

**Team Hackney Workshop on Young Black Men
10.00-12.30, 20th November 2013 - Tomlinson Centre (Emilia Hall)**

1. Overview

Team Hackney identified the need for a task group that looked at disproportion in national data outcomes for young black men (YBM) in a range of areas including the criminal justice, child protection, educational achievement, health and wellbeing, employment and housing (a detailed digest of the data is available on request). Rather than set up a formal task group, some initial scoping has been undertaken with Young Hackney and HCVS and it has been agreed that there was a need for a series of workshops in order to further unpack the underlying issues and design possible responses and solutions. These have been arranged with statutory and voluntary sector organisations (through this Team Hackney Board meeting) and with young people, practitioners and parents (through The Young Hackney Youth Hub- The Edge and through the Crib). The scope which is appended provides further details of the initial work.

2. Team Hackney Workshops

The workshop session is designed to bring together senior representatives of statutory and voluntary sector organisations in discussions about Young Black Men in order to take a partnership approach to improving outcomes for this group. The session is designed to engage those present with a character, who will react to the circumstances presented to them in role play, also at the same time including a second young man who demonstrates resilience and contrasts to negative outcomes. The second young man will focus on support that allowed him to overcome and achieve positive outcomes, highlighting how small changes can contribute to different outcomes. The session is facilitated by Immediate Theatre through the 2Moro project which is already funded through a partnership with the Council and with European funding.

The characters will engage participants and touch on themes such as education, relationships, mental health, crime, race, disability, public figures, organisations they trust and those they don't, resilience, critical points, emotional conflict, exclusion, justice system, ASB, engagement with agencies and aspirations. The aim of the session is demonstrating the above issues through interactive theatre and this way raising awareness, allowing wider thinking about how to start addressing these issues. The session will also look to highlight existing informal networks and the role of those in contact with this group at key stages of their lives.

3. The agenda

10:00 – 10:30 – registration and networking

10:30 – 10:45 – Introduction of methodology

10:45 – 11:20 – Introduction of characters (includes initial interaction with Lucas and AJ)

11:20 – 11:50 – Discussions with characters

11:50 – 12:25 – Summary and lessons learnt

12:25 – 12:30 – Closing points from Chair of the Leadership Board Mayor Jules Pipe

The workshop will be relevant to all partners from education, health, mental health, justice, crime, rehabilitation, employment and voluntary sector.

Young Black Men (YBM)_Scope of exercise:

Young Black Men (YBM) are disproportionately represented in national data outcomes in a range of areas including the criminal justice, child protection, educational achievement, health and wellbeing, employment and housing. YBM outcomes present authorities with challenges which lead to difficult discussions when trying to start to understand issues and needs. Discussion around YBM can create apprehension amongst public and professional bodies which suggests further difficulties in addressing the needs of YBM. Team Hackney has put together a task group to discuss and scope solutions around the issues surrounding YBM. The scope as discussed and further refined highlighting two main areas of focus:

1. Trust and resilience

Explore through established young people's provision, young people's perceptions towards established institutions in order to engage YBM in conversations about coping with difficult situations, trust and influence. The aim of shifting assumptions about institutions (and understanding why those exist) and in order to encourage them to access support already available (including Young Hackney and other VCS provision) and improve relationships with authority in the future.

Identifying and exploring ways to capitalise from 'teachable moments' in YBM's lives, where recognised critical points such as school transitions, school exclusion, encounters with the police or criminal justice system, and transitions to adulthood may serve as triggers for action. These critical points may be used to identify and enforce YBM positive alternative options to when 'things go wrong'; building resilience where the young person may otherwise chose to take the wrong path. To also point YBM to positive choices and a 'place to go' where the right influences are available to identify, guide through and encourage positive outcomes for the young person's life.

It is important that engagement is aimed at all young people – not a specific demographic group, and parents also need to be part of the engagement. It is important to capture differential attitudes too.

Explore with institutions their role in improving outcomes- where there might be issues in the approaches they take, their attitudes etc

Additionally to members of the local authority workshops would include:

- East London Foundation Trust
- Homerton Community Services
- CCG and GPs
- Job Centre Plus (JCP)
- Schools
- Police

2. Focus on the ages of 18-25

To identify the additional support needed by young people, especially those who are not known to services, and who get into difficulty after they leave school, as young adults, when there is less support available to them.

To look at how existing support can be used to potentially address the gaps. Most importantly to also consider how communities can help themselves, rather than looking to the state for solutions. Look at the role of the parents.

Need to note that some people don't want to be known to services or don't think services will help them so are very "under the radar" – providing false names, not declaring income, sleeping on friends' floors etc. Also need to talk to young people from this age group, or older who did encounter difficulties but who have overcome these and managed to succeed.

3. Suggested Workshops with YBM

1) Workshop with high level statutory partners

- 20 November 2013 - Team Hackney Board (10am -12.30pm Tomlinson Centre, Queensbridge Road, London E8 3ND)

- a. Team Hackney Board meeting identified as a feasible time to hold the workshop, by extending the time of the meeting to incorporate to the event.
- b. Immediate Theatre to facilitate this workshop (follow on from last year).

2) Workshop with front facing staff

- Month of December 2013 at one of the five Young Hackney Hubs

- a. Explore issues
- b. Explore possible solutions

3) Workshops with YBM ~ 18 – 25

- Month of December 2013 at YOT or one of the five Young Hackney hubs (the Crib).

- a. Explore resilience in achieving YBM
- b. Explore YBM attitudes / experiences towards institutions
- c. Trust issues

4) Workshops with parents of NEET and young offenders

- Week starting 9 or 16 December 2013 chose school(s) - The Edge provision

- a. Explore resilience in achieving YBM
- b. Explore YBM attitudes / experiences towards institutions
- c. Trust issues
- d. Explore support networks

Note: All the information may be collated and presented at the Team Hackney Board meeting on 15 January 2014 (14.00 -6.00, Hackney Town Hall), for discussion and to explore / agree a way forward.