**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:** Enfield Council

**Name of project or approach:** Disproportionality analysis project

**Project methodology:**

- adopting a whole system approach

- tracking disproportionality analysis throughout the journey of the child from birth to 18 through services (early years, school attainment, involvement with EWS, Early Help and Social Care, youth justice, access to health, youth justice [stop and search, out of court, post court, custody, remands, re-offending, serious youth violence]

- reviewing workforce demographic and training in equality and diversity across the partnership

**Limitations:**

**-** access to data from some of the partners

Disproportionality analysis with be shared with partners and will inform an action plan to tackle BAME disproportionality within Enfield.

**Leadership Approach**

Cultural conversations (as opposed to SW survey) across whole workforce starting September/October 2020 – developing cultural competence.

Focus of Social Work Conference.