

Report to Hackney Health and Wellbeing Board

Item No:		Date:	8th March 2017
Subject:	Improving Outcomes for Young Black Men		
Report From:	Sonia Khan, Head of Policy and Partnerships		
Summary:	<p>Since January 2015, the Council, Hackney CVS and local partner agencies have worked with young people and parents to launch an ambitious programme to improve outcomes for young black men. This responds the fact that young black men (YBM) tend to fare worse than their peers in many ways, from poorer educational results to higher offending rates.</p> <p>This report highlights the key issues for the health and wellbeing board.</p>		
Recommendations:	<p>Recommendations</p> <p>The Health and Wellbeing Board to note and comment on the relevant commitments</p> <p>The Health and Wellbeing Board to identify potential topics for development days</p>		
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1 Introduction

1.1 Overview of programme and ambitions

The Council, [Hackney CVS](#) and local partner agencies have worked with young people and parents to launch an ambitious programme to improve outcomes for young black men. This responds the fact that young black men (YBM) tend to fare worse than their peers in many ways, from poorer educational results to higher offending rates. This has been a problem for many years and there have been many responses from public bodies and from the community, but they have not had the impact needed. Rather than tackle individual problems, our approach involves local people, the voluntary and community sector and the statutory sector in shaping and delivering solutions, with young people at the heart of this.

The work is championed by Cllr Bramble, Deputy Mayor and lead Cabinet Member for Children and Young People and steered by a multi-agency partnership that was set up in January 2015. We seek to improve life chances for

future generations of young men as well as co-ordinating support and opportunities for those who are 18- 25 now. There are many black boys, young black men and black families that are succeeding in Hackney. It is vitally important that this work does not stereotype or problematize black men or the black community; the focus of this programme is on harnessing the potential of successful young black men, increasing their visibility as well as tackling inequalities where they do exist.

The programme sets some clear ambitions to reduce disproportionality over the next 10 years:

Within 10 years: Outcomes and opportunities for black boys and young black men should be the same as the wider population.

Within 15 years: We start to see cultural changes in terms of aspirations and in terms of trust of the state

Within 15 years: Working with other authorities, central government and the state, we also want to see changes in media representation and portrayals

1.2 Developing a theory of change

Since January 2015 we have engaged with partners from all sectors, young people, businesses and parents and have identified what we consider to be the key drivers to inequality and the possible solutions. Young people and parents have been at the centre of the engagement and enquiry; a youth advisory group has been established to work with the partnership to define issues and develop solutions and parents of black children were engaged as peer researchers to interview other parents about their experience of parenting in Hackney.

We have also engaged evaluators University of East London and Runnymede Trust and set up a dashboard of data to understand inequality and differentials across all key outcomes.

In November 2015 partners agreed a Theory of Change setting out the assumptions for why outcomes for young black men were disproportionately worse than the wider population. Partners also identified a series of actions to consider. This was published on line: <http://hackney.gov.uk/young-black-men>

Since then a number of working groups have been set up to further consider evidence and finalise a set of actions which will be taken between January 2017 and March 2018. Where possible quick wins have been identified which could be delivered during 2016 to improve outcomes or test a way of working. A final set of commitments which all members of the partnership have agreed to has now been developed under the following workstreams:

Improving Life Chances for Black Boys

- *Critical intervention points*

- *Role of schools*
- *Trust between parents and the statutory sector*
- *Families*

Empowering the community

- *Community leadership*

Improving outcomes for young black men

- *Young men at risk and community safety*
- *Mental health*
- *Regeneration and opportunity*

Culture and Identity

- *Valuing heritage and celebrating success*
- *Behaviour, lifestyles, culture and identity*

The next step is to turn the commitments into measurable objectives with clear reporting milestones and performance indicators.

1.3 Key issues for health and wellbeing board

Improving life chances for black boys: focus on education

Commitment	Issues for Health and Wellbeing Board
Head Teachers to progress individual and shared actions to address achievement, exclusions, parental engagement and work with community based resources like supplementary schools (lead: Martin Buck)	How schools can be encouraged to take a wellbeing approach to managing exclusions and behaviour.
No need to exclude: Promote the No Need to Exclude policy to all schools (lead: Andrew Lee) and progress actions in response to the Children and Young People’s Scrutiny Review into exclusions once agreed (HLT). Encourage an approach based on restorative practice where possible.	
Ensure CAMHS is in each school: Progress actions to introduce CAMHS in every school so that a wellbeing approach is taken to managing exclusions and behaviour (lead: Andrew Lee)	

Improving life chances for black boys: health inequalities

Commitment	Issues for Health and Wellbeing Board
<p>Identify actions to address health and wellbeing inequalities: Children’s Health and Wellbeing Board will progress actions to tackle health inequalities: Looked after children, Fixed term exclusions, Teenage pregnancy, Maternal obesity, Exclusive breastfeeding, Childhood obesity including physical activity, Serious mental illness and secondary mental health care service use, Non cigarette tobacco (Nicole Klynman/ Amy Wilkinson).</p>	<p>Seek regular progress from Children’s Health and Wellbeing Board on their work to tackle the identified inequalities.</p>

Commitment	Issues for Health and Wellbeing Board
Targeted work:	
<p>Preventative mental wellbeing activities in community settings to reach people earlier and address stigma-based on strength based approaches and including parental engagement (Public Health and HCVS)</p>	<p>Possible topic for a development day</p>
<p>Good referral systems are developed to ensure that children and young adults who are at risk are referred to clinical mental health assessment support where this need is identified. Where appropriate this is embedded into frontline settings (Public Health and CCG).</p>	
<p>Mental health first aid training rolled out in different settings (Public Health)</p>	
<p>Targeted work / support to raise awareness about heavy use of cannabis working with the youth advisory group and Young Hackney Ambassadors to further target preventative work (Young Hackney)</p>	
<p>Commitment</p>	
Partnership and co-ordination:	
<p>Review of available services and resources and of the offer available for 18-25 year olds to understand access and inclusion issues by considering: Referrals, take up and outcomes of services for black boys and young black</p>	<p>The outcome from this work could be reported to the Health and</p>

men (CCG and Public Health)	Wellbeing Board
Look at how clinical support can be offered to young people alongside other wellbeing / recovery support in an integrated care plan – with a better understanding of how trauma can be managed. This would ensure wrap around support was available for a young person for a longer period of time, in addition to counselling or therapy sessions (CCG and Public Health)	
Challenging institutional programmes for Hackney providers that tackles overt and covert racism (LBH Policy and Partnerships)	Could be a development day for the board
Improve information about mental health services, especially those targeting young black men (all partners to send to I care team)	

Improving outcomes for young black men: Mental health – earlier help

Commitment	Issues for Health and Wellbeing Board
<p>Facilitate partnerships between probation and organisations that take a more holistic approach looking at:</p> <p>Support in custody</p> <p>Mental health support</p> <p>Resources in the wider community such as mentoring and employment support</p> <p>Attitudes of employers- to improve their understanding and promote best practice e.g. a business award for inclusive employer</p> <p>Best models from elsewhere.</p> <p>Improve the synergies between youth and adult probation services.</p>	<p>Role in identifying gaps in support in custody and probation</p>

2 Financial Considerations

The recommendations arising from this report have no direct budgetary impact. However, it should be borne in mind that any initiatives that arise from the

commitments and proposed development days will need to be financed from within existing budgetary cash limits.

3 Legal Considerations

The report and its contents are noted including the recommendations. There are no legal implications arising out of this report.'

4 Equality Impact Assessment

The purpose of this programme is to tackle inequalities for a group where there is clear evidence of disproportionately worse outcomes across a range of areas. The programme is therefore taking positive action towards young black men; however by focusing on this group there should not be a disadvantage on any other group. Indeed many of the commitments which have now been identified will benefit all groups. Furthermore the learning could be applied to other groups experiencing disadvantage.

5 Attachments

Full report setting out Progress Update and Summary of Commitments

Officer Responsible: *(to be completed by the report author)*

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Directorate: Chief Executive	Department/Division: Policy and Partnerships