**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: Waltham Forest**

**Name of project or approach: Various**

Waltham Forest has a variety of anti-racist and disproportionality strategies, many of which gathered further momentum after the George Floyd murder and the emergence of the Black Lives Matters movement. This can be separated into Waltham Forest Council as an *employer*, as a *deliverer of services* and as a *catalyst for change* within partnerships and communities

As an employer, Waltham Forest is finalising a workforce disproportionality strategy, which will shortly be published. It covers a range of initiatives including an Ethnicity Pay and Gender Pay gap review and an explicit commitment to becoming an anti-racist organisation, as well as organisational interviewing and recruitment through to appraisal, development, and progression opportunities.

The Families Directorate have adopted the CMI toolkit for “Turning the Dial” on structural inequality and racism. One significant element has been the introduction of a fortnightly/monthly disproportionality conversation with staff. These started as a one-off event in Black History Month, but the positive response of staff and recognition that a single event was insufficient has let to their becoming an embedded part of the department’s culture and approach. The meetings are held with the DCS, Heather Flinders, and cover issues such as staff experience, cultural bias, glass ceilings, and development/progression. They directly influence corporate policy.

Waltham Forest has also introduced reverse mentoring, for example the DCS is reverse mentored by a senior BAME member of staff. All senior staff have also undertaken cultural bias training.

As a deliverer of services, our Violence Reduction Partnership has adopted the explicit aim of tackling racial disparity within the lens of a public health approach to tackling violence. This includes (but not limited to):

**Families at the Heart of Our Place** is **our** approach to working alongside the residents of Waltham Forest; where we recognise that in order to support **families** to make changes that are helpful and sustainable we need to establish strong, meaningful relationships with them and work with all members of the family. This approach is responsive to the different experiences of Waltham Forest families, including that of discrimination and disproportionate outcomes. Under this we have our violence reduction partnership, with disproportionate outcomes a key focus, including in challenging areas such as the use of Stop and Search.

In terms of wider strategy Waltham Forest established a Life Chances Commission in 2017 to gather evidence about how it could improve the life chances of all its young people. With race a determinative factor in multiple outcomes, the evidence base and recommendations have played a key part of the LA’s strategy. The full report, Enabling Young People to Thrive can be seen here: [our-work-improve-life-chances](https://www.walthamforest.gov.uk/content/our-work-improve-life-chances) . Linked to this work is Our Place, a shared plan for connecting communities in Waltham Forest. This has a strong focus on connecting people to and between communities, to help address experiences of disadvantage and inequality. Particular areas of focus include helping people into work, English language skills, mental health and wellbeing, opportunities for young people, and equality of opportunity. The plan can be seen here: [Connecting-Communities-Strategy.pdf](https://www.walthamforest.gov.uk/sites/default/files/Connecting-Communities-Strategy.pdf)