

NIHR

Cydweithrediad Ymchwil
ar Benderfynyddion Iechyd
Rhondda Cynon Taf

Health Determinants
Research Collaboration
Rhondda Cynon Taf

RCT HDRC Evidence Pie

Embedding evidence-informed decision making into
everyday practice



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

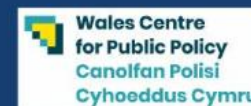


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Wales



interlink
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Agenda

Croeso i Rhondda Cynon Taf!

Introducing the Evidence Pie

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Impact

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QUESTIONS

RCT Health Determinants Research Collaboration

About us



In Rhondda Cynon Taf we:

- ...have 241,000 residents
- ...are the 3rd largest LA in Wales
- ...are fiercely proud of our industrial coal mining heritage
- ...employ 10,500 Council staff (83% live in RCT)
- ...have some of the highest rates of alcohol related hospital admissions, low birth weight babies, respiratory disease, poor quality housing, obesity, educational attainment and child poverty in Wales
- ...can expect to live almost 10 years less than other parts of UK

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Introducing the Evidence Pie



Lewing, Gross, and Molloy (2022) Early Intervention Foundation (adapted)

Lived Experience

Feedback from service users on local services, support, and key priorities

e.g. Feedback from residents who have used a local housing support service, providing feedback on their experiences and suggestions for improvement.

Professional Knowledge

Insights from practitioners on how well interventions and services work.

e.g. A social worker's insights on the effectiveness of a new family support program based on their direct experience working with families.

Population Data

Information about the population, its needs, and how it's changing over time.

e.g. Census data showing changes in the local population such as age, ethnic distribution contributing towards the development of future community services.

Academic Research

Research findings that highlight good practice to guide the planning, delivery, and evaluation of local services and interventions.

e.g. Research findings from a university study identifying best practice for reducing youth unemployment, which can be used to inform local job training programs.

Organisational Data

Data on service delivery, resource use, and the skills and performance of the workforce.

e.g. using data on the efficiency of waste collection services, including resource utilisation, pick up routes, and staff performance metrics.

Impact Measurement Data

Evaluation of services and interventions, including local monitoring of processes and impact.

e.g. Results from an evaluation of a local health initiative, showing the improvements it made to individuals mental wellbeing.

Purpose

To establish a common language across the collaboration to facilitate discussion about research and a shared understanding about how the use of a range of evidence can support decision making.

It has been designed to be inclusive and accessible to all audiences involved with the HDRC, including Council staff, Elected Members and Citizens.

Origins



Different definitions of 'evidence' allowed for varied and creative interpretations of what was existing and what was needed



Needed to translate the purpose and work of the HDRC into practice that was tangible, relevant and helpful across stakeholders



Needed a non-threatening way of encouraging Council services and staff to talk about strengths and gaps in both the evidence and skill base and self evaluate their baseline position confidently and honestly



Having adopted a transformational change approach to setting up the HDRC with a primary focus of embedding our work in the Corporate centre – needed to establish a common purpose and clear understanding of the 'why' to support change

Principles



All types of evidence are equal – there's no hierarchy



Bold, visible, accessible, upfront and unavoidable – a recognisable brand



It's okay for different types of evidence to say different things and for the process to be messy



Every stakeholder will be an expert in at least one of the Evidence Pie areas



Every stakeholder will have at least one Evidence Pie area it would benefit from developing skills in gathering, interpreting or using



Effective knowledge mobilisation is a team sport

Application

The Evidence Pie is central to the work of HDRC RCT and has also been integrated into key areas of Council business.

Council's Performance Management Framework cycle - Annual Service Self Evaluations now utilise a range of evidence in reviewing performance and business and strategic planning decisions. The template has been amended to link directly to the Evidence Pie, supported by a HDRC Helpsheets, providing direct links to sources of evidence.

Scrutiny Committee Working Group - Piloting a new Terms of Reference structure for Scrutiny Committee Working Groups shaped by the Evidence Pie to ensure the work of Elected Members is evidence led.

Application

The Evidence Pie is central to the work of HDRC RCT and has also been integrated into key areas of Council business.

Capacity Building - the HDRC Training offer for Council staff and Elected Members is being developed to build skills and confidence to access, interpret, and use these six types of evidence in the everyday work of the Council.

Cabinet and Scrutiny Committee Reporting - work is underway to revise the formal report template to clearly identify the evidence base underpinning the recommendations of Officers and Scrutiny Committees and the decisions made by Cabinet.

Application

The Evidence Pie is central to the work of HDRC RCT and has also been integrated into key areas of Council business.

HDRC Enquiry Clinics – used as the basis for understanding the research and evidence gaps for Council services requesting support from the HDRC. Enquiry forms and Clinic discussions are structured around the Evidence Pie to support Council staff to identify existing evidence base.

Foundation for building an evidence infrastructure to underpin evidence informed decision making in the Council - work on creating a HDRC evidence and data repository is structured around the Evidence Pie making it easier for Council staff and partner organisations to find sources of evidence and data by evidence type

Application

The Evidence Pie is central to the work of HDRC RCT and has also been integrated into key areas of Council business.

Means to monitor impact and track culture change – Collecting baseline information on access to and use of different types of evidence across the Council to identify changes over time

Foundation for building a consistent and inclusive approach to knowledge mobilisation - HDRC project work involving collaborating partners, citizens and local community organisations uses the Evidence Pie to encourage a collective approach to evidence gathering, interpretation and reporting, building the confidence of non-academic stakeholders to engage in knowledge mobilisation activities

Evidence of impact

“ The HDRC is clearly having an impact already. I met with Elected Members last week to inform them of a change we needed to make and I had the Evidence Pie used against me. I was asked to identify the range of evidence I'd used to make the decision! ”

Senior Leadership Team Member, RCT Council
June 2025

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Sharing the learning

The Evidence Pie is proving popular with a range of local, national and UK wide audiences.

- Used across Council and voluntary sector in **RCT**
- The **Welsh Local Government Association (WLGA)** have embedded the Evidence Pie into their training for Elected Members across Wales on the role of Scrutiny Committees and there is potential for it to be used in all WLGA Elected Member training and induction programmes.
- The **NIHR Research Support Service** have also shared the Evidence Pie with Local Authorities in England via the LARP programme: Blackburn with Darwen Borough Council, Hampshire County Council, Kent County Council, Lancashire County Council, Oxfordshire County Council, Buckinghamshire Council, Wigan Borough Council, Westmorland and Furness Council.
- Shared with other HDRC's across the **UK**

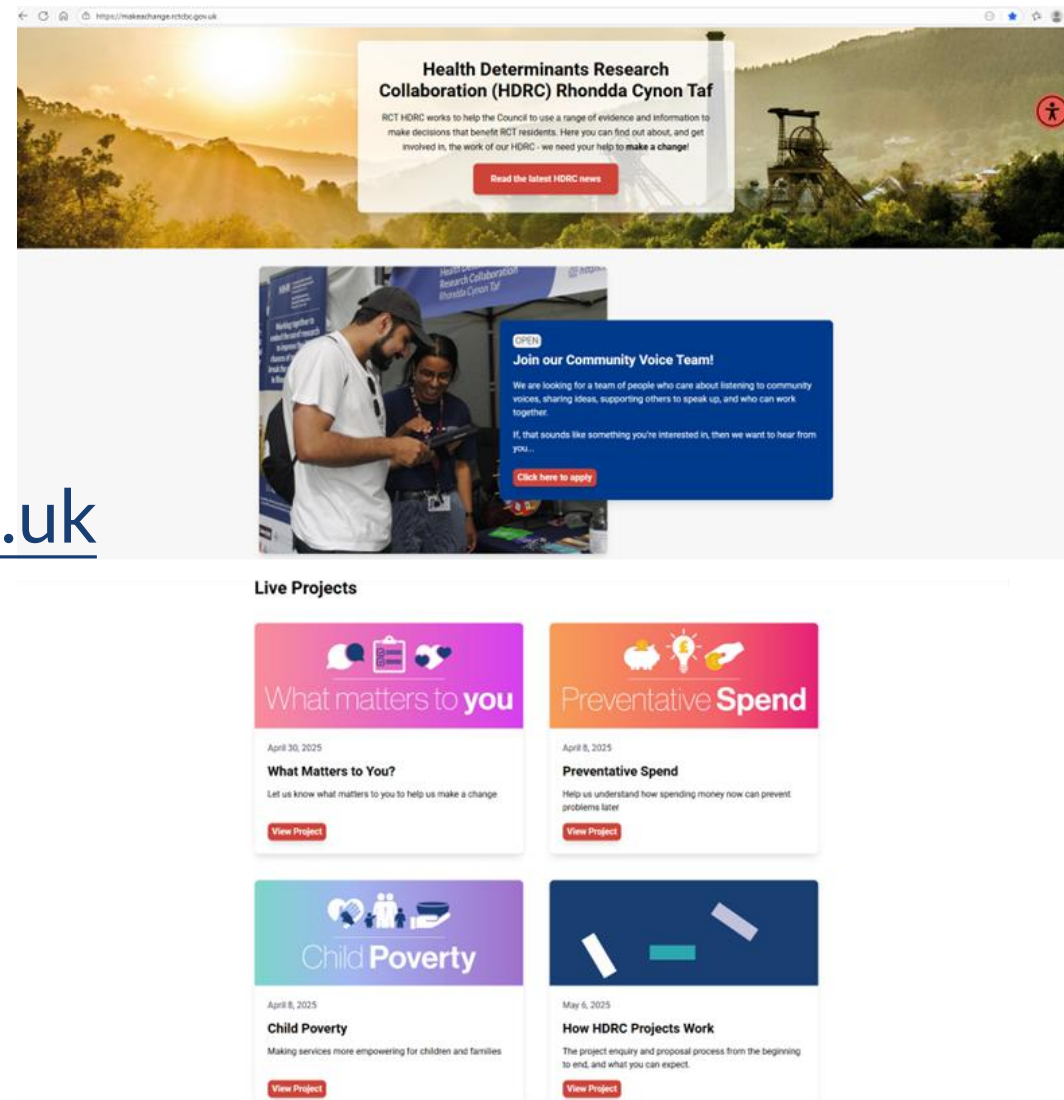
Find out more!



Make a Change RCT –
<https://makeachange.rctcbc.gov.uk>



HDRC@rctcbc.gov.uk



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Diolch yn fawr

