**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: Camden**

**Name of project or approach: Various**

As with many LA’s, Camden has reviewed and added to its anti-racist and disproportionality strategies in light of the 2020 George Floyd murder and emergence of the Black Lives Matters movement.

Camden’s approach is underpinned by a Grid for Supporting People. This is a shared document. It does not profess to have all the answers and has gaps that still need to be filled. But it aims to be vibrant, interactive and populated by contributions from across the workforce. The following are some key strategies that have emerged:

* The creation of safe spaces to hear the lived experience of black staff, in particular the combination of personal and professional experience and how that impacts on work. This is an opportunity to discuss organisational culture and look at, for example, the micro-aggressions that may be encountered.
* Social work – the development of an explicit rather than implicit anti-racist model of work. The use of critical race theory to look at structural racism and how that may impact on decision-making. Examining dynamics between families and social workers and how this impacts on experiences and decision making.
* Corporate Parenting – A quick snapshot of current figures shows that of 186 children in care, 83% are from BAME backgrounds, and 28% are unaccompanied asylum seeking children. Camden needs to be the best parent for those children’s needs. We wish to prepare children for a world where they are high on ambition, confident in themselves, and able to face structural racism. Camden’s corporate parenting strategy is currently being reviewed in this light.
* The development of anti-racist models of work across Early Help, Early Years and Youth Work. This includes the development of new curriculums and resources, and the re-imagining of youth work within a modern youth work context.
* Education – Black Curriculum have assisted in reviewing the curriculum used in schools and educational settings. This learning has been spread through the Learning Hubs model of sharing education practice between schools.
* Youth Justice – Camden is undertaking a range of internal and external work with partners to reduce what are longstanding and gross disproporitonalities within the youth justice system. This includes membership of a North Central London group of Youth Justice Services working together on this problem.
* Corporate and HR – The development of anti-racist policies for recruiting, retaining and supporting staff.
* There is a range of wider corporate and partnership work aimed at better understanding and responding to racism and inequality. Some examples can be seen in Building Equal Foundations, the Safeguarding Partnership Annual Report, and the Cabinet Report into inequalities in the Criminal Justice System.