

BLACK LIVES MATTER: SUPPORTING PEOPLE DIRECTORATE ACTION PLAN - DECEMBER 2020

1. CONTEXT

Earlier this year, whilst many people around the world were dealing with the impacts of the Covid-19 pandemic, we were also devastated by the public recording of the murder of George Floyd by police in the United States. Along with the findings that our Black communities were disproportionately impacted by the effects of the pandemic, we also faced the harsh reality that the same institutional racism seen in the US is not too different from the institutional racism that our Black communities face here in the UK and around the world.

In Camden we undertook research around the disproportionality impact of Covid-19 which are captured in our Building Equal Foundations Report that was published in September 2020. We cannot ignore that many of the structural and racial inequalities that we found and that are set out in the Building Equal Foundations Report are the same systems that allow these atrocities such as George Floyd's murder and many other murders in the US and here in the UK at the hands of the police. We, as a Council, welcome the challenge from the Black Lives Matter movement to continue to challenge our ways of thinking and working to ensure that we protect all communities as best as we can, and this is not possible if our Black communities are still having to face these issues.

As a result, corporately and as a Directorate, we have made tackling racial and structural inequalities a top priority which means actively educating ourselves to really understand the experiences of Black staff and residents, and learn how best to make Camden a place that they can feel safe, have equal opportunities to flourish as their counterparts, and feel accepted, respected, and valued in society. We have been having the necessary and difficult conversations with our staff and communities to put together a work plan of collective action to challenge and address racism wherever it is felt or seen.

As a Council, Camden prides itself as being a trailblazer and having that rebellious spirit. As such it is important that we also recognize our own failures and where we can improve. Otherwise, how can we ensure we are creating an environment whereby all of our staff can bring their best and most authentic self to work and deliver the best services for all of our residents.

2. CONVERSATIONS IN SUPPORTING PEOPLE

Over the summer and autumn months we have been having many conversations with our staff, our teams and our services across Supporting People. These have proved to be incredibly rich conversations that have enabled staff members to share experiences, concerns, ideas and actions that they want to see us take forward together. These conversations have brought out the following key areas of action:

- Creating safe spaces for Black staff to feel comfortable and confident to have a voice and share their experiences, and be heard and honoured.
- Having a diverse workforce and ensuring career development opportunities for our Black employees.
- Changing the culture and having strong and representative leadership that reflects our diverse community.
- Being actively anti-racist by adopting anti-racist approaches and addressing issues that affect the Black community and intersectionality.

- Improving ethnicity data and gaining a better understanding of our Black community.
- Using our leadership role and working with our partners to address and challenge racism, and encourage antiracist approaches.

3. ACTIONS EMERGING

Supporting People DMT have maintained close contact with this work as the outcome of staff conversations has started to form an action plan for the Directorate.

The table below contains details of the actions that staff have worked up with their Senior Management Teams over recent months. As such you should be able to recognize conversations you have contributed to. The next step is to implement these actions and to make recommendations where we feel the issues need addressing across the council.

DMT will be monitoring progress in implementing these actions on a monthly basis. They are keen to maintain an overview of the cumulative impact of the changes being made across the Directorate. The action plan will remain a live document so that staff can get involved in shaping the work.

There is even more activity taking place at individual team level. If there is anything happening or planned that is not currently shown please speak to your Service Manager to get it included.

4. PURPOSE OF SHARING

The purpose of sharing this action plan is so that all staff across Supporting People are able to see what different services in Supporting People are doing, to show that we are committed to this work and taking real and tangible action in addressing and challenging racism, and to prompt the sharing of ideas between services and colleagues. We recognise that this is not something that can be tackled easily and quickly, however we are committed to putting in the work however long or difficult it is to make Camden a place where racism is never tolerated and where diversity and inclusion is valued, and this means us working together to make that change!

5. THEMED APPROACH

We have brought together all the activities proposed either for corporate action or as specific actions across supporting people services as a result of conversations around the Black Lives Matter challenge with staff.

Our analysis of the conversations across Supporting People services showed a number of synergies and some strong themes emerged. Rather than present the action plan in a structural/Divisional way we have opted to present it in a more connected way – across the emerging themes. This will enable us to focus on the outcomes we want to achieve across the Directorate and give you a sense of the areas of work we will be covering as well as actions that may be non-theme related.

If there are any activities you feel are missing then please let your line manager know to get them included. You can click on the theme to jump to the relevant section:

Zero Tolerance to Racism..... 3
 Data and Transparency 6
 Safe Spaces for Staff..... 8
 Education and Training..... 11
 Recruitment and Development..... 13
 Addressing Intersectionality 16
 Work with Community and Partners..... 17
 Non-Theme Related Actions 18

Zero Tolerance to Racism

Desired outcome/objective: Camden is an antiracist organisation through having an antiracist approach where racism is addressed and challenged wherever and whenever it is seen or felt.

RECOMMENDATIONS FOR CORPORATE ACTION

- Address conscious and unconscious bias
- Set up an independent process for racial concerns, so that the person complaining isn't fearful or disadvantaged by the process
- Put together a public statement about Supporting People's stance on Racism – look into Camden having a Racial Diversity and Inclusion Action Plan with strong leadership commitment from Supporting People. Embed this into our What Matters agenda.
- Actively and transparently address racial oppression when it is raised by employees. Have the 'race conversations' with our white colleagues

The grid below shows service specific activity responding to this theme arising from the Black Lives Matter challenge in the Supporting People Directorate:

Activity	Lead	Target Date	What has been achieved so far?
Integrated Commissioning			
Write to all providers setting out our support for BLM and outlining our expectations of providers	Integrated Commissioning SMT	Completed June 2020.	
Every team member to hold a conversation with their providers about how each organisation is addressing BLM issues and ensuring they are taking an anti-racist approach in their services and build regular reviews into monitoring meetings.	Integrated commissioning SMT	December 2020 and ongoing.	
Explore with procurement colleagues how we can build a demonstrable commitment to promoting equality and diversity and anti-racist approaches into social value implementation and monitoring.	Dionne Usherwood / Julia Mills	TBC	
Link up with any Council-wide independent process for racial concerns, so that the person complaining isn't fearful or disadvantaged by the process – ensuring the team understand who to contact.	Integrated commissioning SMT	TBC	
Zero Tolerance partnership approach to racist abuse to be delivered by an MOU with providers- Links into corporate work, particularly re the reporting and monitoring of incidents of racist abuse. Our next steps will involve engaging more widely and corporately so that we can think about how to build on this work and apply it more broadly to other protected characteristics	Karen Timperley / Theresa Collier / Debra Holt in conjunction with ASC (Andrew Reece)	March 2021	To support this we have engaged broadly with staff, providers & partners and we have developed: <ul style="list-style-type: none"> • a Memorandum of Understanding for us and our ASC providers (in draft form and out for consultation) • practice guidance for our own managers (in progress) • reporting processes for our own staff (in draft and out for consultation)
Children's Safeguarding and Social Work (CSSW)			
Ensure an independent process for complaints that may include racial concerns, so that the person complaining isn't fearful or disadvantaged by the process. Ensure to work with the complaints service to ensure issues of race are included and actions taken.	CSSW SMT and Jim Reed	Complete during 20/21 and include outcomes in the Annual Report.	

Activity	Lead	Target Date	What has been achieved so far?
Actively and transparently address racial oppression when it is raised by employees. Have the 'race conversations' with our white colleagues.	CSSW SMT		<ul style="list-style-type: none"> • A training session was delivered from an officer from LB Croydon on 12/08/2020 • A whole service meeting took place on 5/10/20 where there was discussion about how we talk together about race. This helps us talk to our families with whom we work.
Ensuring race is a central part of the Camden Model of Social Work with new posters to ensure we show it as at the heart of what we do.	Champions group. Chair Sarah Brown. CSSW	Produced and circulated on 2 nd November 2020	
Early Intervention and Prevention			
Reviewing the early years offer to ensure services are delivered through the lens of race and identity	Kay Williams, IEYS	January 2021	<ul style="list-style-type: none"> • Early education curriculum being reviewed – EY Advisers supporting all settings in the borough with advice and training • Issues about gender inequality also being considered through 'Lifting Limits' campaign
Re-imagining our Resilient Families Practice model through an Anti-Racist and Anti-Oppressive Lens. This involves reimagining and redesigning our practice model training to be explicit in exploring how it supports anti-racism and anti-oppression. Includes re-designing the training modules. First trial run with Resilient Families training cohort 13 started 5 November.	Family Support and Complex Families SMT	Completed but being evaluated to learn what worked	
Tackling Disproportionality in the Youth Justice System Position Statement – Cabinet Report in December 2020 committing the council, and all partners to addressing this and implementing the recommendations of the Lammy Report 2017.	Charlotte Matthews Kieran Ferdinand Bea Nigolian, IYSS		

Data and Transparency

Desired outcome/objective: Camden is an open and transparent organisation that continues to find new ways of working with data to find and address disproportionate impacts on Black staff.

RECOMMENDATIONS FOR CORPORATE ACTION

- To be clear about how progress with delivering the race equality action plan will be measured - a useful measure would be how satisfied people who had complained about racism or other forms of discrimination were with the outcome
- Use workforce data to look at areas where representation from Black, Asian and other Ethnic employees is low
- Collect and review diversity data and analysis of pay regularly with a commitment to transparency

The grid below shows service specific activity responding to this theme arising from the Black Lives Matter challenge in the Supporting People Directorate:

Activity	Lead	Target Date	What has been achieved so far?
Integrated Commissioning			
Every team member to review their commissioning portfolio and ensure they understand the ethnic breakdown of their service users, how that compares to the borough profile and the wider population group (e.g. YP with mental health concerns, CYP with SEND etc.). Identify and support providers to address any differences in how children access services or of the impact of the services.	Integrated Commissioning SMTs	Underway – completion by March 2021	
Camden Learning			
Going forward - Improving ethnicity data and gaining a better understanding of our Black, Asian and other minority communities, shared termly with Heads, improved acuity around CL work/analysis on exclusions data and working with communities to reduce disproportionality.	Martin Cresswell, Camden Learning	Ongoing.	

Activity	Lead	Target Date	What has been achieved so far?
Adult Social Care (ASC)			
<p>Scrutinise our Performance Data for disproportionality and equalities and continue to monitor this, be transparent with findings, and find ways to address them.</p>	<p>Jamie Spencer, ASC</p>		<p>We have scrutinised our Performance Data for disproportionality and equalities this has indicated that:</p> <ul style="list-style-type: none"> • people of non-white ethnic backgrounds supported by ASC appear to achieve disproportionately poorer ASC outcomes than our white residents • that we don't collect data about sexuality • that our data systems don't allow someone to identify as transgender • <p>We have committed to include equalities data in all of our key performance analysis going forwards. We have developed an approach to enable us to collect the full range of equalities data</p>
Children's Social Care and Social Work (CSSW)			
<p>Provide resources that are evidence based and detailed about the communities we work with.</p> <ul style="list-style-type: none"> • Report about ensuring we are the best black corporate parents for our black children was written by Children's Care Provision managers and presented at the Corporate Parenting Board on 5/10/20. An action plan was agreed which will be progressed. 	<p>James Owen/Kurt Ferdinand, CSSW</p>	<p>Report completed. Action Plan to be taken forward over the next 6 months.</p>	
<p>Service review of children subject of Child Protection plans to ensure proportionality of those children referred and in receipt of services from social work.</p>	<p>CSSW SMT</p>		
<p>Review CSSW procurement process/policy. This is a priority for the Race and Equality Task and Finish Group in equality in education for young people. This work can include care placements.</p>	<p>Sally Joseph</p>		

Activity	Lead	Target Date	What has been achieved so far?
Hold an open discussion with leadership by having regular updates at DMT and feeding back to the Race and Equality Task and Finish Group.	CSSW SMT	Linked to outcomes of the Group.	
Early Intervention and Prevention			
Exploring Overrepresentation of Racially Marginalised Groups in Early Help Assessment. A quantitative and qualitative project looking at whether racially marginalised groups are overrepresented in family early help assessments, & if yes, why this is. Will use both internal demographic data, external data on socio-economic factors/determinants, & interviews with children & parents.	Becca Dove and Jay Virdee, Family Support and Complex Families	December 2020 – March 2021	
Our Black Lives Matter Plan and Goals On completion of the above exploration work, the whole service will come together to reflect on what we've learned, make our assessment of where we are and why, and set ourselves SMARTER Black Lives Matter goals for the next 3 years.	Becca Dove, Family Support and Complex Families	By April 2021	

Safe Spaces for Staff

Desired outcome/objective: Camden is a place where staff can feel safe to be their best and most authentic self at work and can have open and honest conversations about race and racism.

RECOMMENDATIONS FOR CORPORATE ACTION

- Working with Comms to share stories across the Directorate with staff telling their own stories on postcards (anonymously or not)
- Head to head conversations on race - all of these conversations will be recorded and shared with all staff via essentials and Yammer
- Make sure our Black, Asian and other non-white ethnicity team members have safe spaces to talk. All managers to be expected to hold ongoing conversation in their teams.

The grid below shows service specific activity responding to this theme arising from the Black Lives Matter challenge in the Supporting People Directorate:

Activity	Lead	Target Date	What has been achieved so far?
Integrated Commissioning			
Make sure our Black, Asian and other non-white ethnicity team members have safe spaces to talk. A place where we can log conversations we are having about racism, and that information to be shared with Senior Leaders – we want there to be Action.	Integrated commissioning SMT	Ongoing.	The first safe spaces were set up in Children’s commissioning, this has now been extended to wider commissioning and across the CCG.
Provide regular discussion space for the wider team to reflect on the anonymised cross-Council/CCG findings from Safe Space meetings, other CCG and Council-wide feedback, presentations and learning opportunities to shape anti-racist practice in the team.	Integrated commissioning SMT	Ongoing.	Regular conversations held in weekly team meetings, covering Council and CCG wide initiatives as well as team actions
Adult Social Care (ASC)			
Having conversations and talking to each other about race and racism.	ASC SMT		<p>We have sought out, facilitated and joined conversations with colleagues about racism, ethnicity & oppression over the last 5 months. This has included email communications, team meetings, supervision, whole service discussions, 121s, peer to peer conversations.</p> <p>We have learnt lots but have also relied heavily on small numbers of staff and raised expectations.</p> <p>We have learned that:</p> <ul style="list-style-type: none"> • people’s responses to this have been very personal & varied – fearful, sceptical, hopeful, angry, energised, exhausted, traumatised, motivated, unmotivated, worried • we need to communicate continuously and in varied ways about the work we’re doing • We need to recognise the traumatic impact of racism and support people’s wellbeing and mental health. • Everything we do at work, every day, presents us with an opportunity to reduce structural inequalities and we need to be much targeted & explicit about how we are going to do this

Activity	Lead	Target Date	What has been achieved so far?
			<ul style="list-style-type: none"> We need to consider identity much more in our “What Matters” practice model – we need to shift it from being ‘colour blind’ to being actively anti- oppressive. How can we talk about ‘what matters’ to people when we’re not talking with them about their identity?
<p>We are convening a Thinking Group in ASC to develop reflective and learning spaces so that we can continue anti-racism conversations with all staff. This will begin with a fortnightly programme of ‘open houses’ which all staff will be invited to and which will be led by different speakers who will take us through these conversations. We are hopeful that this will begin in December.</p>	<p>Shabnam Ahmed, ASC</p>	<p>TBC</p>	
Early Intervention and Prevention			
<p>Review current teams (IEYS) Improve cultural awareness across the service by; developing approaches across locality based services that encourages teams to share cultural experiences and knowledge by mixing teams and reducing silos, increasing awareness of cultural differences and empowering staff to constructively challenge management and contribute to decision making.</p>	<p>Debbie Adams & Management team, IEYS</p>	<p>July 2021</p>	
<p>Invite and train volunteers to host a series of open conversations with groups of staff in the service which will inform an action plan based on lived experience.</p>	<p>Elizabeth Andrew / Emma Bown, IEYS</p>	<p>April 2021</p>	
<p>Seeing White Podcast Club - offers a space for staff to listen to episodes of internationally acclaimed podcast exploring whiteness and how race was constructed, and critically reflect together on what they learned. 14 weeks, 1 episode per week.</p>	<p>Becca Dove, Family Support and Complex Families</p>	<p>Ongoing. Ends 2nd December.</p>	
<p>Black Lives Matter Imagination Workshop A 90 minute workshop designed to create space to imagine and articulate a preferred future if all our Black Lives Matter</p>	<p>Becca Dove, Family Support</p>	<p>First 2 workshops completed,</p>	<p>First 2 workshops completed.</p>

Activity	Lead	Target Date	What has been achieved so far?
work was done. Uses Long Time Project tools to help create an emotional connection to the future and to help create our goals for our Black Lives Matter work (e.g. because we have articulated what we want to feel different/ behave differently/operate differently)	and Complex Families	will be made available to all staff during December - February	

Education and Training

Desired outcome/objective: Camden is a place where we continue to educate ourselves on race and racism in order to be active allies and adopt anti-racist approaches.

RECOMMENDATIONS FOR CORPORATE ACTION

- Training and staff development in equalities and addressing racism
- Organisational commitment not to use the acronym 'BAME'
- Trial facilitator led workshops for all staff to address anti-racism, diversity and inclusivity, unconscious bias and micro-aggressions

The grid below shows service specific activity responding to this theme arising from the Black Lives Matter challenge in the Supporting People Directorate:

Activity	Lead	Target Date	What has been achieved so far?
Integrated Commissioning			
Identify available learning and development support for staff to address anti-racism, diversity and inclusivity, unconscious bias and micro-aggressions. Ensure all team members are participating in relevant L&D activities.	Integrated commissioning SMT	Ongoing	
Working with the CCG on their anti-racism messaging and training	Dionne Usherwood and Sandra Soteriou	Ongoing	

Activity	Lead	Target Date	What has been achieved so far?
Camden Learning			
NQT training-with Shelina Patel-Reflective questions, role modelling visibility and racial literacy	Jon Abbey		
Camden Learning team training three sessions Equalities training-looking and understanding legislation	Jon Abbey Christine Gilbert		
Training and updates on BLM in SENDCO forum and HWB covered with Mental Health leads. Training session Equalities and Diversity for Governors now part of the schedule.	Helen McNulty		Camden Learning has finished delivering Equalities Training to Ealing Governors.
Adult Social Care (ASC)			
Anti-racism training.	ASC SMT	Ongoing.	SMT have taken part in an Anti-Racism Training programme, run over 3 sessions by Dr Muna Abdi.
Children's Social Care and Social Work			
Training or staff development recommended by colleagues <ul style="list-style-type: none"> Looking at disproportionality - robust focus on themselves and what disproportionality of the care system looks like with detailed analysis of the care population and what this tells us. 	CSSW	Practice week w/b 16 th November to focus on if our practice is now showing more awareness of race in our child protection work.	<ul style="list-style-type: none"> Anti-racism session held with external trainer which will be aligned with training for ASC social workers. Actively and transparently address racial oppression when it is raised by employees and our residents. Have 'race conversations' with white colleagues. The Camden Model of Social Work Champions group. Chair Sarah Brown led service meeting on 5/10/20. Service meeting held, looking at how as professionals we talk about race together and how we talk to families about this.
Early Intervention and Prevention			
Black Lives Matter Resource Repository - A new resource launched in FSCF last week, this is a supplement to our work on anti-racist and anti-oppressive practice. Whilst designed with family work in mind, much of the content is relevant to a	Becca Dove, Family Support and Complex Families	Completed but ongoing as more people submit material.	

Activity	Lead	Target Date	What has been achieved so far?
wide audience, and may be of interest. An open-access, crowd-sourced project that anyone can submit material to. Designed to spark conversation, reflection and action. Link below: https://ascpractice.camden.gov.uk/early-help-guide/family-early-help-covid-guidebook/black-lives-matter-resource-repository/			
Frontline Practitioners Group 3 workshops led by frontline practitioners and attended by frontline practitioners to explore anti-racism and anti-oppression in our own practice, in our teams and systems, and in our partnership spaces and networks. Will make recommendations for what needs to change/improve (see last point on making a plan and setting goals)	Adele Coleman, Family Support and Complex Families	Starts 17 November to February 2021	
YOS - BLM Monthly meetings , focussing on cultural competencies, training and engagement with young people and families	Charlotte Matthews		

Recruitment and Development

Desired outcome/objective: Camden is a place where Black staff are given equal opportunities to succeed and where there is representation of Black staff on all levels.

RECOMMENDATIONS FOR CORPORATE ACTION

- Commitment to hiring a more diverse workforce - reviewing Camden's recruitment process and working with our partners about how we can directly encourage more applicants from Black, Asian and other marginalised groups
- Explore rolling out anonymized recruitment across the organisation.
- Organisational commitment to diverse interview panels as a requirement.
- All staff should have regular 1:1s and career development discussions with an opportunity to discuss career aspirations and transferable skills. Managers to be trained in holding these discussions.
- Commitment to increasing the number of Black employees in the next 6 - 12 months

The grid below shows service specific activity responding to this theme arising from the Black Lives Matter challenge in the Supporting People Directorate:

Activity	Lead	Target Date	What has been achieved so far?
Camden Learning			
Camden Learning Board-commissioning an exercise to recruit broader diverse, representation School led Improvement Group revised membership and have recruited wider community representation	Jon Abbey Christine Gilbert		
Adult Social Care (ASC)			
Looking at how we address racial inequalities as an employer and create a more diverse workforce among all levels.	Jess McGregor ASC		<p>We have considered our role as an employer, and scrutinised our HR data and this has confirmed that:</p> <ul style="list-style-type: none"> • Our organisational hierarchy & structure are less diverse the more senior they become • Our most senior staff, and therefore our white staff, are more likely to receive performance related pay • We don't have good enough information about all of our staff with protected characteristics due to very low levels of reporting <p>We have applied to the Dep't of Health & Social Care (DHSC) to pilot the WRES (Workforce Race Equalities Standards) which is the tool that the NHS has been using over the past 3 years to drive forward change in relation to its role as an employer. This has led to significant reductions in anti-discriminatory practices in the NHS and a more diverse senior workforce although there is still a long way to go.</p>

Activity	Lead	Target Date	What has been achieved so far?
Early Intervention and Prevention			
Improve personal development and progression opportunities for Black, Asian and Other ethnic staff by; enabling more meaningful conversations about where people see themselves in performance review and providing effective organisational support including sharing opportunities such as apprenticeships (management level) and secondments, frontline staff will be invited to senior management meetings periodically.	IEYS SMT	July 2021	
Further develop Parent Champions volunteering programme to enable more volunteers to move to paid employment in the service (volunteers are from a wide range of ethnic backgrounds)	Sophie Jobbings, IEYS	On-going	
<p>Meaningful mentoring schemes/ creative ways to include and promote exposure/shadowing opportunities/experience in other services</p> <ul style="list-style-type: none"> Review the whole of the Sponsorship and Mentoring Scheme. We are looking at whether we can develop an ILM - provision for sponsorees. Resources being developed (still in discussion) Active Bystander/Allyship training (3 sessions have been piloted) 	<p>Elizabeth Andrew, IEYS</p> <p>HR / OD teams</p>	January 2021	
Health Visiting Integration - recruitment drive targeting high quality candidates from diverse backgrounds.	Jane Hutcheson, IEYS	January 2021	

Addressing Intersectionality

Desired outcome / objective: Camden is an organisation that understands that even within the Black community there are differences and we should seek to address those as opposed to treating as a homogenous group.

RECOMMENDATIONS FOR CORPORATE ACTION

- Addressing intersectionality of race and other equalities issues such as age, disability, gender sexuality etc.
- The council is below government targets at recruiting & promoting disabled staff/ staff with long term conditions. One of the things that would help with this is a group (similar to the BAME & LGBT groups - which receive LBC support such as time off for meetings).
- Address the specific types of racial oppression that affect the Black community and its intersections.

The grid below shows service specific activity responding to this theme arising from the Black Lives Matter challenge in the Supporting People Directorate:

Activity	Lead	Target Date	What has been achieved so far?
Integrated Commissioning			
As chairs of the NCL SEND forum, lead conversations about BLM, race and equality across NCL in relation to services for children and young people with Special Educational Needs and Disabilities. To include: <ul style="list-style-type: none"> • Collating and sharing practice across the five boroughs • Developing some agreed common actions Contributing to NCL recovery action plans for children's services	Dionne Usherwood / Julia Mills	Ongoing	
The Autism Partnership Board have set up a Race Equality Working Group which will be co-chaired by an autistic adult who lives in the borough. The membership includes autistic adults and parents/ carers of autistic children, young people and adults living in the borough, voluntary organisations and colleagues across adults', children's, health and police. Informed by lived experience and learning from experiences of double discrimination, a report will be produced and a coproduced Autism Partnership Board race equality action plan will be developed.	Theresa Collier/Rachael Bond	Feb 2021	

Work with Community and Partners

Desired Outcome / Objective: Camden works closely with the community and partners to understand the experiences of Black people and encourage an antiracist approach in our communities and in our partnership working.

RECOMMENDATIONS FOR CORPORATE ACTION

- Virtual shout out for Black Lives matter activists. Stories to turn into multimedia resource for a conference to have in mid-November.
- Address the impacts of Covid-19 on Black and Ethnic Minorities
- Consider a process that provides closer scrutiny on school exclusion for Black boys. This is also a priority for the Race and Equality Task and Finish Group in equality in education for young people.

The grid below shows service specific activity responding to this theme arising from the Black Lives Matter challenge in the Supporting People Directorate:

Activity	Lead	Target Date	What has been achieved so far?
Participation of a Camden Social Workers on the BASW Black Social Workers symposium with feedback to the organisation	CSSW and ASC	Completed	
Camden Learning			
Camden should consider reviewing the curriculum in its schools <ul style="list-style-type: none"> • The Black Curriculum are partnering with Camden Learning and working with schools on themes around literature, art and politics. We will discuss with them what they can offer schools. Camden to be trailblazer. This will join up with our anti-racism hub, run by UCLA. • Young champions piece at Acland Burghley School. Paul Miller will be on the education strategy board and will add value in addressing diversity and disproportionality. 	Jon Abbey		
UCLA organising a CL learning hub, working with TBC	Cosima Davis	Ongoing.	Year 1; 22 schools signed up so far.

Activity	Lead	Target Date	What has been achieved so far?
Camden conversation: The Black Curriculum and Selina Patel with school Leaders/ Session for CL and invited services. <ul style="list-style-type: none"> Focus on Beyond the curriculum, Decolonising the curriculum and teaching racial literacy and outlining the programmes with TBC 	Jon Abbey	TBC	
Children's Safeguarding and Social Work (CSSW)			
Building on the awareness that fewer Black people's achievement is on Wikipedia	Tim Fisher, CSSW	Friday story runs every week.	<ul style="list-style-type: none"> We have supported the new page for Vадnie Bish which talks about her achievement. Staff are sharing information about her and other black achievements on the Friday Story as well. Tim Fisher produced a series of Friday stories and put together information for Wikipedia.
Early Intervention and Prevention			
Camden Youth Council and Black Curriculum Workshops presents 12 sessions on Black British history via zoom starting 15 th October , bi monthly 5-6pm	Rema Patel, IYSS		
Somers Town Youth Centre & Central North BCU – 12 week programme of induction for new police recruit's, with young people .	Million Hailemarion, IYSS		
The stories of Black young people's experience of policing & youth Justice in Camden evidenced in a project titled <i>3 years on from Lammy what's changed?</i>	Eugene Griffin & YOS peer Advocates, IYSS	Multi- media project and conference in December 20 –Feb 21	

Non-Theme Related Actions

The below table contains actions responding to the Black Lives Matter challenge that do not necessarily fit into the above themes:

Activity	Lead	Target Date	What has been achieved so far?
<p>Addressing Mental Health and Well Being</p> <ul style="list-style-type: none"> • Develop targeted mental health promotion campaigns for parents, particularly from Black, Asian and other minority ethnic communities and vulnerable families-working with parent champions to get feedback and to help develop wellbeing messages that are relevant for Black, Asian and other minority ethnic communities. • Organise focus groups with Black, Asian and other minority ethnic parents who have participated in Families for Life, to find out what kind of mental health and wellbeing support they want, whether there are any barriers to them accessing support and how to engage more parents in mental health promotion and support. Also considering running focus groups/do parent surveys with schools to find out what kind of mental health support parents might want • Work with schools to promote mental health workshops for parent to those from Black, Asian and other minority ethnic communities to increase the number of parents attending • Work with schools to identify culturally relevant resources and incorporate into curriculum advice • Incorporate culturally appropriate messages to our health interventions e.g. healthy eating messages/healthy lifestyle programmes 	Gill Morris Camden Learning	Ongoing	<ul style="list-style-type: none"> • Produced selection of resources on understanding and challenging racism, for primary and secondary schools • Shared resources on BLM including a guide for parents to talk to their children about racism
Refresh the ASC Strategy – Supporting People Connecting Communities (SPCC). This has highlighted ‘Reducing Structural Inequalities’ as a driving principle for the next 3 years.	Jamie Spencer, ASC	Completed	
Development of the Equalities Action Plan.	Jess Mcgregor, ASC	We are coming together as a team during November and	We have committed to developing an Equalities Action Plan to drive our work in this area forward.

		December to create that action plan.	We have joined the ADASS Equality, Diversity & Inclusion Action Group to be part of the national ASC conversation about how to drive change and learn from other areas.
--	--	--------------------------------------	--