

Addressing Disproportionality

Action Plan

This action plan has been produced in order to address the recommendations that have arisen as a result of the project between Islington Council, City University, Haringey Council and the Youth Justice Board in relation to tackling the over-representation of young BAME people within the criminal justice system. The research team evaluated the delivery, outputs and, where possible, outcomes of this Disproportionality Project. The recommendations are multi-faceted and involve a partnership response from within and outside the Council.

Activity / Report	Date compiled:	Date of this update:	Service Area and person completing this:	Lead responsibility
Disproportionality Action Plan	July 2020	Sept 2020	Youth Offending/Targeted Youth Support/Integrated Gangs Services/Youth and Community	Curtis Ashton, Acting Director of Youth and Community

No	Recommendation	Outcome Required	Lead/s	Timescale	RAG status	Update
1.	Structure and Approach - In any future disproportionality programme involving staff training, consider using full-day rather than half-day sessions, move ice-breaker activities to after the session outline, specify the cumulative nature of learning from session to session, and incorporate 'learning into practice' action planning after each session.	As the feedback from staff and the researchers indicated that half day sessions were not as effective, this has already been factored into the schedule for future training sessions on other subject matters. Ice breakers are often incorporated into training sessions.	Training and Development Leads	Ongoing		This has already been implemented with training sessions which have been delivered after the disproportionality training sessions and will continue beyond this
2.	Dissemination -Disseminate this project's key findings regarding the challenges and obstacles faced by young people and parents to relevant staff members, including senior leaders, and beyond.	The findings from this paper will be discussed and presented within different levels of the council's hierarchy including CMB, which is the CEO's management meeting and PDMT, which is the Corporate Director's management group. The findings will also be discussed at management and practitioner forums within various parts of the People Directorate including Youth and Community and Safeguarding	Curtis Ashton/ Catherine Marshall/ Marcus Miller	June 20/Ongoing		The paper has been scheduled for discussion at CMB, PDMT and Practice and Outcome forums within Youth and Community and Safeguarding
3.	Use of academic research- Make fuller use of key social science research insights into implicit bias and the transmission of discrimination, particularly as these	The Council has strengthened its response to issues pertaining to race, racism and discrimination in the light of the killing of George Floyd at the hands of police officers in the United States.	Amy Buxton Jennings/ Curtis Ashton	May 20/Ongoing		Further Equalities forums have been established within Youth and Communities and there are now also other Council-wide forums which

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	relate to race and ethnicity, in future iterations of the programme.	This work will continue via Equalities forums.				focus on employee's experiences of discrimination and inequality. These forums will continue.
4.	Young People's and Parental engagement -Continue capturing the voice of young people in relation to disproportionality and consider offering a more extensive programme of parents' forums, including parent-practitioner sessions moderated by a third party	<p>Service user forums have existed within Youth and Community for some time, particularly in the Youth Offending Service where the voice of the children and young people being worked with is essential to the improvement of service delivery. These forums will be enhanced in light of the recommendations that have arisen from the project. The subject matter will also continue to feature in one to one direct sessions with young people.</p> <p>Providing more of a space for parents to share their experiences will also be focussed on. This will be part of the project that we have received funding from the VRU to enhance our work with parents.</p>	<p>Natalie Cameron/ Raj Jalota</p> <p>Elaine Cato/ Catherine Briody/ Jane Bennett/ Angela Wilson</p>	<p>Ongoing</p> <p>Sept 20</p>		<p>It has proven slightly more challenging to hold young people's forums due to the Covid 19 pandemic, but planning for these have continued. Work in relation to disproportionality and discrimination has continued via the one to one interventions that are delivered to our children and young people.</p> <p>The development of further safe spaces for parents will be taken forward as part of our new Violence Reduction Unit (VRU) funded parenting project with Camden where we will focus on</p>

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						areas such as Cally and EC1.
5.	Being responsive to local factors- Combine ad hoc forums in response to specific incidents and events with more regular outreach programmes that both draw on and share expertise from relevant services.	The incident that was cited in the report was not in relation to Islington, however the findings are purposeful and relevant to Islington also. As a result, we will review our incident reporting form and processes. We will also enhance our detached outreach programmes.	Jane Bennett/ Jenette Charles/ Curtis Ashton Holly Toft/ Curtis Ashton/ Angela Wilson			The online incident report has been reviewed and is fit for purpose. Meetings with the relevant managers and professionals always take place in Islington following such incidents and this will continue. We are in the process of ameliorating our outreach offer in the borough via the procurement process of our universal and open for all youth spaces.
6.	Review the safety and risk implications of YOS procedures- Consider whether the routinisation of young people's movements created by YOS procedures/ protocols may increase risk of harm.	This was covered in the previous recommendation.	Jane Bennett/ Jenette Charles/ Curtis Ashton	June 20		This was covered in the previous recommendation.

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7.	<p>Reporting on and scrutinising disproportionate court outcomes-</p> <p>Explore the possibility of compiling regular reports for local courts detailing disproportionate outcomes for BAME young people from Haringey and Islington – particularly remand and custodial sentences – and introducing an annual or biannual scrutiny panel, including local court representation, to scrutinise those reports.</p>	<p>Islington’s children are over-represented in relation to the imposition of community, remand and custodial based sentences, of which the latter two are naturally the more concerning. Subsequently, introducing a formal process to analyse the appropriateness of these sentences is required.</p>	<p>Curtis Ashton/ Caroline Johnstone/ Amanda Gibbon</p>	<p>October 20</p>		<p>The introduction of a scrutiny panel was agreed at the Youth Justice Services Management Board on 8th July 20. Partners at Highbury Magistrates court have agreed to take this forward and we are in discussions with them about this.</p> <p>An alternative scrutiny process will be explored if the preferred approach cannot be progressed with the magistrates.</p>
8.	<p>Replicating an action-orientated training focus Prioritise the identification and dissemination of good practice, which can have an immediate impact on practitioners’ day-to-day work, in future iterations of the programme.</p>	<p>This was covered in recommendation 2.</p>	<p>Curtis Ashton/ Catherine Marshall/ Marcus Miller</p>	<p>June 20/Ongoing</p>		<p>This was covered in recommendation 2.</p>

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9.	<p>Boosting parental trust and engagement-</p> <p>Consider strengthening whole-family working practices and models, including the creation of parenting worker roles where these do not already exist.</p>	<p>Islington already has Parenting Officers – unlike in Haringey who may want to establish such posts. In addition, Islington has received additional funding, in conjunction with Camden Council, to implement a parenting support project.</p>	<p>Catherine Briody/ Leonora Weil</p>	<p>August 20</p>		<p>The VRU Parenting posts have been recruited to including the Parental Support Project Manager.</p>
10.	<p>Increasing accountability for school exclusions -Consider identifying and collating longer-term outcomes for excluded BAME young people, and disseminating this information on a school-by-school basis.</p>	<p>All of the young people who were interviewed for the project had either received fixed-term or permanent exclusions. BAME young people are over-represented in national and local exclusions and this needs further analysis due to the correlation with exclusions and youth crime.</p>	<p>Mark Taylor/ Candi Holder/ Curtis Ashton/ Tania Townsend/ Laura Eden/Lauren Pang</p>	<p>October 20</p>		<p>A comprehensive and detailed analysis of school exclusions and race has taken place by the council. The Children’s Services Scrutiny Committee has had oversight of this important work. This has led to reductions in school exclusions in recent times. Additional analysis is currently underway to ascertain whether our local data shows that there is a correlation between school exclusions and involvement in youth crime, gangs and Serious Youth Violence. The national evidence base in relation to this has been mixed – with some commentators suggesting that there is a link, whilst</p>

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						some others have dismissed this assertion. Our local analysis will allow us to make a conclusive statement on this in relation to Islington. The identification of such a link is a strong possibility based on early and initial findings.
11.	Police relations with young people Police Borough Command Units should continue working to strengthen relations with BAME young people.	Young people interviewed as part of the project relayed that the general relationship between adolescents, other members of the community (particularly BAME) and the police could be much improved. A series of community events with young people would be useful	Raj Kohli/Dave Corcha/Caroline Haines/Curtis Ashton	October 20		A young person's community event with the Borough Commander of the Camden/Islington BCU and senior council staff took place in July and further events are planned.