**Tackling racial disparities and developing anti-racist approaches:**

**Proposed areas for collaboration in East London**

**Areas for initial attention:**

1. **Understanding and analysing the scale of the challenge in East London.**

Activity: Commission LIIA data analysis of racial disparities across children’s outcomes in East London for education (inc SEND), social care, health and justice. This needs to be sufficiently granular to be able to capture differing outcomes across different ethnic groups. As this work develops a keen focus needs to include analysis of who is being supported at which level of intervention.

Work should also seek to capture a picture of the children’s workforce including the composition and diversity at each level of children’s services organisation

Action / Owner: Ben to bring back initial cut of data to DCS’s in September in order to inform discussion about further focussing the work in East London (eg YJ, CAMHS, schools)

1. **Capturing existing good practice and emerging approaches across East London**

Activity: Initial opportunity for boroughs to capture key initiatives that they feel warrant sharing more widely across East London (and beyond) using standard proforma. This information will be collated, uploaded to the LIIA website and disseminated through East London DCSs

Action / Owner: Ben to circulate pro-forma and provide collation upon return.

Activity: More ambitiously staff from across East London will come together to review, reflect and improve anti-racist practice across their organisations and the whole of East London. This work may lead to the development of peer review approaches around disproportionality and anti-racist work but the conversation and sharing across staff groups should come first.

Action / Owner: lead from each LA to be identified to drive these cross-borough conversations

1. **Contribute to and draw from ALDCS adolescent safeguarding and workforce (including BAME leadership)** **priorities to support work in East London**

Activity: actively seek to draw from pan-London priority work to inform work in East London on disproportionality including a focus upon workforce and relationship to recruitment, return to social work, Step Up / Frontline and teaching partnership.

Action / Owners: DCSs / LIIA.