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- ETHNIC INEQUALITIES
- SEVERE MENTAL ILLNESS
- MULTIPLE DISADVANTAGE

WORKING PAPER

The importance of cultural adaptation
of psychological interventions:
Learning from UK experiences of IAPT
and CBT services

DECEMBER 2020

Citation:

The importance of cultural adaptation of psychological interventions: Learning from UK experiences of IAPT and CBT services

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The Synergi Collaborative Centre is a national initiative focused on eradicating ethnic inequalities in severe mental illness through championing systems change, new science, creative inclusion, collaborative leadership and co-production/co-creation, while forging solutions with those experiencing mental distress, carers, commissioners, policymakers and politicians. Launched in 2017, the centre is funded by [Lankelly Chase](#).

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INTRODUCTION

Literature tells us that cultural competence and cultural adaptations in systems of care are essential to reduce ethnic disparities in the uptake of available services and outcomes, thereby reducing the cost to multicultural societies (Kirmayer, 2012). A number of evidence-based psychological interventions are available. However, studies in mental health have concluded that minority cultural groups have poor health outcomes compared with the majority White British population (Bhugra, 1997).

Several system-related and individual factors explain the inequity in access and engagement with psychological therapy services. System issues consist of misdiagnosis by clinicians, lack of understanding of cultural needs and lower referral rates (Beck, 2005), lack of culturally adapted interventions, and lack of ethnically diverse staff, leading to a mistrust of services.

Institutional racism in systems of care and stigma have also been implicated in lack of adequate engagement and poor outcomes of psychological interventions in minority cultures (Nazroo et al., 2020; Synergi, 2018). An individual's socio-cultural and religious background shapes their attributions to illness and health beliefs, as well as offering alternate pathways into care. Also, religious beliefs and stigma may also deter help-seeking (Rathod et al., 2017).



EFFECTIVENESS

Evidence-based psychological treatments, including Cognitive Behaviour Therapy (CBT) and Dialectical Behaviour Therapy as recommended by the National Institute for Health and Care Excellence (NICE), have originated in the Western world and are based on Western philosophies. In recent years, there has been an emerging interest in ancient Eastern therapies like yoga and mindfulness, but better evidence on effectiveness is needed. Few evaluations of the effectiveness of psychotherapy have included adequate numbers of ethnic minority groups (Alvidrez et al., 1996), and even fewer studies report on adaptations of proven interventions for use by culturally distinct populations. Even when language is not an issue, clinical trials on psychotherapy interventions generally enrol few minority clients, and analysis of trial results is usually not done separately based on the ethnic group (Carroll et al., 2009).

There are, therefore, few studies on the effectiveness of evidence-based interventions in minority groups. The feasibility of current parameters for judging good research designs for outcomes in ethnic minority groups remain unknown. Additionally, there are no paradigms for developing measures or interpreting existing outcomes to incorporate ethnicity and racialised experiences (Helms, 2015). Despite this, the findings of effectiveness of psychological interventions are assumed to apply to diverse cultural groups.

Under-representation of all minorities in research samples is a significant concern that prompted the National Institutes of Health (NIH) to issue a policy in 1994 mandating that ethnic minorities be included in all NIH-funded research. This policy was updated in 2001 (NIH, 2001). The National Institute of Health Research (UK) is also working on guidance to ensure that representation and the needs of diverse populations are addressed through research studies.

CULTURAL ADAPTATION OF PSYCHO-SOCIAL INTERVENTIONS

Cultural adaptation of interventions can be defined as *'the systematic modification of an evidence-based treatment (EBT) or intervention (EBI) protocol to consider language, culture, and the context in such a way that it is compatible with the individual's cultural patterns, meanings, and values'* (Bernal et al., 2009).

Falicov (2009) described cultural adaptations to evidence-based interventions (EBIs) as "procedures that maintain fidelity to the core elements of EBI while also adding certain cultural content to the intervention or its methods of engagement". We suggest that the success of such an adaptation should emulate, at least, the effectiveness of the original intervention (Rathod et al., 2015).

A review and meta-analyses of culturally adapted interventions concluded that although most studies reported a moderate to large effect for culturally adapted interventions, numerous methodological issues existed that future research must address (Rathod et al., 2017). Additionally, the overall approach in the studies of cultural adaptation didn't appear to address the diversity in non-Western cultures.

While a number of adaptation frameworks for psychological treatments are available, only a few have used an evidence-based approach and have been validated through randomised controlled trials (RCTs). Rathod and colleagues have developed an adaptation framework using a staged approach that can be applied to psychological interventions in different cultural groups. The adapted intervention has been evaluated through RCTs (Rathod et al., 2013; Naeem et al., 2010; Naeem et al., 2015).

Staged process of developing adaptation framework

(Adapted from Naeem et al., 2016)

Stage 1: Review of previous literature and discussions with field experts, followed by information gathering using qualitative methods from patients, carers, laypersons, therapists, mental health practitioners and service managers concerning their experiences and views

Stage 2: Producing guidance on adapting the therapy manual based on the information

Stage 3: Translation and adaptation of therapy material/manual

Stage 4: Field testing the adapted therapy manual through an RCT and further refinement of guidelines

FOCI OF ADAPTATION

Adaptation in this work (Rathod et al., 2019) has focused on three fundamental areas of delivery, which are referred to as the 'Triple-A' principle:

- I. Awareness of relevant cultural issues and preparation for therapy. This can be further subdivided into (a) culture and culture-related issues including religion and spirituality, family and community, and language and communication; (b) system and environmental aspects including individual capacity and circumstances, systems of support, services, and help-seeking pathways into care; and (c) cognitive biases and unhelpful beliefs that are directly related to the problem and its treatment.
- II. Assessment and engagement.
- III. Adjustments in therapy.

FRAMEWORK FOR ADAPTATION

Rathod and colleagues (2015) developed a framework that encompasses the Triple-A principles for cultural adaptation of CBT focusing on the following aspects:

- (I) Philosophical orientation;
- (II) Practical considerations of societal and health system-related factors;
- (III) Technical adjustments of methods and skills; and
- (IV) Theoretical adaptations of concepts.

This methodology and framework have been used to adapt CBT in Morocco (Fatema-Zahra El Rhermoul et al., 2018), the Middle East (Algahtani et al., 2019) and China (Li et al., 2017). The key principle is that every individual has a unique culture that is influenced by their broader culture, sub-culture and further developed through unique life experiences. There must be flexibility in applying the culturally adapted therapy, and clinicians should be aware of their own biases, and propensity to stereotype when working with people from minority groups.

THE IMPROVING ACCESS TO PSYCHOLOGICAL THERAPIES PROGRAMME

The NICE guidelines recommend a stepped care model of evidence-based interventions for individuals with common mental health problems (NICE, 2011). These recommendations were implemented throughout England in 2008 as the *Improving Access to Psychological Therapies* (IAPT) programme to improve the quality and accessibility of mental health services for mild to moderate mental health conditions. It focuses on therapies like CBT, counselling and self help support for working-age individuals experiencing common mental health problems such as anxiety, depression and post-traumatic stress disorder.

The initiative is the largest publicly funded service in the world for implementing evidence-based interventions for psychological care, with over 200 IAPT programmes delivered across England. The programme involves a 5-step approach to match intervention intensity to an individual's needs through effective treatments (Clarke et al., 2011). This allows the programme to be tailored to each individual, thereby improving access to the service.

Since 2012, when national statistics was first introduced, there have been approximately 7.5 million referrals to the IAPT services, of which approximately 4.9 million received psychological care (Wakefield et al., 2020).

Within the mental health system, BAME (Black, Asian and minority ethnic) individuals experience inequality and discrimination. Evidence suggests GPs are less likely to make referrals for BAME individuals due to cultural differences in manifestation of mental health symptoms, cultural stereotypes or beliefs against talking therapies as a treatment option (Khan et al., 2019). To overcome this issue, IAPT services have allowed self-referrals onto the programme.

While the ability to refer oneself is an improvement, the discrimination in the referral system for individuals from BAME communities to access appropriate mental health services still exists and further exacerbates the issue of this population being under-represented and underserved. Therefore, there is an imperative to understand the shortcomings to shape IAPT services for improved outcomes and to reduce ethnic disparities.

Data collected in 2018/19 shows that around 86% of those with a known ethnicity identified as White and were more likely (41%) to complete a course of treatment after referral than those of other ethnicities (34%-46%). Similar results have been reported for recovery (Baker, 2020).

The 2019 and 2020 data show increases in referrals for some ethnic minority clients, while the data reported between 2014-2020 (as extracted from NHS Digital, 2020; see tables and graphs for England, London, Leeds, Birmingham and Solihull, and Manchester in Appendix) shows that nationally the Black Caribbean and Other Ethnic groups had a consistently higher referral rate than the White British/Irish comparison groups.

However, NHS data is not available by ethnicity to adjust for need (for example, a higher diagnosed incidence of severe mental illness in the Black Caribbean group, Halvorsrud et al., 2019), or other potential factors such as demographic variables (e.g. different age profiles of different ethnic groups with younger adults more likely to be referred).

The data also reported regional differences, with higher referral rates for the Black Caribbean group in London and Leeds, reflecting the national pattern. But this is reversed (with higher referral rates in general for the White British/Irish groups compared to all other groups) in Manchester and Birmingham, although there is a sudden increase in observed referrals in Birmingham and Solihull for 2019-2020 in the 'Other Ethnic' group (NHS Digital, 2020). The regional variations may depend on the types of local services arrangements, access to skilled therapists, the extent to which BAME individuals with complex presentations are engaged, for example, where there are complex trauma symptoms, personality disorders, alongside anxiety and depression.

While the rates of referrals have improved, engagement with therapy remains a concern. As compared to other ethnicities, those identifying as White were both more likely to complete a course of treatment after referral, and more likely to move to recovery and see an improvement in their conditions (of individuals finishing a course) (Baker, 2020). The outcome data for the ethnic groups is awaited.

GOOD PRACTICE

In 2019, the BAME Service User Positive Practice Guide was created to set out objectives and provide a framework for IAPT services to increase accessibility and better outcomes for BAME patients. Commissioners and service managers need to have a comprehensive understanding of the demographics of the communities and how best to adapt the therapies to improve outcomes for BAME service users. This is fundamental to engage with these particular communities to increase awareness of IAPT services.

However, there are few programmes that deliver IAPT programmes that have been culturally adapted to specific communities. An example of a programme that has been culturally adapted is the Birmingham Healthy Minds IAPT service. The Step-2 IAPT programme highlighted the increased effectiveness and acceptability in South Asian Women when the programme was adapted and delivered in several languages by facilitators who had undergone training to understand their ethnicity, culture and spiritual beliefs (NICE, 2017).

For programmes to be effective in providing IAPT services for BAME patients, action must be taken to ensure better access is provided according to local need, engage with BAME communities to ensure these services are culturally appropriate and delivered by culturally-trained facilitators. Although much more needs to be done, a potential step towards more inclusive practices was the [open letter released on 26th September 2020 by an IAPT collective to the national IAPT team](#) outlining recommended antiracist practices and signed by representatives across England.

CONCLUDING COMMENTS

The journey of acknowledging the need for culturally relevant and effective psychotherapy has begun, but we are a long way from delivering the personalised care that people seek and might benefit from. Efforts to improve this gap continue to remain piecemeal.

In part, the task of undertaking adaptation may alter the core elements of the intervention, and so minimal adaptations are often preferred, yet these may be insufficient and ineffective if not unengaging, or not attuned to the philosophical orientation and cultural expectations of people in psychological distress. Furthermore, the absence of BAME populations from trials, or at least their under-representation, calls into question the effectiveness, context and cultural

invariant approach adopted; yet a response needs to replicate trials in BAME populations, either as a sub-group represented as they would be in the population, or as a targeted and adapted intervention that resolves a number of barriers.

Culturally adapted interventions are effective but there is need to use evidence-based frameworks for adaptation and further research in this area. It will be important to collect data and continue to investigate outcomes for 'mainstream' programmes such as IAPT for ethnic groups while considering the interplay with other demographic and regional variations producing better or poorer outcomes.

This paper has attended to CBT, especially within the UK context of IAPT services that are designed to improve access for those in need. Of course, there are many other varieties of psychotherapy and psychological assessment and intervention: psychoanalytic, transference-focused therapies, brief dynamic therapy, family therapy, group therapy, psychosexual and relationship-related therapies, cognitive analytic therapy, dialectic behaviour therapy, and many more types of counselling and supportive work. Each of these has distinct models of mind and intervention that need adaptation and evaluation.

We hope this briefing paper will stimulate further discussion and promote evidence and policies that address ethnic disparities in psychological therapies (Bhugra and Bhui, 1998). The COVID-19 pandemic further reinforces the importance of cultural adaptation of interventions and services, given that ethnic minorities are most affected.

CBT and IAPT are at the heart of rehabilitation services designed for those with Long-COVID, which applies to the 10% of people whose symptoms from COVID persist and extend beyond three months.

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APPENDIX: IAPT referrals by ethnicity (tables and graphs)

| E N G L A N D | | | |
|--------------------------------------|---------------------|------------------------------|------------------|
| Year range: 2019-2020 | | | |
| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
| White: British+Irish | 1,169,853 | 43,152,593 | 2,711 |
| White: Other White | 74,341 | 3,692,661 | 2,013 |
| Mixed/Multiple Ethnic Groups | 43,165 | 1,591,301 | 2,713 |
| Asian/Asian British: Indian | 30,441 | 1,862,767 | 1,634 |
| Asian/Asian British: Pakistani | 26,824 | 1,502,079 | 1,786 |
| Asian/Asian British: Bangladeshi | 10,468 | 554,295 | 1,889 |
| Asian/Asian British: Chinese | 4,611 | 633,313 | 728 |
| Asian/Asian British: Other Asian | 18,364 | 1,116,122 | 1,645 |
| Black/Black British: Black African | 22,726 | 1,318,813 | 1,723 |
| Black/Black British: Black Caribbean | 22,653 | 586,563 | 3,862 |
| Black/Black British: Other Black | 7,431 | 316,616 | 2,347 |
| Other Ethnic Group | 24,363 | 717,077 | 3,398 |

ENGLAND

Year range: 2018-2019

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 1,133,397 | 43,070,863 | 2,631 |
| White: Other White | 65,430 | 3,146,818 | 2,079 |
| Mixed/Multiple Ethnic Groups | 38,296 | 1,408,442 | 2,719 |
| Asian/Asian British: Indian | 28,044 | 1,658,180 | 1,691 |
| Asian/Asian British: Pakistani | 23,567 | 1,326,352 | 1,777 |
| Asian/Asian British: Bangladeshi | 9,613 | 501,641 | 1,916 |
| Asian/Asian British: Chinese | 3,771 | 519,528 | 726 |
| Asian/Asian British: Other Asian | 16,473 | 987,183 | 1,669 |
| Black/Black British: Black African | 19,474 | 1,167,989 | 1,667 |
| Black/Black British: Black Caribbean | 20,747 | 590,569 | 3,513 |
| Black/Black British: Other Black | 7,033 | 299,496 | 2,348 |
| Other Ethnic Group | 20,43 | 643,911 | 3,174 |

Year range: 2017-2018

| | | | |
|--------------------------------------|-----------|------------|-------|
| White: British+Irish | 1,018,002 | 43,070,863 | 2,364 |
| White: Other White | 54,351 | 3,146,818 | 1,727 |
| Mixed/Multiple Ethnic Groups | 32,022 | 1,408,442 | 2,274 |
| Asian/Asian British: Indian | 24,253 | 1,658,180 | 1,463 |
| Asian/Asian British: Pakistani | 19,993 | 1,326,352 | 1,507 |
| Asian/Asian British: Bangladeshi | 7,429 | 501,641 | 1,481 |
| Asian/Asian British: Chinese | 3,022 | 519,528 | 582 |
| Asian/Asian British: Other Asian | 14,778 | 987,183 | 1,497 |
| Black/Black British: Black African | 15,386 | 1,167,989 | 1,317 |
| Black/Black British: Black Caribbean | 17,842 | 590,569 | 3,021 |
| Black/Black British: Other Black | 6,210 | 299,496 | 2,073 |
| Other Ethnic Group | 17,491 | 643,911 | 2,716 |

Year range: 2016-2017

| | | | |
|--------------------------------------|---------|------------|-------|
| White: British+Irish | 966,629 | 43,070,863 | 2,244 |
| White: Other White | 49,894 | 3,146,818 | 1,586 |
| Mixed/Multiple Ethnic Groups | 29,150 | 1,408,442 | 2,070 |
| Asian/Asian British: Indian | 22,518 | 1,658,180 | 1,358 |
| Asian/Asian British: Pakistani | 18,127 | 1,326,352 | 1,367 |
| Asian/Asian British: Bangladeshi | 6,428 | 501,641 | 1,281 |
| Asian/Asian British: Chinese | 2,680 | 519,528 | 516 |
| Asian/Asian British: Other Asian | 13,505 | 987,183 | 1,368 |
| Black/Black British: Black African | 13,130 | 1,167,989 | 1,124 |
| Black/Black British: Black Caribbean | 16,959 | 590,569 | 2,872 |
| Black/Black British: Other Black | 5,927 | 299,496 | 1,979 |
| Other Ethnic Group | 16,096 | 643,911 | 2,500 |

ENGLAND

Year range: 2015-2016

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 929,914 | 43,070,863 | 2,159 |
| White: Other White | 47,631 | 3,146,818 | 1,514 |
| Mixed/Multiple Ethnic Groups | 26,430 | 1,408,442 | 1,877 |
| Asian/Asian British: Indian | 22,213 | 1,658,180 | 1,340 |
| Asian/Asian British: Pakistani | 17,030 | 1,326,352 | 1,284 |
| Asian/Asian British: Bangladeshi | 5,559 | 501,641 | 1,108 |
| Asian/Asian British: Chinese | 2,406 | 519,528 | 463 |
| Asian/Asian British: Other Asian | 11,848 | 987,183 | 1,200 |
| Black/Black British: Black African | 11,735 | 1,167,989 | 1,005 |
| Black/Black British: Black Caribbean | 9,966 | 590,569 | 1,688 |
| Black/Black British: Other Black | 5,533 | 299,496 | 1,847 |
| Other Ethnic Group | 15,465 | 643,911 | 2,402 |

Year range: 2014-2015

| | | | |
|--------------------------------------|---------|------------|-------|
| White: British+Irish | 819,428 | 43,043,106 | 1,904 |
| White: Other White | 41,929 | 2,997,791 | 1,399 |
| Mixed/Multiple Ethnic Groups | 21,963 | 1,363,816 | 1,610 |
| Asian/Asian British: Indian | 17,838 | 1,604,500 | 1,112 |
| Asian/Asian British: Pakistani | 14,015 | 1,282,580 | 1,093 |
| Asian/Asian British: Bangladeshi | 4,758 | 488,574 | 974 |
| Asian/Asian British: Chinese | 2,058 | 489,560 | 420 |
| Asian/Asian British: Other Asian | 9,832 | 952,730 | 1,032 |
| Black/Black British: Black African | 9,192 | 1,129,264 | 814 |
| Black/Black British: Black Caribbean | 14,149 | 591,076 | 2,394 |
| Black/Black British: Other Black | 4,868 | 295,120 | 1,649 |
| Other Ethnic Group | 12,406 | 624,123 | 1,988 |

L O N D O N

Year range: 2019-2020

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 108,985 | 3,814,144 | 2,857 |
| White: Other White | 34,110 | 1,543,287 | 2,210 |
| Mixed/Multiple Ethnic Groups | 16,015 | 533,152 | 3,004 |
| Asian/Asian British: Indian | 12,500 | 728,333 | 1,716 |
| Asian/Asian British: Pakistani | 6,065 | 317,018 | 1,913 |
| Asian/Asian British: Bangladeshi | 6,240 | 271,840 | 2,295 |
| Asian/Asian British: Chinese | 2,055 | 212,243 | 968 |
| Asian/Asian British: Other Asian | 9,485 | 528,610 | 1,794 |
| Black/Black British: Black African | 13,480 | 736,454 | 1,830 |
| Black/Black British: Black Caribbean | 14,180 | 327,360 | 4,332 |
| Black/Black British: Other Black | 3,985 | 181,719 | 2,193 |
| Other Ethnic Group | 10,970 | 358,713 | 3,058 |

Year range: 2018-2019

| | | | |
|--------------------------------------|---------|-----------|-------|
| White: British+Irish | 106,530 | 3,838,195 | 2,776 |
| White: Other White | 30,340 | 1,327,542 | 2,285 |
| Mixed/Multiple Ethnic Groups | 14,265 | 474,332 | 3,007 |
| Asian/Asian British: Indian | 11,255 | 648,867 | 1,735 |
| Asian/Asian British: Pakistani | 5,390 | 276,322 | 1,951 |
| Asian/Asian British: Bangladeshi | 5,800 | 250,033 | 2,320 |
| Asian/Asian British: Chinese | 1,675 | 169,210 | 990 |
| Asian/Asian British: Other Asian | 8,480 | 471,859 | 1,797 |
| Black/Black British: Black African | 11,775 | 662,410 | 1,778 |
| Black/Black British: Black Caribbean | 13,005 | 335,661 | 3,874 |
| Black/Black British: Other Black | 3,730 | 176,745 | 2,110 |
| Other Ethnic Group | 9,660 | 324,776 | 2,974 |

Year range: 2017-2018

| | | | |
|--------------------------------------|--------|-----------|-------|
| White: British+Irish | 93,520 | 3,838,195 | 2,437 |
| White: Other White | 25,520 | 1,327,542 | 1,922 |
| Mixed/Multiple Ethnic Groups | 11,840 | 474,332 | 2,496 |
| Asian/Asian British: Indian | 10,100 | 648,867 | 1,557 |
| Asian/Asian British: Pakistani | 4,605 | 276,322 | 1,667 |
| Asian/Asian British: Bangladeshi | 4,360 | 250,033 | 1,744 |
| Asian/Asian British: Chinese | 1,270 | 169,210 | 751 |
| Asian/Asian British: Other Asian | 7,635 | 471,859 | 1,618 |
| Black/Black British: Black African | 9,250 | 662,410 | 1,396 |
| Black/Black British: Black Caribbean | 11,160 | 335,661 | 3,325 |
| Black/Black British: Other Black | 3,345 | 176,745 | 1,893 |
| Other Ethnic Group | 7,930 | 324,776 | 2,442 |

L O N D O N

Year range: 2016-2017

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 90,170 | 3,838,195 | 2,349 |
| White: Other White | 24,085 | 1,327,542 | 1,814 |
| Mixed/Multiple Ethnic Groups | 10,765 | 474,332 | 2,270 |
| Asian/Asian British: Indian | 9,485 | 648,867 | 1,462 |
| Asian/Asian British: Pakistani | 4,490 | 276,322 | 1,625 |
| Asian/Asian British: Bangladeshi | 3,850 | 250,033 | 1,540 |
| Asian/Asian British: Chinese | 1,115 | 169,210 | 659 |
| Asian/Asian British: Other Asian | 7,220 | 471,859 | 1,530 |
| Black/Black British: Black African | 7,940 | 662,410 | 1,199 |
| Black/Black British: Black Caribbean | 10,585 | 335,661 | 3,153 |
| Black/Black British: Other Black | 3,260 | 176,745 | 1,844 |
| Other Ethnic Group | 7,095 | 324,776 | 2,185 |

Year range: 2015-2016

| | | | |
|--------------------------------------|--------|-----------|-------|
| White: British+Irish | 86,200 | 3,838,195 | 2,246 |
| White: Other White | 22,630 | 1,327,542 | 1,705 |
| Mixed/Multiple Ethnic Groups | 9,915 | 474,332 | 2,090 |
| Asian/Asian British: Indian | 8,930 | 648,867 | 1,376 |
| Asian/Asian British: Pakistani | 3,860 | 276,322 | 1,397 |
| Asian/Asian British: Bangladeshi | 3,245 | 250,033 | 1,298 |
| Asian/Asian British: Chinese | 995 | 169,210 | 588 |
| Asian/Asian British: Other Asian | 6,185 | 471,859 | 1,311 |
| Black/Black British: Black African | 6,905 | 662,410 | 1,042 |
| Black/Black British: Black Caribbean | 10,470 | 335,661 | 3,119 |
| Black/Black British: Other Black | 2,800 | 176,745 | 1,584 |
| Other Ethnic Group | 6,375 | 324,776 | 1,963 |

Year range: 2014-2015

| | | | |
|--------------------------------------|--------|-----------|-------|
| White: British+Irish | 76,125 | 3,843,211 | 1,981 |
| White: Other White | 19,515 | 1,267,455 | 1,540 |
| Mixed/Multiple Ethnic Groups | 7,945 | 459,979 | 1,727 |
| Asian/Asian British: Indian | 7,060 | 627,585 | 1,125 |
| Asian/Asian British: Pakistani | 3,000 | 265,763 | 1,129 |
| Asian/Asian British: Bangladeshi | 2,910 | 244,560 | 1,190 |
| Asian/Asian British: Chinese | 820 | 158,821 | 516 |
| Asian/Asian British: Other Asian | 4,940 | 456,787 | 1,081 |
| Black/Black British: Black African | 5,480 | 644,001 | 851 |
| Black/Black British: Black Caribbean | 9,035 | 337,616 | 2,676 |
| Black/Black British: Other Black | 2,470 | 175,434 | 1,408 |
| Other Ethnic Group | 5,585 | 315,763 | 1,769 |

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Year range: 2019-2020

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 14,725 | 614,210 | 2,397 |
| White: Other White | 735 | 31,210 | 2,355 |
| Mixed/Multiple Ethnic Groups | 750 | 24,942 | 3,007 |
| Asian/Asian British: Indian | 305 | 22,316 | 1,367 |
| Asian/Asian British: Pakistani | 410 | 27,565 | 1,487 |
| Asian/Asian British: Bangladeshi | 75 | 5,129 | 1,462 |
| Asian/Asian British: Chinese | 70 | 8,936 | 783 |
| Asian/Asian British: Other Asian | 175 | 11,611 | 1,507 |
| Black/Black British: Black African | 255 | 16,342 | 1,560 |
| Black/Black British: Black Caribbean | 160 | 6,105 | 2,621 |
| Black/Black British: Other Black | 60 | 5,002 | 1,200 |
| Other Ethnic Group | 415 | 9,803 | 4,233 |

Year range: 2018-2019

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 14,905 | 616,280 | 2,419 |
| White: Other White | 680 | 27,304 | 2,490 |
| Mixed/Multiple Ethnic Groups | 660 | 22,499 | 2,933 |
| Asian/Asian British: Indian | 320 | 19,713 | 1,623 |
| Asian/Asian British: Pakistani | 370 | 25,177 | 1,470 |
| Asian/Asian British: Bangladeshi | 65 | 4,816 | 1,350 |
| Asian/Asian British: Chinese | 70 | 7,673 | 912 |
| Asian/Asian British: Other Asian | 165 | 10,588 | 1,558 |
| Black/Black British: Black African | 245 | 15,577 | 1,573 |
| Black/Black British: Black Caribbean | 195 | 6,373 | 3,060 |
| Black/Black British: Other Black | 70 | 4,677 | 1,497 |
| Other Ethnic Group | 355 | 9,151 | 3,879 |

Year range: 2017-2018

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 14,405 | 616,280 | 2,337 |
| White: Other White | 570 | 27,304 | 2,088 |
| Mixed/Multiple Ethnic Groups | 615 | 22,499 | 2,733 |
| Asian/Asian British: Indian | 255 | 19,713 | 1,294 |
| Asian/Asian British: Pakistani | 355 | 25,177 | 1,410 |
| Asian/Asian British: Bangladeshi | 55 | 4,816 | 1,142 |
| Asian/Asian British: Chinese | 45 | 7,673 | 586 |
| Asian/Asian British: Other Asian | 160 | 10,588 | 1,511 |
| Black/Black British: Black African | 220 | 15,577 | 1,412 |
| Black/Black British: Black Caribbean | 160 | 6,373 | 2,511 |
| Black/Black British: Other Black | 75 | 4,677 | 1,604 |
| Other Ethnic Group | 335 | 9,151 | 3,661 |

LEEDS

Year range: 2016-2017

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 13,995 | 616,280 | 2,271 |
| White: Other White | 440 | 27,304 | 1,611 |
| Mixed/Multiple Ethnic Groups | 585 | 22,499 | 2,600 |
| Asian/Asian British: Indian | 220 | 19,713 | 1,116 |
| Asian/Asian British: Pakistani | 300 | 25,177 | 1,192 |
| Asian/Asian British: Bangladeshi | 45 | 4,816 | 934 |
| Asian/Asian British: Chinese | 45 | 7,673 | 586 |
| Asian/Asian British: Other Asian | 175 | 10,588 | 1,653 |
| Black/Black British: Black African | 190 | 15,577 | 1,220 |
| Black/Black British: Black Caribbean | 140 | 6,373 | 2,197 |
| Black/Black British: Other Black | 55 | 4,677 | 1,176 |
| Other Ethnic Group | 315 | 9,151 | 3,442 |

Year range: 2015-2016

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 12,320 | 616,280 | 1,999 |
| White: Other White | 415 | 27,304 | 1,520 |
| Mixed/Multiple Ethnic Groups | 555 | 22,499 | 2,467 |
| Asian/Asian British: Indian | 220 | 19,713 | 1,116 |
| Asian/Asian British: Pakistani | 330 | 25,177 | 1,311 |
| Asian/Asian British: Bangladeshi | 30 | 4,816 | 623 |
| Asian/Asian British: Chinese | 45 | 7,673 | 586 |
| Asian/Asian British: Other Asian | 135 | 10,588 | 1,275 |
| Black/Black British: Black African | 190 | 15,577 | 1,220 |
| Black/Black British: Black Caribbean | 165 | 6,373 | 2,589 |
| Black/Black British: Other Black | 90 | 4,677 | 1,924 |
| Other Ethnic Group | 320 | 9,151 | 3,497 |

Year range: 2014-2015

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 10,830 | 616,523 | 1,757 |
| White: Other White | 375 | 26,176 | 1,433 |
| Mixed/Multiple Ethnic Groups | 440 | 21,893 | 2,010 |
| Asian/Asian British: Indian | 190 | 19,000 | 1,000 |
| Asian/Asian British: Pakistani | 225 | 24,602 | 915 |
| Asian/Asian British: Bangladeshi | 40 | 4,737 | 844 |
| Asian/Asian British: Chinese | 35 | 7,308 | 479 |
| Asian/Asian British: Other Asian | 135 | 10,306 | 1,310 |
| Black/Black British: Black African | 140 | 15,390 | 910 |
| Black/Black British: Black Caribbean | 130 | 6,442 | 2,018 |
| Black/Black British: Other Black | 55 | 4,595 | 1,197 |
| Other Ethnic Group | 185 | 8,958 | 2,065 |

BIRMINGHAM AND SOLIHULL

Year range: 2019-2020

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 19,515 | 742,644 | 2,628 |
| White: Other White | 800 | 47,727 | 1,676 |
| Mixed/Multiple Ethnic Groups | 1,550 | 66,283 | 2,338 |
| Asian/Asian British: Indian | 1,295 | 97,614 | 1,327 |
| Asian/Asian British: Pakistani | 3,220 | 194,172 | 1,658 |
| Asian/Asian British: Bangladeshi | 525 | 42,502 | 1,235 |
| Asian/Asian British: Chinese | 110 | 32,282 | 341 |
| Asian/Asian British: Other Asian | 665 | 46,422 | 1,433 |
| Black/Black British: Black African | 520 | 46,257 | 1,124 |
| Black/Black British: Black Caribbean | 1,145 | 46,607 | 2,457 |
| Black/Black British: Other Black | 220 | 21,615 | 1,018 |
| Other Ethnic Group | 2,240 | 30,556 | 7,331 |

Year range: 2018-2019

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 18,640 | 755,652 | 2,467 |
| White: Other White | 730 | 41,351 | 1,765 |
| Mixed/Multiple Ethnic Groups | 1,425 | 59,590 | 2,391 |
| Asian/Asian British: Indian | 1,140 | 86,163 | 1,323 |
| Asian/Asian British: Pakistani | 3,050 | 173,257 | 1,760 |
| Asian/Asian British: Bangladeshi | 480 | 38,361 | 1,251 |
| Asian/Asian British: Chinese | 80 | 24,865 | 322 |
| Asian/Asian British: Other Asian | 615 | 40,447 | 1,521 |
| Black/Black British: Black African | 565 | 39,723 | 1,422 |
| Black/Black British: Black Caribbean | 1,120 | 48,012 | 2,333 |
| Black/Black British: Other Black | 215 | 20,604 | 1,043 |
| Other Ethnic Group | 505 | 27,408 | 1,843 |

Year range: 2017-2018

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 17,595 | 755,652 | 2,328 |
| White: Other White | 630 | 41,351 | 1,524 |
| Mixed/Multiple Ethnic Groups | 1,325 | 59,590 | 2,224 |
| Asian/Asian British: Indian | 955 | 86,163 | 1,108 |
| Asian/Asian British: Pakistani | 2,615 | 173,257 | 1,509 |
| Asian/Asian British: Bangladeshi | 410 | 38,361 | 1,069 |
| Asian/Asian British: Chinese | 70 | 24,865 | 282 |
| Asian/Asian British: Other Asian | 535 | 40,447 | 1,323 |
| Black/Black British: Black African | 405 | 39,723 | 1,020 |
| Black/Black British: Black Caribbean | 1,050 | 48,012 | 2,187 |
| Black/Black British: Other Black | 185 | 20,604 | 898 |
| Other Ethnic Group | 520 | 27,408 | 1,897 |

BIRMINGHAM AND SOLIHULL

Year range: 2016-2017

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 16,780 | 755,652 | 2,221 |
| White: Other White | 550 | 41,351 | 1,330 |
| Mixed/Multiple Ethnic Groups | 1,170 | 59,590 | 1,963 |
| Asian/Asian British: Indian | 915 | 86,163 | 1,062 |
| Asian/Asian British: Pakistani | 2,195 | 173,257 | 1,267 |
| Asian/Asian British: Bangladeshi | 305 | 38,361 | 795 |
| Asian/Asian British: Chinese | 90 | 24,865 | 362 |
| Asian/Asian British: Other Asian | 370 | 40,447 | 915 |
| Black/Black British: Black African | 340 | 39,723 | 856 |
| Black/Black British: Black Caribbean | 890 | 48,012 | 1,854 |
| Black/Black British: Other Black | 165 | 20,604 | 801 |
| Other Ethnic Group | 380 | 27,408 | 1,386 |

Year range: 2015-2016

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 16,345 | 755,652 | 2,163 |
| White: Other White | 465 | 41,351 | 1,125 |
| Mixed/Multiple Ethnic Groups | 1,105 | 59,590 | 1,854 |
| Asian/Asian British: Indian | 810 | 86,163 | 940 |
| Asian/Asian British: Pakistani | 2,025 | 173,257 | 1,169 |
| Asian/Asian British: Bangladeshi | 285 | 38,361 | 743 |
| Asian/Asian British: Chinese | 50 | 24,865 | 201 |
| Asian/Asian British: Other Asian | 345 | 40,447 | 853 |
| Black/Black British: Black African | 330 | 39,723 | 831 |
| Black/Black British: Black Caribbean | 740 | 48,012 | 1,541 |
| Black/Black British: Other Black | 195 | 20,604 | 946 |
| Other Ethnic Group | 355 | 27,408 | 1,295 |

Year range: 2014-2015

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 15,420 | 759,120 | 2,031 |
| White: Other White | 410 | 39,430 | 1,040 |
| Mixed/Multiple Ethnic Groups | 870 | 57,999 | 1,500 |
| Asian/Asian British: Indian | 815 | 83,201 | 980 |
| Asian/Asian British: Pakistani | 1,475 | 168,127 | 877 |
| Asian/Asian British: Bangladeshi | 200 | 37,331 | 536 |
| Asian/Asian British: Chinese | 75 | 22,681 | 331 |
| Asian/Asian British: Other Asian | 250 | 38,863 | 643 |
| Black/Black British: Black African | 215 | 37,964 | 566 |
| Black/Black British: Black Caribbean | 700 | 48,349 | 1,448 |
| Black/Black British: Other Black | 140 | 20,325 | 689 |
| Other Ethnic Group | 260 | 26,533 | 980 |

MANCHESTER

Year range: 2019-2020

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 22,740 | 299,798 | 7,585 |
| White: Other White | 1,255 | 36,185 | 3,468 |
| Mixed/Multiple Ethnic Groups | 1,495 | 31,773 | 4,705 |
| Asian/Asian British: Indian | 490 | 17,462 | 2,806 |
| Asian/Asian British: Pakistani | 2,120 | 60,786 | 3,488 |
| Asian/Asian British: Bangladeshi | 235 | 8,313 | 2,827 |
| Asian/Asian British: Chinese | 250 | 26,878 | 930 |
| Asian/Asian British: Other Asian | 570 | 19,476 | 2,927 |
| Black/Black British: Black African | 1,035 | 35,312 | 2,931 |
| Black/Black British: Black Caribbean | 570 | 8,518 | 6,692 |
| Black/Black British: Other Black | 335 | 9,803 | 3,417 |
| Other Ethnic Group | 610 | 22,897 | 2,664 |

Year range: 2018-2019

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 19,355 | 304,120 | 6,364 |
| White: Other White | 990 | 31,642 | 3,129 |
| Mixed/Multiple Ethnic Groups | 1,250 | 27,857 | 4,487 |
| Asian/Asian British: Indian | 305 | 15,248 | 2,000 |
| Asian/Asian British: Pakistani | 1,630 | 52,819 | 3,086 |
| Asian/Asian British: Bangladeshi | 210 | 7,480 | 2,807 |
| Asian/Asian British: Chinese | 160 | 21,582 | 741 |
| Asian/Asian British: Other Asian | 680 | 16,256 | 4,183 |
| Black/Black British: Black African | 750 | 31,293 | 2,397 |
| Black/Black British: Black Caribbean | 440 | 8,937 | 4,923 |
| Black/Black British: Other Black | 315 | 9,102 | 3,461 |
| Other Ethnic Group | 360 | 19,963 | 1,803 |

Year range: 2017-2018

| | | | |
|--------------------------------------|--------|---------|-------|
| White: British+Irish | 13,920 | 304,120 | 4,577 |
| White: Other White | 905 | 31,642 | 2,860 |
| Mixed/Multiple Ethnic Groups | 1,175 | 27,857 | 4,218 |
| Asian/Asian British: Indian | 235 | 15,248 | 1,541 |
| Asian/Asian British: Pakistani | 940 | 52,819 | 1,780 |
| Asian/Asian British: Bangladeshi | 90 | 7,480 | 1,203 |
| Asian/Asian British: Chinese | 75 | 21,582 | 348 |
| Asian/Asian British: Other Asian | 580 | 16,256 | 3,568 |
| Black/Black British: Black African | 605 | 31,293 | 1,933 |
| Black/Black British: Black Caribbean | 270 | 8,937 | 3,021 |
| Black/Black British: Other Black | 300 | 9,102 | 3,296 |
| Other Ethnic Group | 370 | 19,963 | 1,853 |

MANCHESTER

Year range: 2016-2017

| Ethnicity | Number of referrals | Rounded denominator (Ethpop) | Rate per 100,000 |
|--------------------------------------|---------------------|------------------------------|------------------|
| White: British+Irish | 11,000 | 304,120 | 3,617 |
| White: Other White | 690 | 31,642 | 2,181 |
| Mixed/Multiple Ethnic Groups | 860 | 27,857 | 3,087 |
| Asian/Asian British: Indian | 160 | 15,248 | 1,049 |
| Asian/Asian British: Pakistani | 785 | 52,819 | 1,486 |
| Asian/Asian British: Bangladeshi | 70 | 7,480 | 936 |
| Asian/Asian British: Chinese | 75 | 21,582 | 348 |
| Asian/Asian British: Other Asian | 390 | 16,256 | 2,399 |
| Black/Black British: Black African | 405 | 31,293 | 1,294 |
| Black/Black British: Black Caribbean | 290 | 8,937 | 3,245 |
| Black/Black British: Other Black | 220 | 9,102 | 2,417 |
| Other Ethnic Group | 295 | 19,963 | 1,478 |

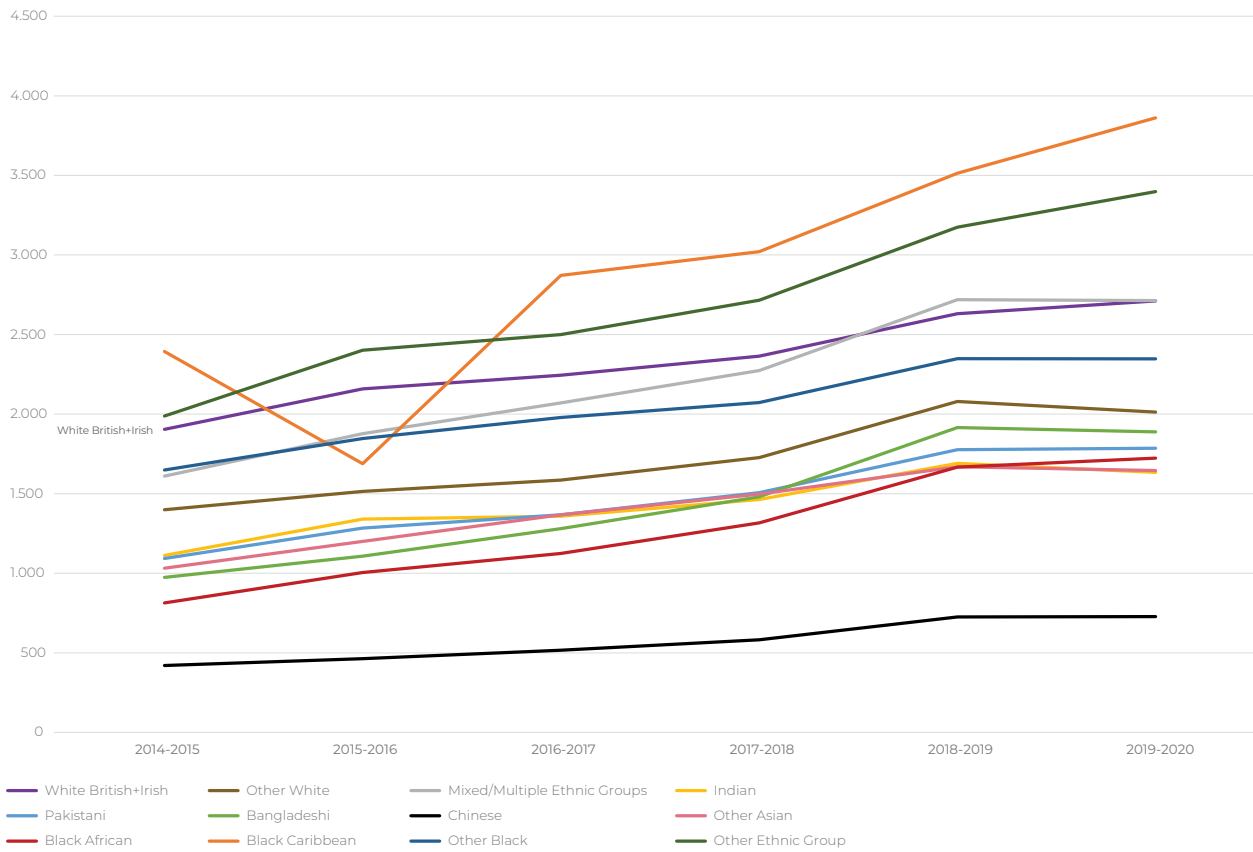
Year range: 2015-2016

| | | | |
|--------------------------------------|-------|---------|-------|
| White: British+Irish | 6,870 | 304,120 | 2,259 |
| White: Other White | 435 | 31,642 | 1,375 |
| Mixed/Multiple Ethnic Groups | 530 | 27,857 | 1,903 |
| Asian/Asian British: Indian | 135 | 15,248 | 885 |
| Asian/Asian British: Pakistani | 495 | 52,819 | 937 |
| Asian/Asian British: Bangladeshi | 25 | 7,480 | 334 |
| Asian/Asian British: Chinese | 75 | 21,582 | 348 |
| Asian/Asian British: Other Asian | 225 | 16,256 | 1,384 |
| Black/Black British: Black African | 200 | 31,293 | 639 |
| Black/Black British: Black Caribbean | 155 | 8,937 | 1,734 |
| Black/Black British: Other Black | 115 | 9,102 | 1,263 |
| Other Ethnic Group | 145 | 19,963 | 726 |

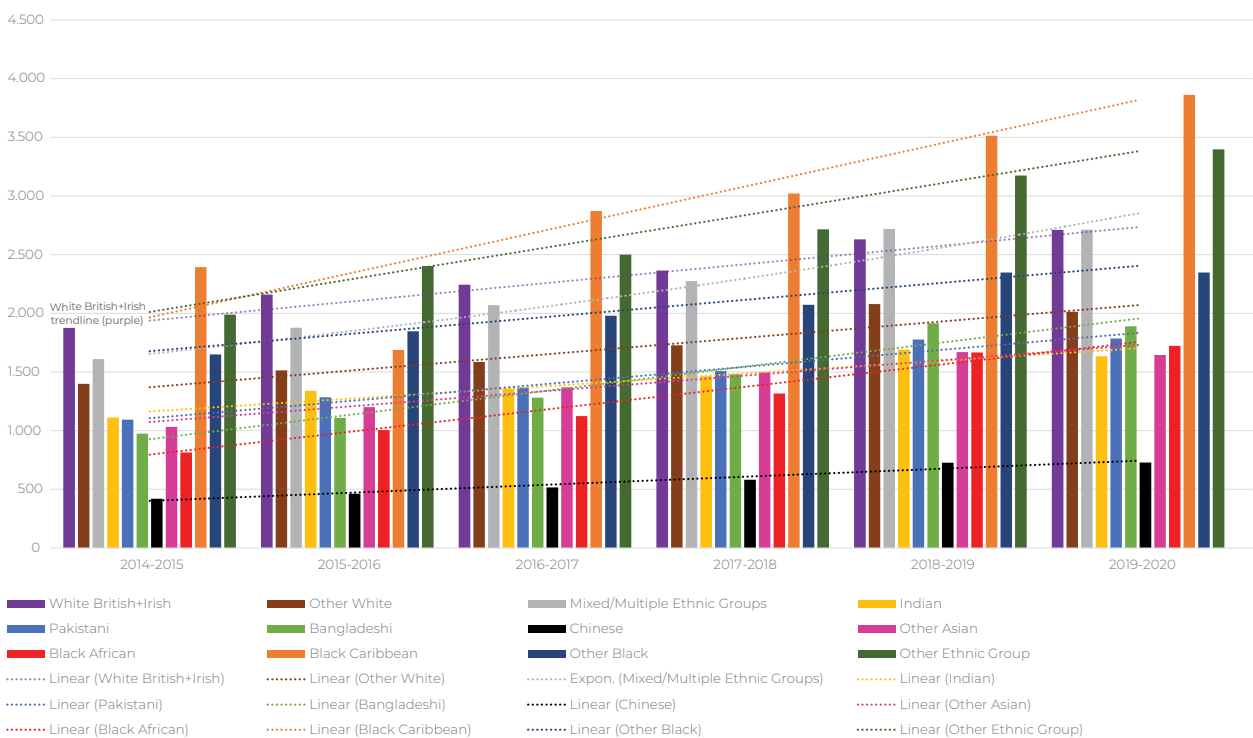
Year range: 2014-2015

| | | | |
|--------------------------------------|-------|---------|-------|
| White: British+Irish | 5,605 | 305,022 | 1,838 |
| White: Other White | 340 | 30,195 | 1,126 |
| Mixed/Multiple Ethnic Groups | 380 | 26,868 | 1,414 |
| Asian/Asian British: Indian | 105 | 14,553 | 722 |
| Asian/Asian British: Pakistani | 365 | 50,784 | 719 |
| Asian/Asian British: Bangladeshi | 35 | 7,265 | 482 |
| Asian/Asian British: Chinese | 20 | 20,001 | 100 |
| Asian/Asian British: Other Asian | 200 | 15,356 | 1,302 |
| Black/Black British: Black African | 130 | 30,188 | 431 |
| Black/Black British: Black Caribbean | 130 | 9,052 | 1,436 |
| Black/Black British: Other Black | 70 | 8,910 | 786 |
| Other Ethnic Group | 100 | 19,077 | 524 |

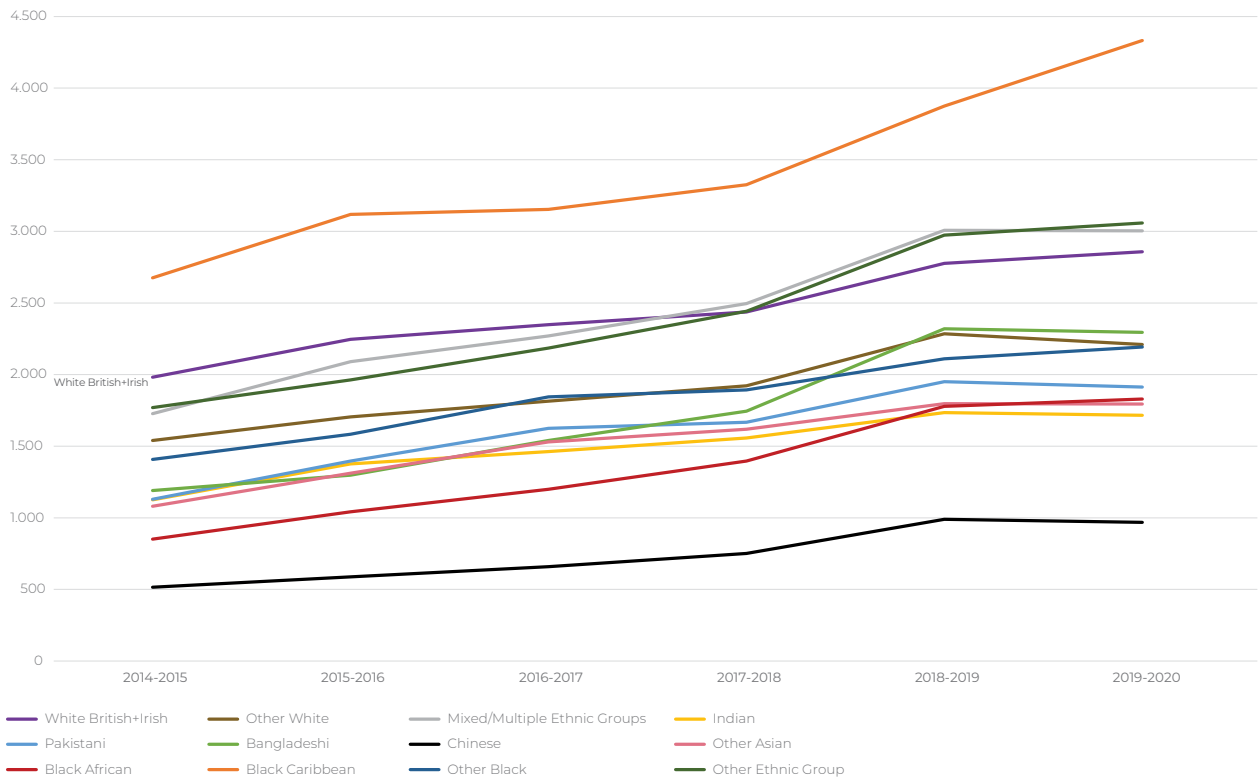
IAPT referrals per 100,000 by ethnicity England 2014-2020



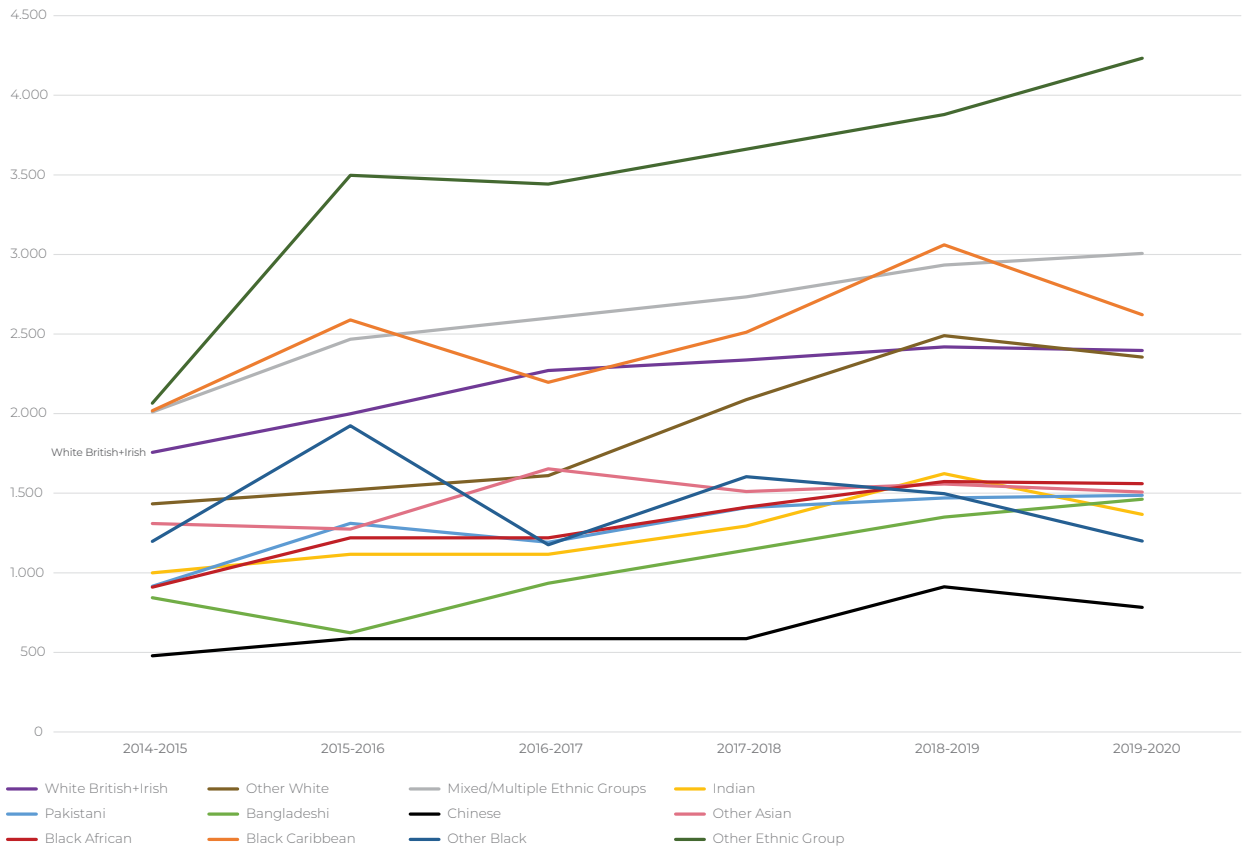
IAPT referrals per 100,000 by ethnicity with trendlines for England 2014-2020



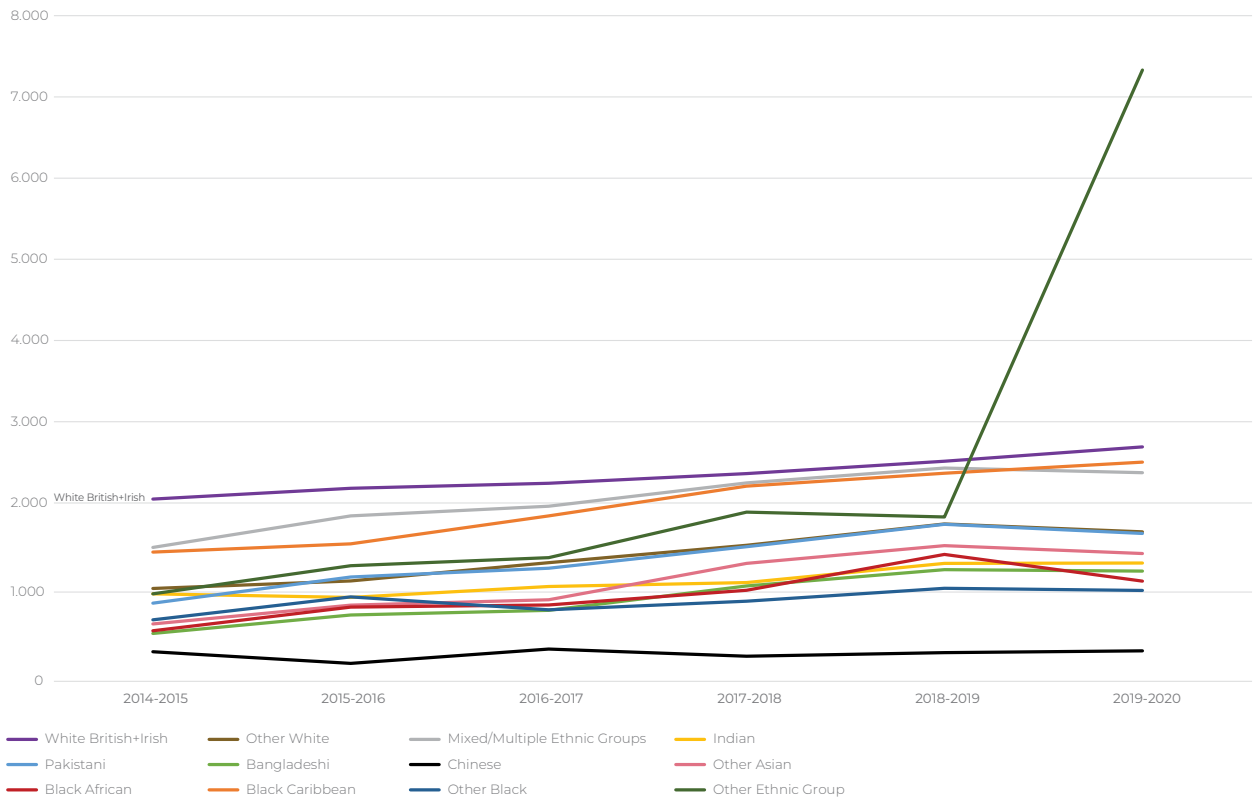
IAPT referrals per 100,000 by ethnicity London 2014-2020



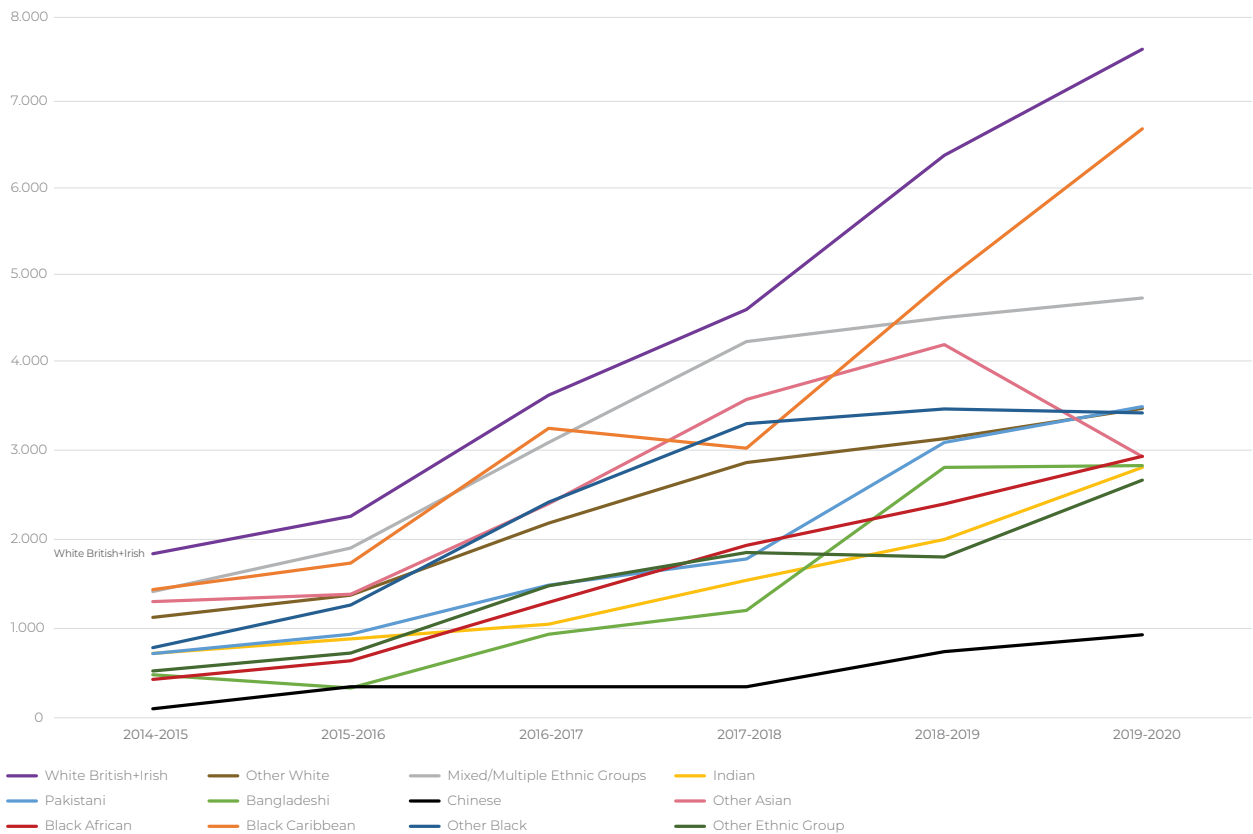
IAPT referrals per 100,000 by ethnicity Leeds 2014-2020



IAPT referrals per 100,000 by ethnicity Birmingham and Solihull



IAPT referrals per 100,000 by ethnicity Manchester 2014-2020





COLLABORATIVE CENTRE

- ETHNIC INEQUALITIES
- SEVERE MENTAL ILLNESS
- MULTIPLE DISADVANTAGE

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Our Working Papers are presented by clinicians, researchers, activists, service users, policy-makers and commissioners who collaborate and co-create with Synergi. These papers reflect experiences, empirical data and local realities which are welcomed as the basis of assertions. These documents aim to set out good practice, explain what has been achieved and highlight areas of inequalities in need of further action. They can focus on a topic that is under-discussed, poorly understood and requires action. Where possible, we ask for a proposed set of priorities to be identified, alongside ways to progress them.

Website

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FUNDED BY

Lankelly Chase