**Anti-Racist Work and Tackling Disproportionality: Sharing Practice**

Please use this template to tell us about the work your authority is doing that you think is worth sharing more widely. This might be (please indicate which category(ies) you are sharing) :

* Within your organisation
* With children and families
* With communities
* With partners
* Through research

Please give a short description of the work being undertaken and its impact. Also provide relevant resources/documents and a contact name should others wish to find out more about the work.

**LA Name: Hackney**

Hackney has a wide range of anti-racist and inclusivity initiatives, many of which were reviewed and given further momentum after the George Floyd murder and Black Lives Matters. We wish initiatives to be judged by their impact to children, community and workforce, where outcomes still show significant disproportionality. Presently, outcomes do not always reflect our intentions.

Hackney’s Children’s and Families (C&Fs) Service work to an anti-racist action plan. This contains three key goals: Inclusive recruitment and aspirational support for staff, awareness of disproportionality across the workforce and outcomes, and the promotion of anti-racist practice across partnerships and wider systems. C&Fs service is recruiting a Diversity and Inclusion Lead to ensure inclusivity is embedded across the service.

Examples of initiatives around recruitment and staffing include:

* The development of a Black leadership group to act as a ‘critical friend’ across the organisation
* Roll-out of a 3 year programme of anti-racist conversations. The personal experiences and messages of staff are used to shape policy.
* Recruitment policy, including the use of diverse panels, has been linked to power dynamic training to ensure initiatives are genuinely effective

Examples of initiatives around children’s outcomes include

* The development of 3 working groups led jointly by a black and white staff member to look at disproportionality across the service, for example in assessments, decision-making. Disproportionality is examined across outcomes in education, social care and offending.
* Introducing diversity to children’s panels/meetings, for example, legal proceedings meetings. We ensure black staff are involved in the critical decision making around black children.
* The development of specific anti-disproportionality strategies in youth justice. This includes collaborative work with other authorities sharing the Stratford Court area and also sub-regionally with other NE YOS. The work is assisted by the Chairs of the Safer Young Hackney Board.

Examples of wider system work include:

* A long-term programme started in 2016 to improve outcomes for young black men across health, education, employment and mental health. This has a particular focus on reducing harm and achieving equality of outcomes with white peers. The work is woven into Hackney’s contextual safeguarding approach. The programme has recently widened to include the experience of young black women around violence. **For further detail of the programme contact Sonia Khan**
* The Young Black Men’s Project is a local initiative run to make a difference to the lives of young black men. It has become a beacon for the council and has agency across all areas of the Local Authority.
* A council-wide determination to listen actively to young people. Forums and projects such as the Youth Parliament, Hackney for Tomorrow and Young Futures are actively engaged with to shape policy.
* A determination from all our services to hold partners to the same standards. We expect partners to hold to these values and for people to hold each other to account.

Hackney Education works to an Education Equalities Plan that covers a range of initiatives within schools and the Local Authority. These include:

* Unconscious bias training for all Hackney education staff and accompanying schools offer. This has influenced both schools’ recruitment policy and wider culture. It has impacted on reducing disproportionality in exclusions.
* Open meetings for Hackney education staff and those in school settings. This has led to the development of an action plan to review the curriculum, ensuring it is relatable to Black experience. The resulting website has been widely accessed. [Hackney's Diverse Curriculum](https://www.hackneyservicesforschools.co.uk/extranet/hackneys-diverse-curriculum)
* Initiatives to give children a voice, for example, the reverse mentoring of Head Teachers.
* Race and education discussion with groups of parents [Listening to Parents Talking About Race](https://education.hackney.gov.uk/sites/default/files/document/HSGB%20Listening%20to%20Parents%20and%20Carers%20Talking%20About%20Race.pdf)
* The implementation of strategies to reduce disproportionality in exclusions and attainment. These have, for example, included training offers to school governors and initiatives to increase diversity in the recruitment of school governors.

For further information about Hackney’s approaches please contact Lisa Aldridge (Head of Safeguarding and Learning) and Annie Gammon (Director of Education).