, physical health and general mental wellbeing.
- Structured activity that offers purpose, meaning and routine and a diversion from problems.
- Reduced isolation, more friends and a stronger sense of belonging.
- Non-judgmental, non-verbal activities that foster absorption and concentration
- Develop personal insight and provide therapeutic benefits.
- Development of new skills and abilities and opportunities perform or exhibit achievements to the wider public.

What staff said about creative approaches

- It is an effective way of engaging with people, especially where more traditional methods of engagement fail, and routinely as an exemplar of a holistic, user-centred approach.
- It produces good outcomes for service users, with measurable benefits in self-esteem, self-expression, social inclusion, vocational skills development and personal resilience.
- It offers new, creative ways of looking at old problems and can challenge more traditional, institutional approaches to service delivery.
- It builds on and strengthens a range of current good creative practice within the Trust.
- Creativity is needed to develop the organisation, not just services to clients
- It is a cost effective method of engagement and working in that it avoids recourse to more expensive therapies and interventions.
- It builds partnerships with other creative agencies and organisations that can help us deliver our mission and further reduce costs by accessing additional resources.
- It provides artworks, performances and events that improve the physical environment and operating environment for service users, staff and carers and demonstrate commitment to creative working.
- It helps promote the good health and wellbeing of communities and builds community resilience.

Full report from creative champions workshop is available via the Chairs Office

5. Why Do It?

Evidence

There is a growing body of empirical research that supports claims for the efficacy of the arts in promoting tangible gains in mental health and wellbeing. For example, in 2005 the Department for Culture, Media and Sport and the Department of Health jointly commissioned a study to contribute to the evidence base on the benefits for mental health of participation in arts work. The research used.

- an empowerment measure comprising scales assessing self-worth, self-efficacy, mutual aid and positive outlook
- the Clinical Outcomes in Routine Evaluation (CORE) measure, comprising scales assessing well-being, life functioning, problems/symptoms and risk to self or others

- A social inclusion measure comprising scales assessing social isolation, social acceptance and social relations.

The results showed statistically significant improvements on all three measures after six months arts participation.

In 2006 the Department of Health published a Review of the Arts and Health, Mental health, social inclusion and arts: developing the evidence base. In 2007 The Department of Health and Arts Council jointly published a report called '**A Prospectus for Arts and Health**' which provided detailed references and significant evidence of the impact of the arts on health.

The Sidney De Haan Research Centre for Arts and Health based at Canterbury University is committed to researching the contribution of music and other participative arts activities in promoting the well-being and health of individuals and communities and is showing impressive evidence for their impact on mental health, in particular singing. Locally, the use of the Outcomes Star in the commissioned Arts & Mental Health Service in Kirklees shows significant, measurable gains for participants related to social inclusion, confidence and self-esteem, artistic expression and skills development.

Benefits

- **Prevention:** Creative approach can help engage with people in communities with the highest levels of deprivation and hardship. Creative programmes have been shown to promote better health and wellbeing in vulnerable individuals and to foster social integration, community strength and cohesion.
- **Reducing Stigma:** showcasing positive artistic achievement challenges negative stereotypes and celebrates participants' talents and abilities, conferring value and esteem in the process.
- **Early intervention:** early engagement with 'softer' techniques avoids deterioration of health needs and the need for more expensive and intrusive interventions.
- **Personalised Care:** services need to develop the capacity to offer real choice to individuals to purchase self-determined packages of care. Access to creative activities is popular with service users, and therefore likely to be an important component of the new market of social care.
- **Multi-agency commissioning:** the creativity agenda offers real opportunities for partnerships with other creative groups and agencies, in the process increasing the range of creative resources and approaches available to service users.
- **Innovation:** as well as supporting service users to seek creative and imaginative approaches to support their personal growth and development, the creativity agenda can be used at all levels within the organisation to seek innovative approaches to client care, team development, service development and organisational management.
- **Value for money:** providing creative activity is often more cost effective than many other medical or therapeutic interventions. There are opportunities to lever additional funds through partnerships working with external arts/health agencies.
- **Strengthening Transition:** working with creative agencies in the community builds links to a range of new opportunities in the wider community, supporting progress away from acute services towards greater autonomy and independence.
- **Resilience, individual & community:** as seen in the evidence section above, the creative approaches have been shown to be effective building cohesion and strength in vulnerable communities and providing significant gains in personal resilience and recovery from mental and physical ill health.

SWOT

<p>Strengths</p> <ul style="list-style-type: none">- There is good support for the creativity agenda from the CEO and senior managers.- There are some highly skilled and committed practitioners making things happen at grass roots level.- Practitioners are prepared to take risks, be creative with budgets, challenge orthodoxy and try out new approaches.- Showcasing good practice shows practical outcomes and helps shift negative perspectives in the staff culture.- Creativity is used very effectively to engage with service user most reluctant to engage with services.	<p>Weaknesses</p> <ul style="list-style-type: none">-There is a lack of a clear vision statement concerning creativity, which is then reflected in lack of strategy and practice support.-Good practice can get bogged down in bureaucracy and middle-management intransigence.-Creativity is more usually seen as an approach of last resort for hard-to-reach clients rather than as a significant approach in its own right.-Its effectiveness is often dismissed as being peripheral and less effective than more orthodox treatments.-Sections of the service are negative, pessimistic and risk-averse.- There is little tradition of commissioning-in creative activity from community arts agencies or developing partnership projects.- Patterns of community based arts provisions vary significantly across districts.
<p>Opportunities</p> <ul style="list-style-type: none">-To use creativity and innovation to enable us to continue to provide high quality services that meet the needs of service users and carers.- To establish a clear vision and supporting strategy for creativity in the Trust and to translate this strategy into an achievable, timetabled action plan.-To embed creativity as an expectation at all levels within the organisation; within management systems, job description and performance reviews, and at operational level. Audit progress against agreed targets.- To establish some new, innovative flagship creative projects that demonstrates measurable outcomes for service users.- To understand what service users think about the kinds of creative activities they would like to see developed.- To tolerate risk and uncertainty inherent in the process of creativity.	<p>Threats</p> <ul style="list-style-type: none">-The organisation continues to deliver services in the way it always has done.-The organisation could lose current or fail to attract new business, because it's not seen as creative enough.- Service users fail to see us as the organisation that can meet their needs because we have not listened and taken account of their views.

6. Aim and Objectives

This strategy will provide the framework which will support current good practice in the arts and creativity within the Trust and develop a culture where creative activity is seen as part of the mainstream core business for the Trust. The Creative Minds strategy will also support the development of a varied, ongoing programme of activities which will enable service users, carers and healthcare professionals to engage in creative approaches together, and develop environments that inspire people to create, display or perform their talents.

We want the Trust to be recognised as a beacon of good practice in its work promoting and developing the creativity agenda and providing a range of creative approaches and activities that promote mental health and wellbeing at all levels within the organisation.

Key objectives

- Carry out an audit to assess current levels of participation in creative activity within service provision. Use the results of the audit to set a realistic target for increasing participation in creative activity resulting from the initiatives associated with the strategy.
- We will support, develop and articulate quality creative practice and approaches within the organisation by utilising the creative talent already existing in the organisation and by working in partnership with creative agencies in the community.
- We will develop an evidence based evaluation of the creative approaches that are developed in relation to the strategy and existing approaches. We will adopt the outcome star evaluation model successfully used in creative services in Kirklees. This will help demonstrate and promote the benefits of the creative approaches in relation to mental health and well-being.
- We will increase contact with mainstream creative organisation such as Art galleries sculpture park etc Also inter-agency partnerships for creativity and health projects with third sector providers to bring in more funding for creativity and Wellbeing by exploring alternative sources of funding such as Arts Council.
- We will also explore the opportunities for creative approaches leading to employment for service users and carers. Creativity has provided opportunities for developing social enterprise such as photography; artwork etc and we will encourage development in this direction.

7. Key Themes and Action Plan

The Trust will adopt a systematic approach to increasing significantly the amount and variety of creative projects and approaches for service users and carers. We will involve and get the best from internal creative practitioners and champions as well as developing relationships with community partners in developing and delivering these services. The Strategy is supported by a practical action plan available through the Chair's office to encourage new projects and activities to get established and to secure their place, and the resources required to deliver them and embed them into our services.

Theme1. Support and development

Despite the commitment of many senior staff, there is no clear holder of the creativity agenda within the Trust. The progression of the creativity agenda as a central plank of good practice requires at least in the short term dedicated resources within the Trust to promote and progress it. The funding for the resource will be progressed through the development of a business plan. The resource would be used to continue the

development of strategy, support the developing network of creative practitioners internally, develop relationships with a range of Creative Partners to deliver flagship projects and research sources and bid for funding for the whole programme. The development and long term sustainability of this resource would possibly be based on income generation from external funders such as the Arts Council. Within the Annual Planning process we have identified a requirement to look at how we can move towards spending 1% of our income on creative arts (to include existing initiatives).

Theme 2. Building on Good Practice

The engagement process highlighted the fact that strong elements of good creative practice exist within the Trust. The main problems are associated with coordination and having a critical mass of people working creatively. The process of bringing together key practitioners generated plans for coordinated initiatives that could readily be progressed. Active development of project ideas that have emerged from the engagement process demonstrate practical commitment to creative activity and good practice to the wider Trust culture. Commitment to this communicates a decisive and “can-do” approach and provides the basis for the Trust’s long-term development of creative projects. It responds to the stated need to develop projects that practically demonstrate the ways in which creative activity can create outcomes for service users that more traditional approaches cannot.

Theme 3. Developing new initiatives

There are not currently many examples of the Trust commissioning-in services from the range of community based agencies delivering creative activity linked to health and wellbeing. Where there are examples they are ad-hoc and piecemeal. This may be partly because there is also no clear picture of the resources available in the community. We will develop better information about local resources, bring in new practice, and lever additional resource to increase investment through match funding. Initial discussions with the Arts Council England (Yorkshire & Humberside) have indicated that there may be scope to look at Arts Council Funding to match any proposed Trust investment in commissioning creative activity from Arts organisations. Creative organisations are also skilled at accessing local project funding and charitable trusts for additional investment, and are already developing mechanisms for funding services through personal budgets.

Theme 4. Consolidation of the care pathway

This strategy will provide support to enable the organisation to consolidate the service offer and extend the current care pathway. Working in partnership with other organisations enables the Trust to diversify its offer in terms of either the shape or range of services it provides and to extend the pathway beyond the medical approach. Working with community organisations that specialise in creative approaches and activities help us to develop alternative models and ways of delivering services and to support staff development. Creative community organisations are often in a good position to understand what people want and how their needs can be met. By working together and co-designing services, The Trust and the creative sector can deliver services that are built around communities and individuals, meeting their needs through the extension or enhancement of the current pathway

Theme 5. Creative Wards

The Productive Ward is a national initiative developed by the NHS Institute for innovation and Improvement. It aims to motivate ward teams to review the way in which activities are undertaken in the workplace, with the goal of removing waste and releasing time to provide more direct patient care. There is also a requirement in forensic services for service users to have a minimum of 25 hrs occupied time for inpatients. This strategy will

benefit these initiatives by increasing the support for the development of creative approaches and activities.

Theme 6. Showcasing creative talents

As part of the Trust's re-provision plans and ongoing service development we have encouraged service users to be involved in choosing the design and decoration for the new mental health sites. This could be extended to producing paintings and installations for all new developments. This would also include developing spaces for service users to create, display and perform their art. The Trust will where possible purchase artwork from service user/carer artists or local arts and mental health groups. This would fit with the broader aim of the Trust to develop and access environments for individuals to create and display or perform their art. This will enable the themes of health and wellbeing to flourish in public spaces as well as creating safe spaces for people to engage in artistic activity, so improving the environment for people receiving health services. This fits in with the Kings fund's Enhancing the Healing Environment programme already mentioned. We also need to develop and utilise relationships with public arts organisations in communities to enable people receiving services to create, display and perform their art in mainstream settings. (These themes provide the framework for the action delivery plan available through the Chair's office)

This will help strengthen confidence in and ownership of the strategy by staff at all levels. The Action plan will offer opportunities to develop understanding of the potential of creative approaches to health and explore ways in which creative thinking and working practices can enhance the performance and working practices of the Trust as a whole. The Trust already has a wealth of skill in this area and will involve the creative champions in looking at ways of disseminating.

8. Governance Monitoring and Performance

The Creative Minds strategy will provide a strong supporting structure that will build capacity for developing creative approaches and ensure all the identified actions are achieved.

The Strategy is sponsored by the Director of Corporate Development and who will ensure we have a strong commitment from Trust Board and senior managers. The Strategy will be monitored through the Equality and Inclusion Trustwide Action group and will report progress directly into the Clinical Governance and Risk sub committee of the Trustboard. The local Equality and Inclusion Action groups will ensure Creative Minds is supported and developed at an operational level and we continue to have strong service user and carer involvement.

Appendix 1 Good practice examples

Nordic Walking

Activity facilitators at Fieldhead in Wakefield run a Nordic walking group to encourage people who use services and staff to boost their physical and mental wellbeing through exercise. Nordic walking is an exciting new outdoor walking technique using specially designed walking poles. Benefits include increased strength, raised heart rate, improved balance and stability and density-preserving stress to bones. As a result of its accessibility, adaptability and flexibility Nordic walking is appropriate for rehabilitation, weight management, improving physical condition, relaxing and boosting mental wellbeing. Members of the team received specialist training in how to get the most out of the sport and are using it as one of the ways to encourage and motivate service users into achieving healthier lifestyle choices. The activity is also offered to staff to promote health and wellbeing at work.

Horticultural Therapy

Horticultural therapy is provided at Newton Lodge and the Horizon centre at Field head. It is the practice of using gardening as therapy to improve both physical and mental wellbeing. Horticultural therapists are specially educated and trained members of rehabilitation teams who help get service users involved in all phases of gardening - from propagation to pruning - as a means of bringing about improvement in their life.

Recovery through reading group

To encourage service users to explore the benefits of reading, services at the Trust joined forces with the Wakefield library service to develop a reading group for adults with mental health issues. The project gave service users the opportunity to work with staff and develop their own objectives and goals to work towards and choose their own reading material to do this. Staff from the library service and the Trust co-ordinated the groups and ensured that the books chosen were available. Participating in the reading group offered many benefits to the service users including building self esteem, independence and the opportunity to take part in an activity in the community. The assistance of the library service created the opportunity for the group to take place outside of the clinical setting and gave them the chance to engage with a group of people who may not normally have used the library service.

Artwork on the corridors

The Trust has placed artwork, poetry and photography on display in the public spaces at Fieldhead. All the work was created by people who use Trust services across Calderdale, Kirklees and Wakefield. The work is a celebration of the many creative activities that take place across our services as part of the care we offer or through service user and led initiatives. Displaying work in this way allows it to be seen and promotes the skills and talents of our service users and carers.

Archery Group

Pathways run an archery group which gives people the skills and confidence to take part in this demanding sport. People are often surprised that we use archery to help service users. But it is great for boosting concentration and although it might look easy, it requires a lot of strength and skill.

Photography Group

Pathways run a digital photography group which aims to encourage people to come together and learn from one another's interests and skills. The group produced photos of such excellent quality they were displayed in a local gallery. The group are encouraged to develop their own styles and gain confidence and self esteem.

Good mood football league

Trust staff support a football league for service users and staff across the Trust. It was launched with a tournament held in Dewsbury and set out to encourage people to get physical and boost their wellbeing. The football league gives service users the opportunity to get active whilst having fun and meeting new people.

Raising the bar on inclusion

The LD involvement team developed the LD World Cup Day in October 2010. The day supported a range of activities and competitions for people with a range of disabilities including those complex physical needs who are often prevented from taking part in competitive sports. After the event participants were asked to evaluate the day and of the 53 votes taken 85% said they were very happy with the day. Nursing students and carers highlighted how innovative the event had been in bringing people together from all areas of the Trust to help achieve the common goal to improve fitness health and wellbeing.

Dance Movement Psychotherapy Service and singing group (Calderdale OPS)

Calderdale older people's services have a specialist in dance and dementia, the service helps ensure the provision of group and one-to-one based sessions in Dance Movement Psychotherapy, including the provision of staff development and training. Activities involve a range of movement, music, dance, song and reminiscence all carried out in the context of either chair-based or ambulant participation. The service is located in three Health and Social Care Partnership Day Centres in Calderdale and on an Acute Assessment and Treatment Ward at Calderdale Royal Hospital. A DVD has been made of staff running a singing group called 'Sipping Soda on a Friday' which was entered recently in a national competition run by the National Association for the Provision of Activities (NAPA), and Dr Coaten has created a short dance piece called 'Goulash Well-Stirred' about raising awareness, through dance, of the importance of embodied practices with people with mental health problems especially dementia. Dr Coaten is presenting this piece at 'Memory', the first National Dance and Dementia Conference to be held in Liverpool 10th and 11th December where he is also a keynote speaker. There are plans being laid next year to run a major national and international 'arts & dementia' care-staff training programme, to develop the spread and awareness of this important work.

Ward 18

Ward 18 at DDH has a creative arts team that has supported innovative ways of working with service users including the production of art work that has been displayed at various Trust and Members Council events.



With all of us in mind

Equality Impact Assessment Template for policies, procedures and strategies

Date of Assessment:

	Equality Impact Assessment Questions:	Evidence based Answers & Actions:
1	Name of the policy that you are Equality Impact Assessing	Creative Minds Strategy
2	Describe the overall aim of your policy and context? Who will benefit from this policy?	<ul style="list-style-type: none"> - To integrate the arts into mainstream health strategy and policy making, giving a wider remit for the arts in terms of healthy living and wellbeing. - To increase, and more effectively deploy, resources for arts and health initiatives, through funding, quality assurance of artists' work and advocacy (Arts Council England 2007)
3	Who is the overall lead for this assessment?	Phil Walters
4	Who else was involved in conducting this assessment?	Kashif Ahmed
5	Have you involved and consulted service users, carers, and staff in developing this policy? What did you find out and how have you used this information?	<p>Service user and carer involvement workshops were held in Wakefield, Kirklees and Calderdale, the aim was to seek people's views on the importance of creative approaches within Trust services and the potential better outcomes creativity would achieve in people's recovery.</p> <p>Please refer to section 4 of the strategy which sets out Service user and carers views on creativity. The full report is available via the Chairs office.</p>
6	What equality data have you used to inform this equality impact assessment?	Specific Equality data was not used to develop this strategy; however, the evidence base clearly indicates that equality groups will significantly benefit from creative approaches.
7	What does this data say?	N/A

8	Taking into account the information gathered above. Does this policy affect any of the following equality groups unfavourably:	Where Negative impact has been identified please explain what action you will take to remove or mitigate this impact. If no action is to be taken please explain your reasoning.		Evidence based Answers & Actions
				The Creative Minds Strategy will in essence have a positive impact and the definition of creativity used in this strategy ensures that creativity should be seen in the broadest sense, the principle of having a person centred approach will underpin this strategy. Subsequently this strategy will ensure it reaches out to all of the equality groups and beyond.
9a	Race	YES	NO /	Refer to the rationale in section 8
9b	Disability		/	Refer to the rationale in section 8
9c	Gender		/	Refer to the rationale in section 8
9d	Age		/	Refer to the rationale in section 8
9e	Sexual Orientation		/	Refer to the rationale in section 8
9f	Religion or Belief		/	Refer to the rationale in section 8
9g	Transgender		/	Refer to the rationale in section 8
9h	Carers		/	Refer to the rationale in section 8

10	<p>What monitoring arrangements are you implementing or already have in place to ensure that this policy:</p> <ul style="list-style-type: none"> • promotes equality of opportunity who share the above protected characteristics • eliminates discrimination, harassment and bullying for people who share the above protected characteristics • promotes good relations between different equality groups, 	<p>Ongoing involvement with service users, carers and staff will give us the evidence on how this strategy is reaching out to all equality groups.</p> <p>The Action plan needs to factor in seldom heard groups such as BME, LGBT and people with learning disabilities etc, who may have not had the opportunity to have their say on this strategy. We will do this through the mosque project, LGBT dialogue group and the Talking Together group.</p> <p>Patient experience data from different equality groups and Service EIAs will also give us the information on how the strategy is performing around equality.</p>
11	<p>Have you developed an Action Plan arising from this assessment?</p> <p>Who will approve this assessment?</p>	<p>Ensure Seldom heard groups such as BME, LGBT, learning disabilities have they say on this strategy.</p> <p>Sign:</p>
12	<p>Once approved, please forward a copy of this assessment to the Equality & Inclusion Team: inclusion@swyt.nhs.uk</p>	