**Racism and disproportionality:**

**Proposed areas for collaboration in North-Central London v.2**

**Areas for initial attention:**

1. **Understanding and analysing the scale of the challenge in North-Central.**

Action: Commission LIIA data analysis of disproportionality across children’s outcomes in NCL for education, social care, health and justice. DCSs to identify a point of contact in their LA to support work with LIIA.

Owner: Ben to bring back to DCS’s in September in order to inform discussion about further focussing the work in NCL.

16/07/20: Analysis needs to be granular and descriptive not ‘BAME catch all’. Ben to progress work above for Sept.

Chris suggested re-visiting SEND disproportionality research done by Prof Steve Strand Oxford University. Ben to follow up.

1. **Youth justice responses**

Action: bring together the YOS HoS in NCL to share the approaches they are taking to improving outcomes and experiences for BAME children in YJS (or at risk of entering YJS) including work with courts, police and criminal justice stakeholders. Identify where there is more that can be done together across LAs to improve BAME YJ outcomes.

Owner: **Tony** / ~~Martin~~ to engage NCL YOS HoS

16/07/20: Carmel to share research undertaken by City University with Islington and Haringey.

Ann to share Haringey work on ‘stop and search through safeguarding lens’. Particular relevance for those where no crime has been committed and S&S would not be notified to parents or through Merlin.

Tony to organise YOS HoS meeting to kick off their work together on disproportionality. Ben to provide ToR for the work.

1. **Consider undertaking ‘cultural competence’ assessment across North Central authorities**

Action: DCS’s to consider cultural competence framework and applicability for the anti-racist work in their LA and learning that can be drawn together for NCL.

DCSs to review and discuss cultural competence framework

Owner: all NCL DCSs

16/07/20: agreed to use Staff College work as a reference point rather than undertake a cultural competence assessment in each LA. There is a desire to share approaches and learning to anti-racist work and Ben to provide a mechanism to collate.

1. **Pursue learning and action from Ofsted work in North Central on post-16 and transitions and impact on BAME outcomes**

Action: use Ofsted work within NCL HOSI meeting and consider collaborative work stemming from this which supports improved post-16 BAME outcomes.

Owner: Anne (through NCL HOSI)

16/07/20: Ofsted post-16 work and transitions work will be shared in the next week and Martin gave assurances of its relevance to issues of disproportionality. To be discussed when the report has been shared and read by all and output fed into HOSI meeting.

1. **Contribute to and draw from ALDCS adolescent safeguarding and BAME leadership** **work to support work in North Central.**

Action: actively seek to draw from pan-London priority work to inform work in NCL on disproportionality

Owners: all DCS, with particular reference to input from Anne and Ben from adolescent safeguarding and workforce development / BAME leadership work.

16/07/20: Staff College offer for London BALI aimed at middle managers to be progressed and strong support for making this widely available to BAME managers. Martin to progress with Rachael.

Anne to update on developments from pan-London adolescent safeguarding work.

**Action:** Agreement to put a further themed discussion about disproportionality and anti-racism on the forward plan for September.