

Healthy North Belfast

Call for Participation from North Belfast Residents

Deadline for Submission December 12th @ 12 noon

Guidance for Applicants

**About the Appreciative Inquiry**

In September 2018, Ashton Community Trust (Ashton) in partnership with Lighthouse, Ulster University, Belfast Health & Social Care Trust, Public Health Agency and Belfast Healthy Cities launched an Appreciative Inquiry into Health & Wellbeing in North Belfast.

We want to **improve health and wellbeing outcomes for people in North Belfast** and as part this vision we have established a Healthy North Belfast (HNB) Task Group to inform and drive this community-led process. Various Task and Finish Groups will assist the process and will be directed by the Task Group and Steering Group. The methodology underpinning the work is known as Appreciative Inquiry and involves approaching challenges we face in North Belfast in a different and positive way. Ashton Chairperson Richard O’Rawe is chairing the overall process.

We want to recruit **4** North Belfast residents to be a part of this work, 2 for the HNB Task Group and 2 to sit on the Steering group.

**The HNB Task Group**

The HNB Task Group aims to involve the community and stakeholders around key questions such as ‘What is your best memory or experience of North Belfast?’ Or ‘What do you want to see changed for the next generation?’.

Representatives on the Task Group include members from the Department of Justice, Belfast City Council, Public Health Agency, BH&SCT, PSNI, Victims & Survivors Service, Department of Health, NI Housing Executive, NICVA, Strategic Investment Board, and Ulster University. All five North Belfast MLAs are members of the Task Group.

HNB Task Group **aims:**

* Co-produce an imaginative and innovative whole system approach to change aimed at improving health and wellbeing outcomes for people of North Belfast
* Build on community strengths, assets & resources to change how health and wellbeing is experienced.
* Drive a culture change process at community and agency levels.
* Make recommendations and help implement decisions

**The Steering Group**

The Steering Group will convene before the wider HNB Task Group meetings to coordinate, monitor and report on the progress of Task & Finish Groups. The first task of the overall process is to conduct a map of current assets, systems and connections. Following this exercise, the Steering Group will make recommendations to the HNB Task Group on a series of defined work areas that will be undertaken by appointed Task & Finish Groups.

**Participation from Residents and What is Expected**

We are looking for **4 residents** who live and reside in North Belfast to join the HNB Task Group & Steering Group and take part in the process until October/November 2019.

Participation involves attending around 6-8 meetings over the next year and other engagements may arise. Membership means being able to give the time to prepare for and attend meetings; adhere to relevant social media policies**;** attend meetings and engage with others in a way that respects equality and values diversity.

We also see a large part of the AI process communicating with local people. This is a genuine co-production model and is operating in the spirit of ‘no decision about me, without me’. We have planned several months of engagements and as North Belfast resident voices on the Task or Steering Group we genuinely hope to encourage local people to sign up and join with us in completing this important work.

This is a great opportunity to share your knowledge and experience, learn new skills and help us to improve health and wellbeing services in your local community. We will provide you with a full induction and make sure you are prepared to undertake the role.

Being a Task Group/Steering Group member is a voluntary role but you will not be out of pocket for helping us. We will cover reasonable travel and childcare expenses associated with the role.

**Interested in Joining the Task Group or Steering Group?**

Interested in joining the Task Group or Steering Group? Please fill out the form below and return to Ashton’s Irene Sherry by email [irene@ashtoncentre.com](mailto:irene@ashtoncentre.com) or by post to Irene Sherry, McSweeney Centre, 25-31 Henry Place, Belfast BT15 2AY.

**What Happens Next?**

We will contact you after 17th December and will invite you (if shortlisted) to meet for a short discussion about the role, what it entails and find out more about why you would like to be part of this work.

**task group/Steering Group application participation from residents**

**Personal Details**

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| Name: |  |
| Address: |  |
| Postcode: |  |
| Daytime telephone: |  |
| Mobile phone: |  |
| Email: |  |

**About You**

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| 1. Tell us why you want to be involved with the Appreciative Inquiry (AI) into Health and Wellbeing in North Belfast? |
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| 1. What skills and experiences could you bring to the Task Group/Steering Group and how would these be useful to the overall aims of the AI? |
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| 1. Please give an example of a time when you communicated a sensitive topic or a difficult issue to a wider audience? |
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| 1. Tell us of a time when you worked with others to resolve a difficult situation. |
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| 1. Provide an example of how might you manage differences of opinion in an open forum. |
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| *Any other relevant information we should know about you:* |
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Terms of Reference for an Appreciative Inquiry into Health and Wellbeing in North Belfast

## Introduction

On September 4 2018, Ashton Community Trust (Ashton) in partnership with Lighthouse, Ulster University, Belfast Health & Social Care Trust, Public Health Agency and Belfast Healthy Cities launched an Appreciative Inquiry into Health & Wellbeing in North Belfast. This is a whole systems approach (See Appendix 1 for Glossary of Terms) aimed at improving health and wellbeing outcomes for people in North Belfast. It will involve the community, politicians, third sector organisations and the public sector working in partnership to co-design & co-produce a transformational plan to create a healthy North Belfast.

The Appreciative Inquiry process will involve an ‘Asset Based Approach’ and will be led by a Healthy North Belfast (HNB) Task Group established on 8th October 2018.

## HNB Task Group Terms of Reference:

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| **Purpose** | The purpose of the HNB Task Group is to:   * Co-produce an imaginative and innovative whole system approach to change aimed at improving health and wellbeing outcomes for people of North Belfast * Engage and involve the North Belfast community in a process of positive inquiry that builds on community strengths, assets & resources to change how health and wellbeing is experienced. * Involve the community and stakeholders around two key questions: What Works Well and What Can Be Done to Make it Better? * Use the Appreciative Inquiry to drive a culture change process at community and agency levels. * Collectively make recommendations and help implement decisions emerging as a result of the Appreciative Inquiry process. |
| **Guiding Principles** | The guiding principles for everyone involved are:   * Commitment to the Appreciative Inquiry’s ‘positive core’ (Health & Wellbeing) and a 4D planning model:  1. Discovery (The best of what is) 2. Dream (What might be) 3. Design (How can it be) 4. Delivery (What will be)  * Ensuring participation from all groups across the community. * Respecting and valuing all perspectives. * Openness to creating opportunities for participation (particularly in regard to important decisions). * Actively ensuring open communication. * Maximising potential of existing partnerships and activities in the community |
| **HNB Task Group Approach** | Using the Appreciative Inquiry 4D methodology as a guide, the HNB Task Group will seek to:   * Discover what is at the positive core of health and wellbeing in North Belfast * Identify what makes North Belfast a great place to work, live, and visit. * Engage the community, and stakeholders in a process of discovery, envisioning, re-design and delivery. * Co-create an aspirational vision that outlines new possibilities for improved health and wellbeing for North Belfast. * Design action steps to help achieve our collective aspiration. * Deliver on any agreed action plan. |
| **HNB Task Group Membership** | Members are interested in working collaboratively to enhance the health and wellbeing experience of everyone in North Belfast. Membership will be drawn from:     * Community-based organisations * Politicians * Public sector departments and agencies * Decision makers/senior staff members. |
| **Management and Administrative Support** | Management and administrative support will be provided through Ashton, acting as a lead organisation, and under the direction of the HNB Steering Group. |
| **HNBT Meetings** | A three-hour workshop-style meeting shall be held on the following dates:  Friday 09 November 2018 at 9:30am  Friday 25 January 2019 at 9:30am  Friday 12 April 2019 at 9:30am  Friday 14 June 2019 at 9:30am  Friday 27 September 2019 at 9:30am. |
| **Appreciative Inquiry Timetable**  **HNBT Steering Group** | Stage 1 (Discovery 1) October - December 2018  Stage 1 (Discovery 2) January - March 2019  Stage 2 (Dream) April - June 2019  Stage 3 (Design & Coproduce) July - September 2019  Stage 4 (Destiny & Do) Completion end October 2019 Report & Implementation Plan  An appointed Steering Group will convene before the wider Task Group meetings to coordinate, monitor and report on the progress of Task & Finish Groups. The first task will be to conduct a map of current assets, systems and connections. Following this exercise, the Steering Group will make recommendations to the HNB Task Group on a series of defined work areas that will be undertaken by appointed Task & Finish Groups. |
| **Task Group and Steering Group Communication** | Communication and reporting will be through:   * Meeting notices, agenda, and minutes * Updates and announcements via website, blog and social media * Other promotional news releases, articles, presentations, or posters * Final report with implementation steps. |
| **Resources** | Each member of the Task Group will make every attempt to contribute resources to the work of the Appreciative Inquiry. |
| **Reviewing the Terms of Reference** | These Terms of Reference will be reviewed mid-year by the Task Group. |
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**Appendix 1 Glossary of Terms**

**Appreciative Inquiry:** Appreciative Inquiry is a way of looking at organisational change that focuses on doing more of what is already working. It is based on the principle that a group or organisation will grow in the direction of whatever its people focus their attention on. Skills and behaviours developed through AI translate to the outcomes focused conversations with individuals that best support them to be active participants in their care and support, exercising choice and control about what matters to them. (Text adapted from NHS Scotland Appreciative Inquiry Resource Pack 2016

<http://learningzone.workforcesolutions.sssc.uk.com/course/view.php?id=67>

**Alternative Appreciative Inquiry definition:** Appreciative Inquiry is a model for analysis, decision-making and the creation of strategic change within and across organisations. It was developed at Case Western Reserve University's department of organizational behavior, starting with a 1987 article by David Cooperrider and Suresh Srivastva. They felt that the overuse of "problem solving" as a model often held back analysis and understanding, focusing on problems and limiting discussion of new organisational models (NHS Scotland Leadership & Management)

<http://www.central.knowledge.scot.nhs.uk/Leadership/assets/4_lm_lateral-leadership.pdf>

**Whole Systems Approach -** Working within a whole system creates a new set of priorities, away from target driven goals, and those focused on individual, short term interventions and towards a more holistic approach which engages all the people in the system in designing and implementing sustainable change. It involves: improving ways of working in the public, voluntary and community sectors and exploring how organisations can be created and sustained such that they meet the needs of communities and society at large. (Leading Change: A Guide to Whole Systems Working, Attwood et al 2013)

<https://www.nice.org.uk/guidance/ph42/evidence/review-1-identifying-the-key-elements-and-interactions-of-a-whole-system-approach-to-obesity-prevention-69056029>