



Fairer Health for All

Rochdale Locality
Learning Session
20th January 2025



Rochdale Locality Learning Event (20th Jan 2025 at 10:30 – 12:00)



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No	Item	Lead	Timing	Minutes
1	Welcome to all, introduction of chair and speakers, introduction to session	Debs Thompson	10:30	5 minutes
2	Fairer Health for All introduction, what we are all working towards	Debs Thompson	10:35	10 minutes
3	Presentation Part 1 – Introduction Tool 1. Facilitating inclusive meetings Tool 2. Action Learning Sets	Helen Chicot	10:45	15 minutes
4	Breakout Room activity/discussion	Helen Chicot	11:00	20 minutes
5	Group Joint Feedback Discussion	Helen Chicot	11:20	15 minutes
6	Tool 3. Deep Democracy	Helen Chicot	11:35	5 minutes
7	Reflection time and evaluation- (<i>menti activity and evaluation form</i>)	Helen / Debs	11:40	15 minutes
8	Summary, closure of session and thank you to participants.	Debs Thompson	11:55	5 minutes

Fairer Health for All Learning Hub, Events and Academy



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Aims:

- Raise awareness of Fairer Health for All framework principles and call to action to embed prevention, equality and sustainability into everything we do.
- Connect leaders and champions to grow a movement for change.
- Share learning about *what works* to tackle health inequalities, *how* and *why* so we can scale-up of effective approaches.



Welcome to the
Fairer Health for
All Academy

Fairer Health for All Principles



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People power

We will work with people and communities, and listen to all voices – including people who often get left out.

We will ask 'what matters to you' and 'what has happened to you' as well as 'what is the matter with you'.

We will build trust and collaboration and recognise that not all people have had equal life opportunities.



Proportionate universalism

We will co-design universal services (care for all) but with a scale and intensity that is proportionate to levels of need (focused and tailored to individual and community needs and strengths).

We will **change how we spend resources** – so more resource is available to keep people healthy and for those with greatest need.



Fairer Health for All is everyone's business

We will think about **inclusion and equality** of outcome in everything we do and how we do it.

We will make sure how we work makes things better, and makes our environment better, for the future.

We will tackle structural racism and systemic prejudice and discrimination.



Representation

The mix of people who work in our **organisations will be similar to the people we provide services for.**

For example, the different races, religions, ages, gender, sexuality, disabled people and people with multiple severe disadvantages.

We will create the space for people to share their unique voice and be involved in decision making.



Health creating places

As anchor institutions we will build on the strengths of our communities and leverage collective power – to support communities and local economies.

We will focus on place and **work collaboratively** to tackle social, commercial, economic and environmental determinants of health.

Evaluation – Salford FHFA Learning Event (September 2024)



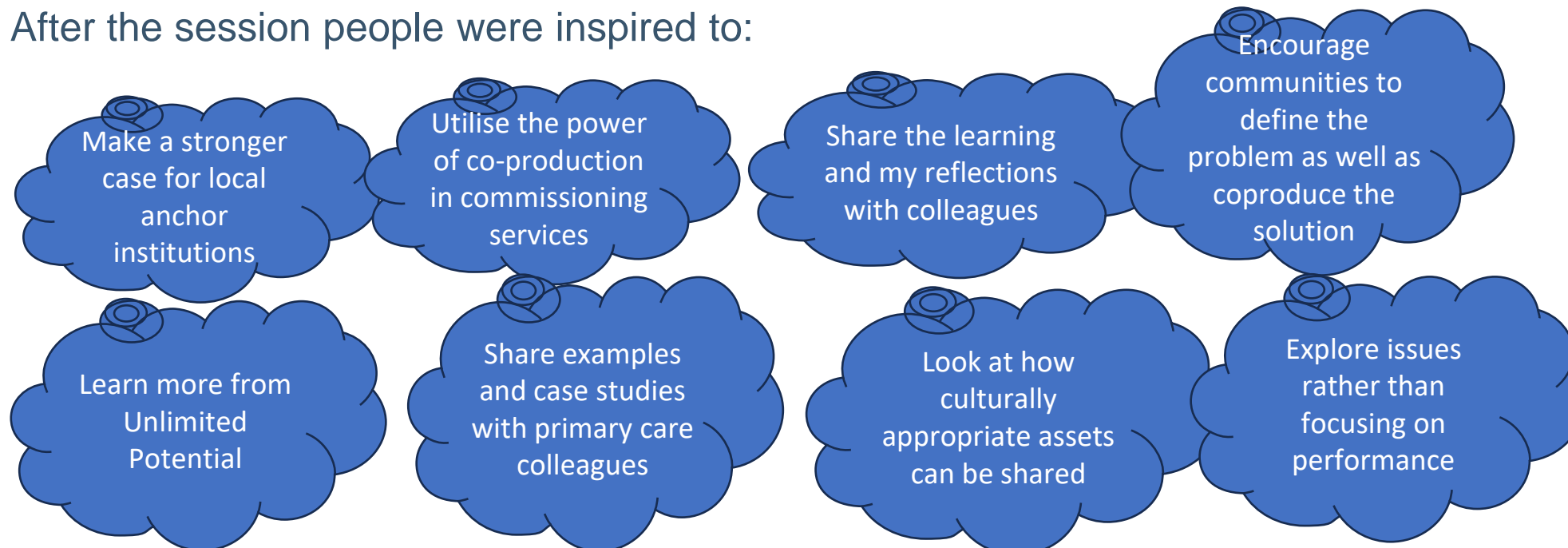
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Salford PH team shared their journey of working in partnership with communities (with communities in the 'driving seat') and with Unlimited Potential (as a social enterprise) to

- Improve uptake of childhood immunisations - showcasing a targeted Childhood Immunisations programme for Jewish and Polish Communities.
- Drive local economic development strategies.

After the session people were inspired to:



- 52 people attended from across GM
- 81% found event helpful to their role
- rated 8.67/ 10 - usefulness

Ideas for future event topics (suggested from Salford Locality Learning Event)



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- **Community-driven solutions** - Ask participants to develop creative solutions involving local communities and report back to the group
- **Experiences of creating system change** that resulted in better community relations - i.e. how to get buy-in from Local Authorities Role of the business sector
 - How we can incorporate changing culture, sharing power, the principles into the work we're doing.
 - Imbalance of power - how we address this as a system and empower change
- **Addressing economic inequalities** eg Work taking place to support re: financial support for families/cost of living
- **Universal proportionalism** - what does this look like in practice

To watch the Salford Locality Learning event please email nhsgm.fhfa@nhs.net for the 2-recording links.

Next FHFA Locality Learning Event:



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**Led by Manchester Locality
Monday 10th March 11-12.30**

Making Manchester Fairer Community Forum: The journey from recruitment to practice capturing learnings, outcomes so far, challenges and implications for community power.

Making Manchester Fairer is a flagship health inequalities programme and established in 2024, the Community Forum is made up of 16 residents and facilitated by Healthy Me Healthy Communities CiC.

Ask: please get in touch nhsgm.fhfa@nhs.net to show case your work in May, July & September

Other Future Events



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Date, time, title and booking link

Thursday 30th January - 12:30pm - 4pm **FHFA Fellowship Programme Cohort 1 Celebration Event**

Monday 3rd February 2025 10-1pm **FASD Roadshow Online**

Thursday 13th March 2025 **Resolve Poverty Conference**

See [News, Blogs and Events | FHFA Academy](#) for details of further events

Fairer Health for All in Rochdale Borough



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Fairer Health For All in Rochdale Borough. A Show and Tell



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Item	Minutes
The approach in Rochdale and how it fits with the emerging Co-Operative Communities model	5 mins
System enabled drivers (to make it happen)	
Community led drivers (to make it work)	
Participatory methods producing tools and knowledge. Three tools were chosen by locality leads to be shared in this session.	
Selected tool 1. Facilitating inclusive meetings	5 mins
<i>Selected tool 2. Action Learning Sets</i>	5 mins
(we will break out first and then finish with the final section)	<20 mins>
Selected tool 3. Deep Democracy	5 mins

Rochdale Approach to FHFA



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Co-operative Communities



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PEOPLE



SERVICES



PLACES

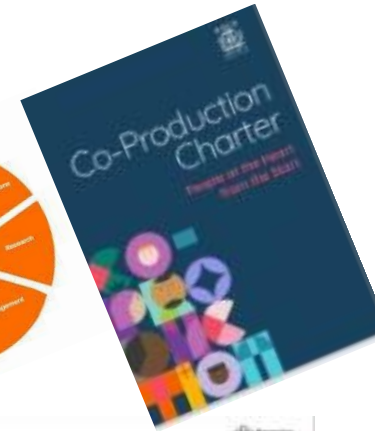
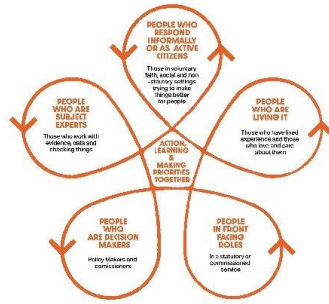
LCO Heywood,
Middleton
& Rochdale
Your local care organisation
Caring. Co-operative. Community.

System enabled drivers (to make it happen)



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Community led drivers (to make it work)



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Impact Framework

Understanding the impact of our work to introduce trauma-informed practice

ROCHDALE
MINDS & HEARTS



LIVE WELL

DOING THINGS DIFFERENTLY WITH
GREATER MANCHESTER'S COMMUNITIES



Participatory methods produce...



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Tools



Co-operative
relationships



Knowledge



Shifting power in meetings

An introduction



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Why do we need to shift power?



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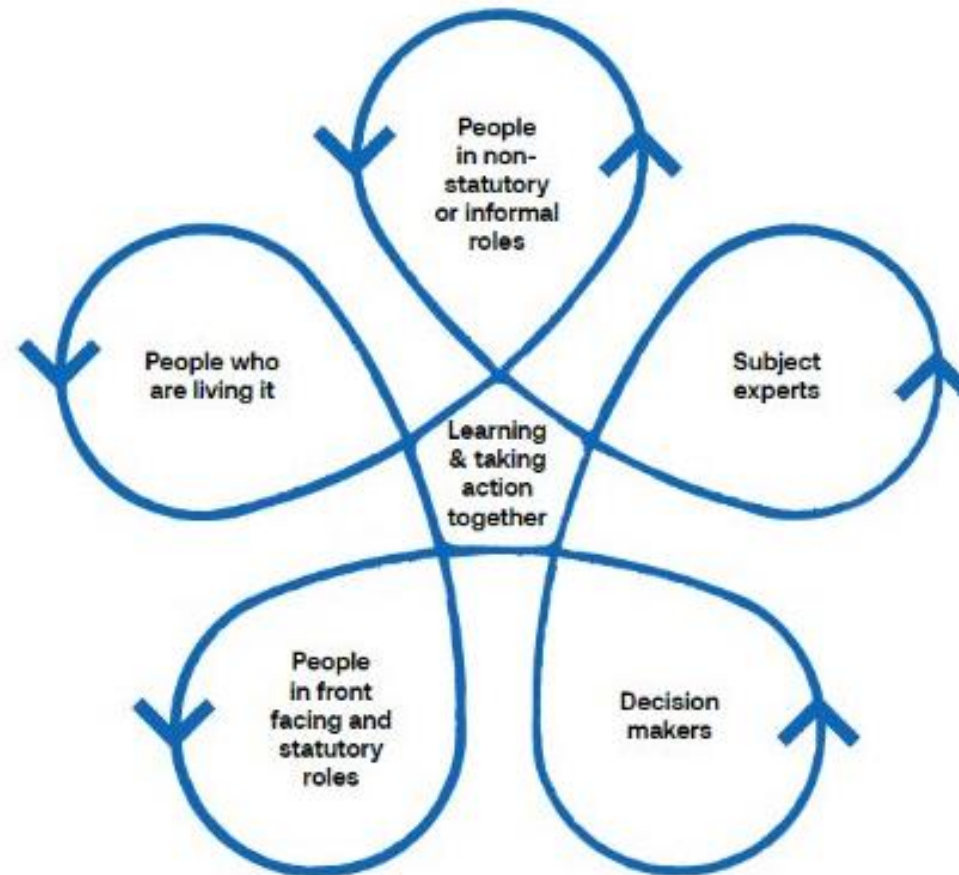
- Why do we need to shift power?
- E.g Marmot, Whitehead, Popay
- Our purpose is about equity, fairness and sustainability
- Our “system” is not fair or equal
- Many of the rituals we have, have been inherited from places where power is now understood to have been unhealthy
- Some of this power is thought to have led to structural inequities
- So, part of the work to improve equity and justice in health needs to be about shifting power
- This particular element is about shifting power in the “ways we come together”
- To create places of inclusion and belonging

Inclusion and belonging for who?



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Rochdale Borough's Frame for engagement.

A bit about Co-Operation



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- Rochdale is the birthplace of co-operation: a movement alive today which tells us a lot about our culture and identity as a place in the city region of Greater Manchester in the second quarter of the 21st century
- Co-operation is a behaviour and to “be co-operative” relies on applying principles in the practices and rituals of coming together.
- One of these is the principle of “self-responsibility” – this is a great principle for inclusion and action in meetings because it brings up our individual contribution and accountability for our own behaviour. It is full of a spirit of enthusiasm and gumption; of owning our flaws and prejudices and taking action to be better in our work.

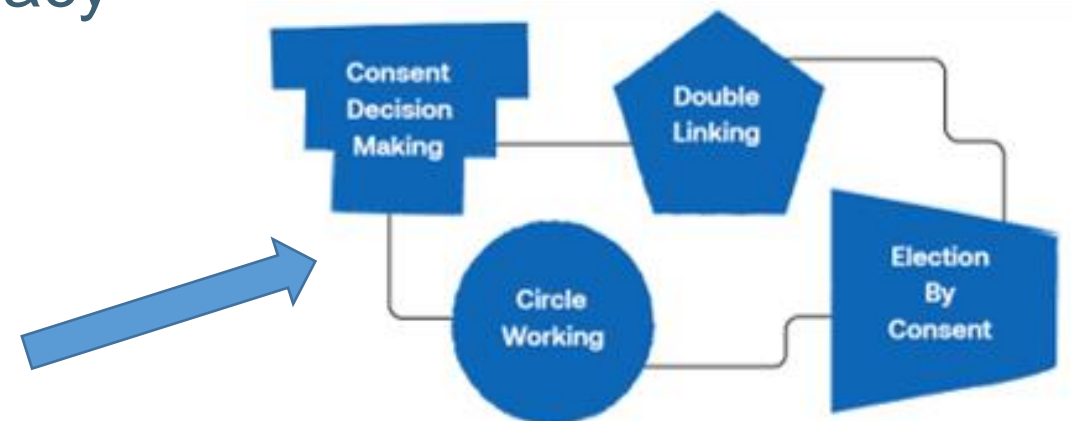
Tools for meetings based on sociocracy



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- Materials developed in Rochdale. Currently being tested as part of a Co-operative Councils Innovation Network Policy Lab.
- Based on research and development.
- We recommend a good place to start is with a session from [People Support Co-Op](#)
- There are several elements to Sociocracy
- This work is from just one element



Materials



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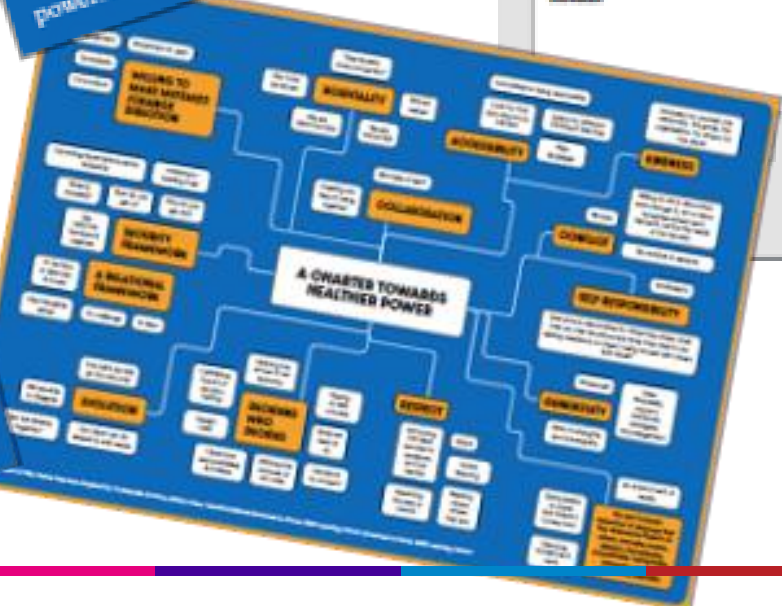
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Power shifting facilitators series

- 1 Sociocratic meeting guide
- 2 Preparing for a meeting using Sociocracy
- 3 Sociocratic meeting template

Facilitators Guide Series
1 OF 3
**POWER SHIFTING
PREPARING
FOR MEETINGS**

Facilitators Guide Series
2 OF 3
**POWER SHIFTING
MINI MEETINGS
GUIDE** (with secret
power-shifting charter?)



Facilitators Guide Series
SOCIOCRATIC MEETING AGENDA TEMPLATE

Name and contact

Opening Round - check in

Agenda

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Action Learning Sets

A tool to support powershifters



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What's included?



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- Why Action Learning Sets?
- Action Learning Set Format
- Action Learning Set roles
- Session plan
- Ideas for check ins
- Ideas for warmups

Why Action Learning Sets?



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One of the big priorities for powershifting is about creating psychologically safe environments.

People who want to move power will need:

- Encouragement and support from peers
- Opportunities to share ideas
- Safety to be frustrated and to figure things out
- Space for reflection
- Time to plan for things like accountability, problem solving, putting things right

Few of the spaces we have in public sector systems change allow for this, routinely and regularly.

Format for an Action Learning Set



Action Learning set basic format (25 mins)



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Time	Content
5 mins	Sharing the issue
3 mins	Clarifying questions round
7 mins	Open questions (with mid-way break to check focus)
3 mins	Insights and next steps – invites sharer to identify if they have any insights so far and what the actions might be
4 mins	Reflection round (not advice)
3 mins	Reflections from the sharer

Action Learning Set Roles



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Sharer	Facilitator	Participants
<ul style="list-style-type: none">•Brings a challenge or question to the group•Learn from others' experiences and engage with the topic in a new way	<ul style="list-style-type: none">•Keeps track of time and holds the session to the times (as strict as possible)•Ensures everyone has a chance to ask questions and to share their thoughts	<ul style="list-style-type: none">•Anyone who isn't sharing a challenge, takes on the role of a participant (the facilitator is also a participant) and asks questions•Shares experiences to help the presenter think through their challenge•Key rule: Participants don't suggest solutions; it's about asking questions and sharing experiences and perspectives



Session plan (1 hour 30 mins)



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1. Check in (10 mins)
2. Warm up (10 mins)
3. Action Learning Set 1 (25 mins)
4. Action Learning Set 2 (25 mins)
5. Check out (10 mins)
6. Next steps (10 mins)

Ideas for check in



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All you need is a good question (!)
Not a conversation, it's a "dump"
"popcorn" style – speak when you're ready

HOW ARE YOU ARRIVING?

This helps us to "dump" any context for ourselves... e.g might have had a bad weekend, a tricky meeting...

BUILDING CHECK IN

This can be a "bonding" question like "what is your current favourite fictional character and why?"

UNDERSTANDING CHECK IN

This could be a "sharing where we're at" type question like "which fictional character best represents how you're doing today and why?"

WHAT YOU NEED FROM THIS SESSION?

Might highlight potential sharers for the Action Learning Set section

ANY PRACTICAL ADDITIONS?

For example, "I need to leave at 12 sharp because I have another meeting to go to".

Ideas for warm ups



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DRAWING OUR SYSTEM

- A good opening warm up
- Helps us to understand our different perspectives
- Helps us to see how complex everything is
- Helps us to get a sense of what we share

JOURNALLING

- Ask people to “notice” something (for example, when power was used in a meeting)
- take a note of what has happened
- Note how they felt
- Note how others responded
- Share what has been journalled in a warmup

Ideas for check-outs (and why, though these things might feel weird and waste time, they create quality interactions)



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CHECK INS AND CHECK OUTS

- Help to create psychological safety
- Encourage people to bring more / all of themselves into meetings and collaborations
- Encourage us to tune into, and share, what's important to us and to bring that into our work
- Encourage accountability

CHECK INS HELP TO CREATE THE VIBE

- Get us “in the room” by dumping our context and things that are on our mind.
- Fast forward through some of the things that might hold us back by getting them out there with no judgement
- Gives us time to be human with each other – which then accelerates honesty and action with the main meeting material.

CHECK OUT IDEAS

- How are you leaving this meeting?
- What's something you'd like to share that hit home today?

Break Out Room Activity



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Break out Room Questions



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To address health inequality, it's important to understand the challenges that might prevent all the voices from taking part.

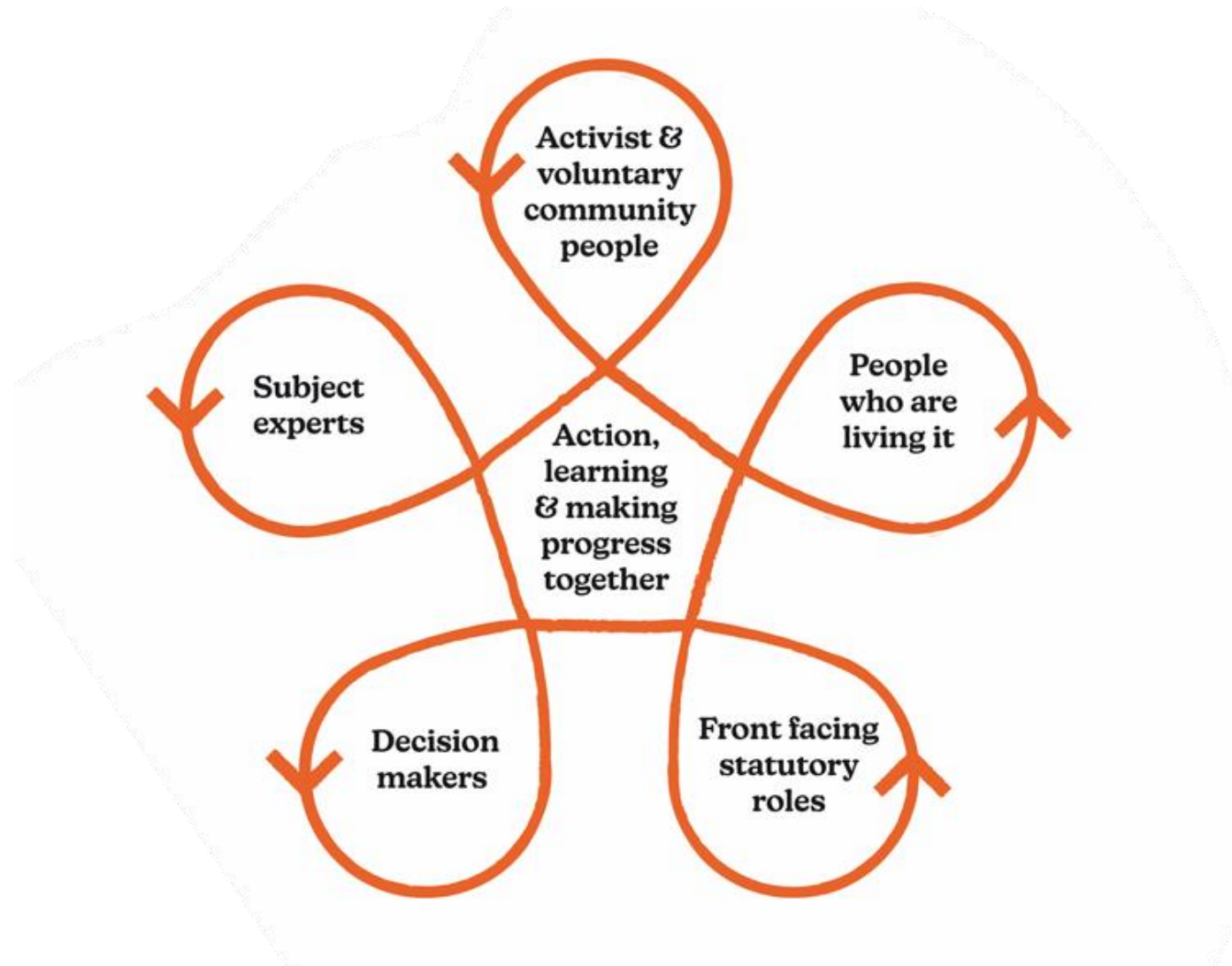
Each group will be asked to think about and empathise with the challenges different groups might experience, which will be a combination of practical, archetypical and deeply personal.

Diagram 2: Co-operative relationships for system change



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Empathy mapping the challenges

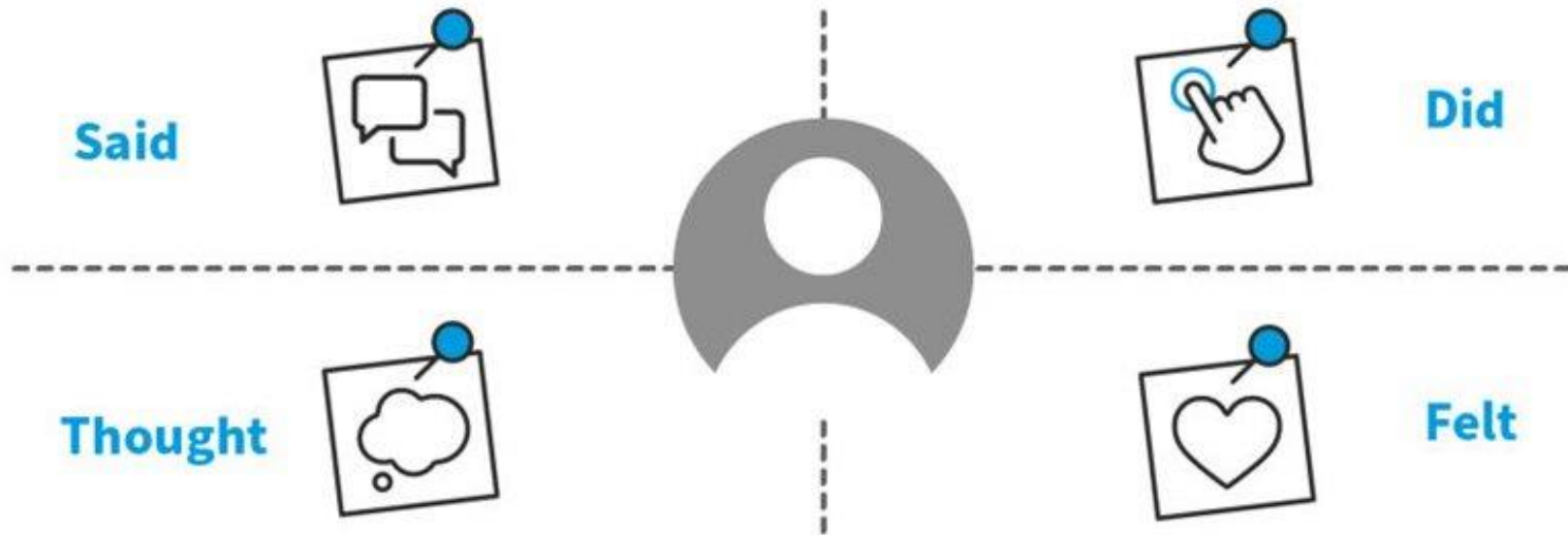


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Empathy Mapping



Hearing all the voices: Deep Democracy



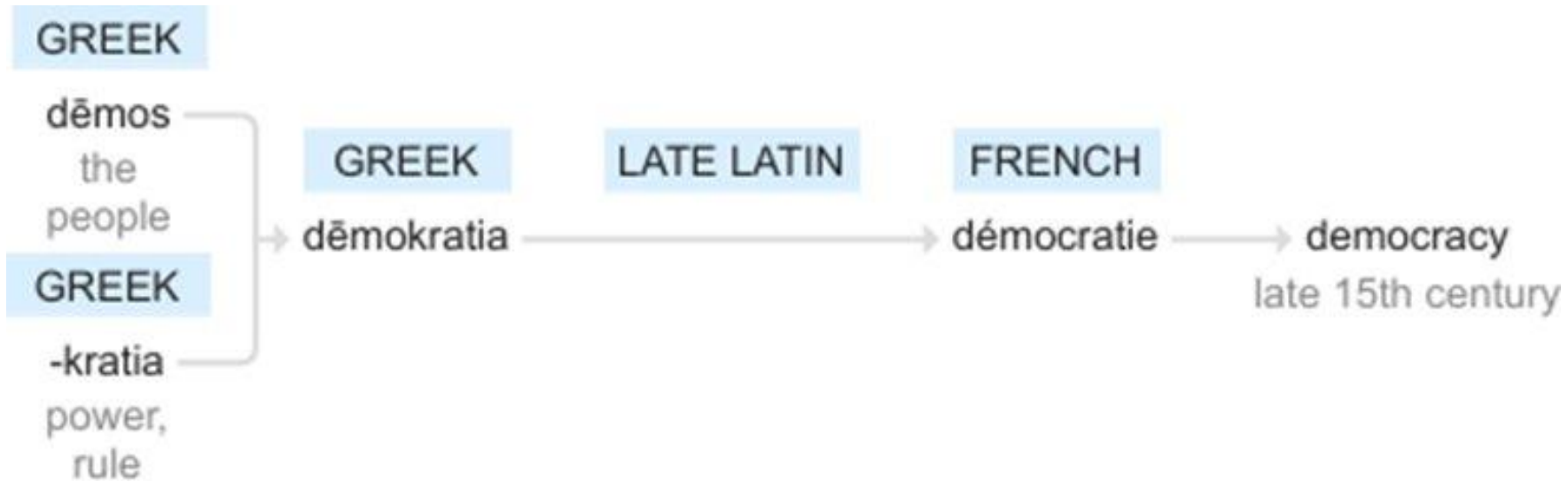
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What is democracy?



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What is deep democracy?



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- Focuses on the awareness of voices that are both central and marginal
- Practical method to start dialogue and discussion where we actively search for the minority voice (the wisdom of the minority)
- Alternative voices become part of decision making
- Decisions are widely supported and optimally make use of the potential of the group
- Enables real co-creation and co-production

Steps of deep democracy



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- Notice there's conflict
- Agree safety rules
- Hear it all
- Find the grains of truth in what's been heard and own it
- Make a decision together based on the grains of truth

Deep DEMoCracy

ROLE THEORY



Check-IN
↓
CONNECT



Check-OUT
↓
DE-ROLE



THE 4 STEPS

- 1 Gain all THE VIEWS
- LISTENING VICES
- SOFT SHOE SHUFFLE
- 2 MAKE IT safe To say THE ALTERNATIVE view
- 3 SPREAD THE ROLE
VOTE
- 4 ASK THE QUESTION:
WHAT WOULD IT TAKE FOR YOU TO COME ALONG?

CYCLING

EDGE BEHAVIOURS

CONSCIOUS

UNCONSCIOUS

LOWER THE WATERLINE

- 5 Go FiSHiNG
- CLIMATE REPORT
- ARGUMENT

- a Gain agreeMent
- B THROW all THE arrows
- C own THE Grains OF TRUTH
- D Take WiSDoM back To THE Issue

TERRORIST LINE

INCREASING TIME
INCREASING INEFFICIENCY
INCREASING ATTACHMENT TO ISSUE

COVERT JOKES SARCASTIC JOKES EXCUSES GOSSIP LOBBYING COMMUNICATING DISRUPTION GO-SUITS STRIKE LURE/INTRODUCTION OVERT



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Find out more



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- Watch Myrna Lewis summarise all this in a Ted Talk: [Mining the Gold of Conflict | Myrna Lewis | TEDxCapeTown](#)
- [How deep is 'deep democracy'? Grassroots globalization from Mumbai to Cape Town. - GOV.UK](#)
- [Deep Democracy: A Powerful Approach To Resolve Tension And Conflict – Context Professionals](#)
- **The Deep Democracy of Open Forums: Practical Steps to Conflict Prevention and Resolution for the Family, Workplace, and World** Arnold Mindell (2002)
- **Sitting in the Fire: Large Group Transformation Using Conflict and Diversity** Arnold Mindell 2014

Reflection and Evaluation

Menti.com code: 3845 4567



- 1) Anything you are going to do or change following the session today?
- 2) How and who will you share this information/learning with?



What have you learnt from the session?



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Please complete the evaluation form

<https://forms.office.com/e/MgQfnVEjhY>



Summary & Closure of Session

