

## Anti-Racist and Disproportionality Practice in London

*"We recognise that the Black Lives Matter Movement presents a challenge to do better which applies to all of us"* ALDCS, June 2020

The quote above is drawn from an ALDCS statement made in the wake of George Floyd's 2020 murder and the subsequent growth of the Black Lives Matter movement. The statement describes the profound impact these events had on London's Children's Services leaders and their absolute determination to 'do better' for children, families, communities, and workforces. Whilst strategies to tackle racism and disproportionality are not new, the events of 2020 resulted in the blunt acknowledgement they have not been successful (enough) and Local Authorities have gone on to urgently review and grow their approaches. There has been further impetus from the COVID 19 pandemic, which raises the spectre of race and inequality as factors in infection and mortality rates.

With its remit to share practice and foster collaborative working, the LIIA programme quickly became a vehicle that London's DCSs could use to support their anti-racist and disproportionality work. LIIA's disproportionality input runs across all of the four thematic workstreams of Workforce, SEN, Adolescent Safeguarding, and Finance (including placements), in all of which there are longstanding trends of worse outcomes for black and other minority individuals.

### LIIA Disproportionality Dataset

At ALDCS request, LIIA compiled a cross-section of publicly available data to measure the impact of race across a snapshot of children's social care, education, SEN, and youth justice outcomes. Whilst these were more limited measures than those available in individual local authorities, the value lay in the ability to compare outcomes across different authorities and sub-regions. Whilst general trends were largely as anticipated (for example an over-representation of black children in care, exclusions, and the youth justice system), specific differences have enabled questions to be asked and best practice to be identified. There has been additional value in undertaking a comparative exercise across social care, education, and justice fields; further such work will add health and a greater depth of outcome measures.

### Sub-regional Activity

Each sub-region has anti-racist and disproportionality work as a standing item on their strategic plan. This has led to a range of regional collaborations, for example the formation of YOS sub-regional groups in the North-Central and West regions to drive change in an area that has seen gross disproportionality over many years. Another example would be the South sub-region's development of a regional forum to address disproportionality in education.

### **Black, Asian and Minority Ethnic Leadership**

At ALDCS request, LIIA has earmarked £50,000 of funding to develop a leadership programme to address the under-representation of Black, Asian, and Minority Ethnic staff in senior positions. This will complement the existing BALI programme, but also reach beyond staff development with initiatives to drive organisational and cultural change within LA's. Underpinning the programme design has been the creation of a Black, Asian and Minority Ethnic Reference Group, which has brought together over 60 minority leaders from across the capital to help understand the problem and design responses. The Reference Group has led programme design with Staff College, who will deliver the programme, and will continue to advise ALDCS on disproportionality and anti-racist strategy.

### **London Crime Reduction Board – Reducing disproportionality in the Youth Justice System**

Following an extensive mapping exercise of existing disproportionality strategies and aspirations (undertaken by MOPAC with the support of London Councils and partners), the London Crime Reduction Board will launch London's Tackling Ethnic Disproportionality in Youth Justice Action Plan in February 2021. The plan has three strategic goals:

1. To understand the extent of disproportionality in the CJS, including experiences at the key life milestones, in order to inform decisions and interventions.
2. To develop and establish action to tackle disproportionality – addressing disparities, inequality and unfairness within the system.
3. To deliver the actions recorded to help establish and embed change within the CJS, this includes supporting or unblocking aspiring activity.

Through LIIA and the Youth Justice Service Strategic Leaders Network, ALDCS is supporting a range of actions to promote a coherent response to exploitation, violence and vulnerability which have a key focus on reducing racial disparities.

### **Compiling and sharing best practice**

LIIA is undertaking an exercise to capture and share the best anti-racist practice that Local Authorities consider to be making an impact locally. Snapshots of individual LA's strategy is uploaded and made accessible on LIIA's website, as well as being reported back through the sub-regional DCS forums. The strategies presented often focus on one or more of; children (service users), wider communities, workforce, corporate policy/culture, and work with partners. As the richness of each local picture emerges, LIIA will work with ALDCS and the sub-regions to identify areas for collaboration or shared approaches.

For further information and discussion on Anti-Racist and Disproportionality Practice, please attend the LIIA Summit Disproportionality Workshop or request the video record.

**For information go to [www.liia.london](http://www.liia.london) or contact [matthew.raleigh@londoncouncils.gov.uk](mailto:matthew.raleigh@londoncouncils.gov.uk)**