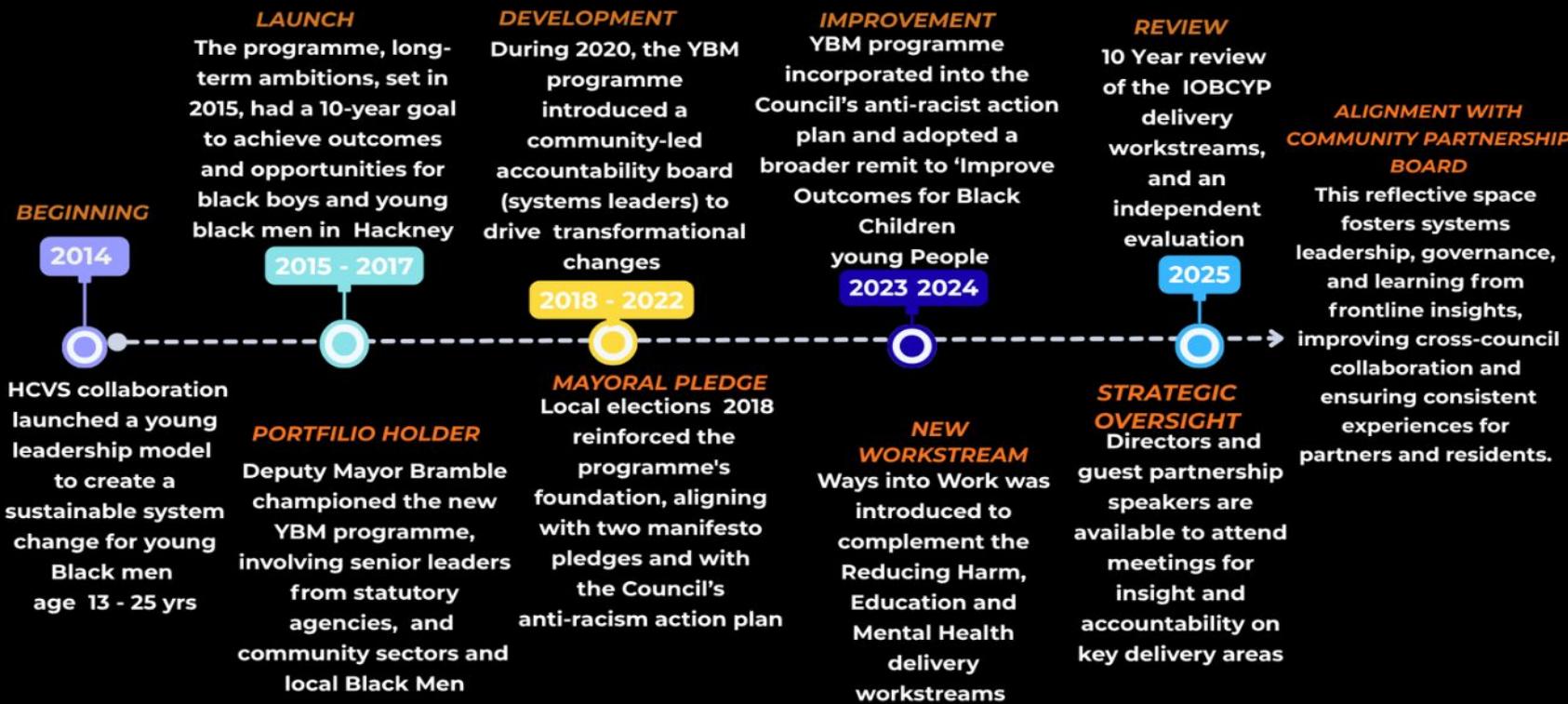




Improving Outcomes for Black Children and Young People

**Jason Davis
Deji Adeoshun**

Timeline



Improving Outcomes for Black Children and Young People

Systemic Racism and Inequality

Black children and young people encounter institutional racism across multiple institutions, including the education system, the health system, criminal justice system, and the labour market.

Manifestation

Data research conducted in 2019 as part of this work evidenced significant disproportionality in outcomes for Black children and young people across the whole system in educational attainment, health, housing, policing and youth justice

Impact

This work operates against a backdrop of structural racism and barriers that limit outcomes for our Black Children and Young people in Hackney and undermine their self-belief and aspiration

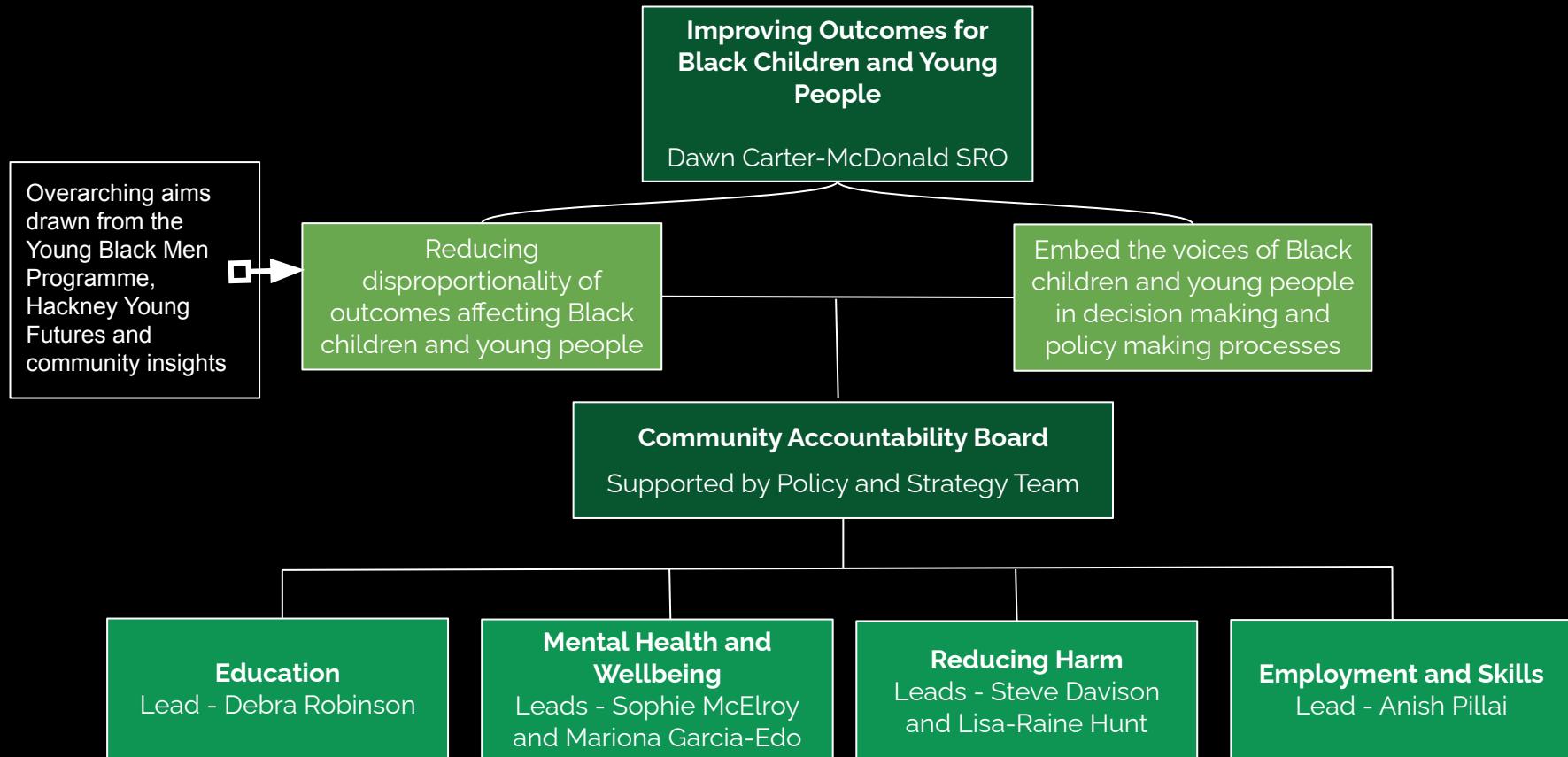
Ten Year Programme Ambitions

The YBM programme's long-term ambitions set in 2015 were as follows:

- *Within 10 years, outcomes and opportunities for black boys and young men in Hackney should be the same as the wider population.*
- *Within 15 years, working with other statutory services and central government, start to see cultural changes in terms of aspirations and trust in the state*
- *Within 15 years, working with other statutory services and the central government, started to see changes in media representation and portrayal of young Black men.*

Structure

Anti-racist Framework



Community Accountability Board

Chair - Juliet Coley

A former Deputy Headteacher, writer, and now Publisher of books written by Black children

Co Chair Deji Adeoshun

Trained Barrister, Youth Manager at HCVS, CEO of Change in Youth, Account Hackney Lead

Renea Henry-Kemp

Community Engagement Manager at London Legacy Development Corp

Alanis Hernandez

Young person, student, aspiring Criminal Psychologist, Vice Chair of Thinking Spaces Board

Joseph Dixon

Young person, student, aspiring Neurosurgeon, Vice Chair of Thinking Spaces Board

Education

Outcomes Education:

- At the outset of the programme, the intended long term outcome for the education workstream was: *By 2025, there is no gap in attainment or exclusions between Black children and the wider population.*

With the programme also now broadening its focus to include young Black girls, the workstream has moved forward with a set of refreshed outcomes:

- *Narrow the gap in attainment for Black children and young people (with a particular focus on groups where gaps are largest and are not narrowing i.e. (Black Caribbean)*
- *Reduce exclusions of Black children with SEND*
- *Reduce the disproportionality in exclusions among Black Children*

Outputs:

The work to improve outcomes for young Black children and Young People is not concerned with initiating new strategies or programmes of work or to duplicate any of the existing work or activity in this space. **Rather, the intention is to embed the work within mainstream service delivery and ensure that the appropriate governance structures are in place and functioning effectively to monitor progress and hold leaders to account.**

Successes:

- Equity group has been set up and includes senior officers and senior leaders from primary and secondary schools.
- Hackney Diverse Curriculum has a refreshed training resource regarding 'diversifying vs decolonising the curriculum'.
- Race Equity training in Education in ongoing - mainly taken up by primary schools thus far.
- Several Black and Global Parent Groups have now been established
- In 2022/2023 Black Caribbean pupils in Hackney exceeded national averages at KS4 (Level 5 English & Maths, Attainment 8),
- Hackney's new Education Strategy has committed to being ambitious and anti-racist.

Education Continued

Challenges:

- High exclusion rates still exist - Hackney Education Alternative Learning Service (HEALs) will seek to address different pathways for children by working with schools.
- A coherent strategic approach that seamlessly integrates the Improving Outcomes for Black Children and Young People across Education is required.
- Black Caribbean students in Hackney sometimes show strengths relative to the national picture, however, significant local attainment gaps persist, especially for boys, with local data revealing complex trends that differ from national patterns.
- School closures have disproportionately impacted Black and Global Majority Children and staff.

Reducing Harms

Reducing the incidence of young Black men experiencing or causing harm within their community, reducing reoffending and supporting outcomes amongst black young ex-offenders. Improving Trust and Confidence in Policing for Hackney's Black communities.

Outputs

- Community Gangs Team (CGT) have delivered hyper-localised place-based interventions in E9, E5 and N16 postcodes alongside the boroughwide Anti-Knife, Anti-Robbery (AKAR) project in partnership with VCS partners.
- Youth Justice Service (YJS) maintain focus on self-scrutiny of outcomes for young Black men. For any child at risk of breach, a compliance panel with defense decision-making is convened, ensuring punitive responses are the last resort.
- For all Pre-Court cases YJS utilize a scrutiny panel that removes ethnicity to monitor equitable outcomes for children. We were part of the pilot for the Deferred Prosecution Scheme (Outcome 22) and strongly advocate for equal outcomes for children.
- Central East Police have been working with Community Scrutiny Panel, Young Hackney and VCS groups to improve Stop and Search(S&S) approach and outcomes through 'QR code' webpage, awareness video and co-designed training

Outcomes

- Reduction in serious violence
- The Lammy Review highlighted the Deferred Prosecution Scheme as a potential tool to address disproportionate outcomes for BAME and ethnic minority young people. This is now fully embedded in Hackney and is due to be rolled out Metropolitan Police-wide with the assistance of our YJS police Sergeant, strengthening our diversionary responses.
- **strengthened our referrals from court through pre-court meetings that pre-assess cases before they reach court and actively divert cases.** This process is a key step in place to address disproportionate outcomes.

Challenges

- Significant reduction in funding for CGT in April 2026 (total reduction of £240,000 grant funding). which will result in a reduction in the delivery of hyperlocalised place-based projects and commissioning of intervention providers following the end of funding.
- We continue to see a over-representation of Black children being searched by the police and within the criminal justice system.

Mental Health

- There has been a Lead for this workstream for the last 3 years - recently transitioned to the Programme Management team for CYP Mental Health and Wellbeing (C&E/CAMHS)
- **Outputs:**
 - Series of workshops and community of practice events showcasing work and engaging with community partners
 - Development and implementation of Hackney Thinking Spaces Programme
 - Alignment with CAMHS Alliance Communities Workstream (including Tree of Life in Schools with WAMHS and Non-Violent Resistance Parenting Community Groups with CAMHS)
 - Audit of Anti-Racist training for mental health practitioners across NHS Trusts and CFS Clinical Service
- **Successes:**
 - Tree of Life in Schools won 4 national awards including HSJ and CYP Now
 - Hackney Thinking Spaces renewed funding for Phase 2 with a series of recommendations for system wide transformation
 - Development of VCS Anti-Racist Commissioning Practice through programmes like Thinking Spaces, Tree of Life in Schools and NVR
 - Completion of CYP Mental Health Needs Assessment with specific recommendations around improving joint working with our communities
- **Challenges:**
 - Lack of specific direction of travel and mandate to deliver the work paired with a lack of specific resourcing dedicated to the workstream related pieces of work i.e coordination and programme management time
 - Difficulties around system wide work and lack of integration across the local authority, the community and voluntary sector and health providers. This requires a fundamentally integrated commissioning approach and strong working together policies and practices.

Employment and Skills

This workstream works to ensure that employment-related opportunities and sought-after skills are as accessible to Black Children and Young people as they are to their counterparts from other backgrounds.

Successes

- Steered **social value** towards BC&YP: directed a council supplier to contribute £13k to the Pedro Club enabling them to deliver GCSE English/ maths homework classes to low income groups who reside in the Kings Park Ward
- **Prison to Employment project:** established since Oct 25; established direct routeways for ex-offenders from HMP Thameside, Brixton and Pentonville to access employment and skills opportunities;
- **Restorative community partnerships:** built strong relationships with community partners who previously distrusted the council, enabling access through these community partners to BC&YP who have historically not engaged with council services
- Created a **BC&YP Dashboard**

Future plan

- Run the anti-racist continuum against Employment & Skills commissioning cycle
- Expand the Prison to Employment project to include more London Prisons
- Enhance the **BC&YP Dashboard** to include skills data

Challenges

- Lack of a **centralised systems** to gather data across Employment and Skills programmes
- Obtaining data due to GDPR from the **DWP** - to better understand the Hackney Employment Context
- Lack of understanding of why the BC&YP work was introduced and continues to be relevant cross council

Progress to date

- Community partnership, accountability and co-design across 10 years
- Development of Hackney Anti-Racist framework and practice development across council
- Anti-Racist practice training rolled out to schools and anti-racist practice standards rolled out across education services
- Decolonisation of curriculum
- Community led Improving Trust and Confidence in Policing partnership - child centric policing, improving stop and search practice, youth led training
- Culturally specific wellbeing interventions including Hackney Thinking Spaces, Tree of Life in schools and NVR (non-violent resistance training) with community partners
- Collaboration between council services - eg Gangs Team and ESAL working together to provide employment routes for ex gang members
- Community 'one stop shop', Children's Black Book Fair, Windrush Heroes theatre performances

Focus for forward delivery

- Embed improving outcomes for our black children in strategic plan and service plans
- Further mobilise and prioritise directorate resource towards reduction in disproportionality
- Moving away from siloed work streams to whole council systems change
- Developing the progress seen in delivery of work stream outputs, to enable increased progress in long term disproportionality outcomes
- Ensuring that improvements for all children in Hackney also address specific disproportionality for our Black children and young people
- Increased communication with residents, particularly children & young people
- Revisiting role in national lobbying
- Independent evaluation and co-produced redesign for next 5 years

Reflections from Community Accountability Board

- Celebrating success of co-produced community and council work that has demonstrated positive outcomes for Black Children through a number of delivery programmes and approaches
- Limited systemic impact on disproportionality of overarching outcomes for Black Children
- Lived experience of Black children in Hackney still significantly impacted by structural racism
- Current workstreams have been led by passionate and committed council staff and have made some progress, but they are two narrow and are limited by resource
- To begin to see significant change in disproportionality, we need to move from individual work streams to a 'whole borough' approach - with sufficient resourcing
- Community Accountability Board need to be further embedded in strategic planning from the outset
- Sufficient funding needed for the depth of community partner time given to this work
- Improved clarity of measurement of success needed - with data analysis at more regular intervals
- Increased communications impact needed - with a focus on direct communications to children