

Healing the hidden wounds of
racial oppression



Children and Education

ANTI-RACIST PRAXIS CONFERENCE: BRIEFING PAPER

Praxis to unmask, repair, and prevent the hidden wounds of racial trauma on
Black and global majority ethnic children and families in Hackney

Working for every child

 Hackney



Participation

See our full range of workshops on EventSite


Contributions to discussions will be taken via sli.do

Search: sli.do #ARPC



Share your thoughts on Twitter by using #HackneyParticipateConference

Working for every child



Participation

See our full range of workshops on EventSite

Contributions to discussions will be taken via sli.do

Search: sli.do #ARPC



Share your thoughts on Twitter by using #HackneyParticipateConference

Working for every child



THE
HACKNEY
PARTICIPATE
CONFERENCE



Contents

Foreword	4
Post Conference Recommendations	5
Introduction	7
1. Background to Race, Trauma and Hackneys’ Children and Education Anti-Racist Praxis Conference	9
2. Content of the Conference - Our Speakers and Workshops	11
3. Welcome and Introduction to the Conference - Deborah Barnett, CFS Anti-Racist Strategic Lead	13
4. Feedback messages from staff	26
5. Conference Evaluation	28
6. Conclusion	33
7. Vote of thanks	35
Glossary	36
References	37
Appendices	37

Foreword

The Anti-Racist Praxis Conference was a powerful and timely moment, especially seeing so many staff, elected members and people come together. I am really proud that this groundbreaking conference was held in Hackney, led by Children's Social Care in partnership with Education. The important work of unpacking and discussing the trauma and damage that racism does can be difficult to do, so to dedicate time to reflect on and understand this is necessary. It was also very encouraging to see spaces held for Black and global majority staff to speak their truth about racialised trauma in the workplace and for them to be heard and supported.

By the end of the four days, everyone was buzzing with ideas and a willingness to engage with the hard conversations that need to be had. It is long overdue that we move the dial forward and we must be comfortable being uncomfortable talking about race until we are not. There is a need to move away from the talk of a journey and referring to time and continuing the hard and articulating the continued action that is needed. This conference has marked a shift towards being bolder in our Anti-Racist work and landmark of moving forward. We are now in a position to draw a line under the 'journey' narrative as we move into a time of action and delivery.

Cllr Anntoinette Bramble

Deputy Mayor of
the London Borough of Hackney



The systemic impacts of racism embedded in education and children's services across the UK are often passed over to avoid having difficult conversations. But the data speaks for itself - it shows how a disproportionate number of children and young people from Black and global majority backgrounds continue to be let down by professionals who are there to safeguard and support them. We can't avoid the conversations any longer.

This vital conference was a platform for the voices of Black and global majority children, families and professionals to unmask the racist systems which perpetuate these injustices. Furthermore, it gave professionals space to imagine and plan what an Anti-Racist system of support for children could look like. There is a lot of work to do but staff are already taking action based on suggestions from the conference .

I want to thank the staff team who made this incredible conference happen, all the speakers and workshop leaders who challenged and inspired us and, especially, the Hackney children who came forward to share their experiences. I am so proud of the vulnerability and dedication Hackney staff have shown during this work. Together, we will continue to work towards a practice where all children are given the best start in life and have every chance of success.

Jacquie Burke

Group Director Children & Education
at Hackney Council



Post-Conference Recommendations

The following recommendations are split into three core themes - ‘People and Community’, ‘Developing the Workforce’ and ‘Practice and Policies’.

1. People and Community

“This conference was a game changer for Hackney - we need to do more anti racism work in our community.”

1. **Develop fit-for-purpose Anti-Racist practice** in schools, educational settings, and social care with measurable outcomes.
2. **Encourage Black and global majority parents** to take a leadership/governance role in the school, creating opportunities for participation in wider school governance. Schools provide platforms for Black and global majority parents to amplify their voices. Parent/carer engagement features on schools’ priorities.
3. **Listen to Black and global majority students’ voices**, providing opportunities for student-led and student-centred curriculum development, project-based learning, affinity groups, and school governance.
4. **Champion community involvement** in schools through ‘Grow Your Own programmes’ that recruit and retain diverse school staff.
5. **IOYBM (Improving Outcomes for Young Black Men) programme needs to be re-envisioned and repurposed** improving the outcomes for young black children, (girls and boys). This program must be adapted to adequately meet the current needs of children and young people experiencing racism and trauma.
6. **Foster opportunities for intergenerational exchanges** that are led by the community and encourage a conversation about what has changed in the last few decades, and take learnings/inspiration from it.

2. Developing the Workforce

“Very powerful, thought provoking, important! We need another conference like it next year.”

1. **An annual council wide Anti-Racist Praxis Conference** supported by practice development days for all staff working in the Directorate to teach and bolster Anti-Racist practice.
2. **Recruit well-trained practitioners, leaders and teachers** who are committed to Anti-Racism and who reflect the racial and ethnic makeup of the community. Especially in senior leadership.
3. **Anti-Racist training, in Hackney’s context, for Early career teachers (ECTs)** and Recently qualified teachers (RQTs) is embedded in their 2 year induction programme.
4. **Train educators, social care practitioners, young people, and families in restorative practices.** Recruit Restorative Practices Coordinators to assist schools and carefully monitor implementation. Mandatory training in trauma-informed educational practices for all staff.
5. **Adopt diverse curricula in all Hackney schools and provide training to all staff** in culturally-sustaining pedagogy and educational practices. Grasp the opportunity. Recognise the expertise within Hackney to transform practice and decolonise educational approaches.
6. **Learn about the impacts of history and systemic racism.** Develop and implement training on the roots of systems like education and how those roots manifest in current policies and practices that contribute to racialised trauma.

7. **Engage in Directorate-wide training on systemic racism and bias** and strategies to address discriminatory beliefs and behaviours.



3. Practice and Policies

“It is important to ensure that Anti-Racist training will need to be provided for all new starters and an annual or biannual for staff. Racism had approx [imately] 400 years to become embedded and can not be undone in a few workshops.”

1. **Prioritise Anti-Racism work by dedicating time and resources to it** - We need to look at Anti-Racism through a ‘business-critical/ high-priority’ lens. Prioritising and resourcing Anti-Racism in our Directorate and across the Council will improve the experiences of people of Black and global majority communities as well as create collective progress toward a fair society. It will make our work better and enable us to achieve Hackney’s vision of being an Anti-Racist organisation.
2. **The creation of an independent space and new mechanisms** outside of the Directorate/Schools where staff can raise complaints of racism.
3. **Investigate where there is racial inequity in areas where you and your teams hold power.** Investigating racial inequity using external

and internal data can help us to understand where the issues are and target, monitor, and evaluate our actions.

4. **Explicitly centre children and young peoples’ human rights** in all policies and training. All staff should be aware and vigilant about the rights of students, how policies and practices can lead to discrimination (even unintentionally), and the importance of supporting and encouraging children and young people’s free speech and expression.
5. **Create and support safe and brave environments** and regular Directorate opportunities for facilitated discussions of Anti-Racism and racial justice issues for all staff. Dedicated time for staff to also reflect on their own journey towards being anti-racist. Develop stronger spaces for allyship, with case studies /modelling on what that might look like.
6. **Schools to review their school codes of conduct, behaviour policies, and data** with an equity lens to ensure policies do not have a discriminatory impact on Black and global majority students. **Collect detailed and contextualised data regularly about how Black and global majority students are faring in school, and in social care** - demonstrate and report on how they are actively operating in an Anti-Racist manner and how students are accessing opportunities like advanced study.



Introduction

The voices of Black and global majority people are rarely heard regarding their day-to-day experiences of racism. Racism often happens blatantly when someone knowingly oppresses and devalues those from Black and global majority backgrounds. The overtly racist murder of George Floyd had an overwhelming impact on me personally as well as the Black community in Hackney. Yet, it can also spread quietly, almost inadvertently, traumatising those it touches all the same. Racism can take a toll on all of us. For children and young people, particularly, the physical and mental health effects of racism can be devastating and life-altering, but there is also trauma and exhaustion in Black and global majority communities that needs to be unmasked and repaired and learning that seeks new ways to break the nexus of disproportionality in the lives of our Black and global majority children.



Our four-day Anti-Racist praxis conference aimed to begin a journey for Hackney Children and Education Directorate and Hackney schools. One where our workforce, schools, and partners have an awareness and understanding of racial trauma and begin to examine strategies for unmasking, healing, prevention, and transformation. Throughout the conference, there were opportunities to learn innovative strategies that interweave racial justice, Anti-Racist practice, and trauma-informed approaches to our extensive offer for children, their families, and our schools. Having in mind the complexity and impact of these issues, the conference was designed to deepen understanding and inform issue-conscious actions to equip staff with vital knowledge and skills to unpick the trauma of racial oppression.

This Post-Conference Briefing report provides an overview of the conference, It will outline the elements that made the conference so

successful, inspirational, and engaging with a renewed focus on the impact of racism and racial trauma, as well as highlighting the need for a paradigm shift in our practice and a commitment to radical action in challenging systemic racism in our Directorate. It will provide a set of recommendations on how we can embed Anti-Racism in our service in a meaningful way, identify good practice that already exists, and inform wider Council work.

The conference was designed around the theme - Praxis to *unmask, treat and prevent* the hidden wounds of racial trauma on Black and the global majority children and families in Hackney. Echoed within the feedback cited throughout this paper, the inspirational keynote speeches combined with thematic workshops and seminars created a context that addressed a subject of great importance to us all. It also shone a light on a number of areas that are yet to be considered for Hackney. The rich, thought-provoking conversations and stirring teaching shared throughout the conference has given us further clarity about the gravity and complexity of racism and its effects on our communities, and the need to, in the words of Rosemary Campbell, keynote speaker on the opening day, to 'stop chat and act NOW'.

The conference saw around 1,500 attendees attend in person and online across the week, with workshops held specifically for our social care and education staff, and all colleagues and partners invited to attend the keynote speeches and panel discussions. The Monday launch at St-John-at-Hackney had approximately 600 delegates in attendance. The primary audience was the workforce in the Children and Education Directorate and we were joined by partners from across the Council, health, and police sectors. There was also representation from school colleagues, academics from local universities, the British Association of Social Workers, Research in Practice, NHS, and local government, both locally and from across the country.

We are aspiring and striving to be an Anti-Racist organisation that we know will transform the life chances of our Black and global majority communities. In doing so, we can strive to develop solutions



that disrupt and dismantle historic trajectories of systemic racial oppression and ensure that our Black and global majority children can become the most accomplished and successful in all spheres of life. Understanding the severity and the psychological and physiological impact of racial trauma is a start. Learning new and correct ways to treat our children and families who identify as Black or from Global Majority ethnic communities is urgently required. Recognising key signs of racial trauma in our children, young people, families, and communities in Hackney can help our workforce, schools, partner agencies, parents, and caregivers provide real tangible support and a path to healing.

The conference proved to be a wonderful opportunity to share our insights, drive, and commitment to Anti-Racism. I hope that you will use the recommendations, and reflections now captured in this paper as a tool to stimulate conversations about the effects of racism and racial trauma and contribute toward meaningful dialogue and action to address the systemic racism that causes harm and eradicates the potential of so many Black and global majority children and young people in our care. The conference was a call to action, which means showing up everyday; it means accountability, responsibility, ownership and commitment. As you read this paper I encourage you to consider the questions put to us by our final keynote speaker Jahnine Davis; **What is your commitment to preventing racial trauma? What does that look like in practice? Can you identify something you or your service does well and what areas need improvement?**

Deborah Barnett
Anti-Racist Strategic Lead

1. Background to Race, Trauma and Hackneys' Children and Education Anti-Racist Praxis Conference

'Hurt must be **heard** before it can be healed' - anonymous

Traumatic events that occur as a result of witnessing or experiencing racism, discrimination, or structural prejudice (also known as institutional racism) can have a profound impact on the mental health of individuals exposed to these events. Racial trauma (also known as race-based traumatic stress) refers to the stressful impact or emotional pain of one's experience with racism and discrimination (Carter, 2007). Common traumatic stress reactions reflecting racial trauma include increased vigilance and suspicion, increased sensitivity to threat, a sense of a foreshortened future, and more maladaptive responses to stress such as aggression or substance use (Comas-Diaz, 2016). These traumatic stress reactions are worsened by the cumulative impact of exposure to multiple traumas. This is particularly important for the disproportionate number of children and young people from Black and global majority backgrounds that continue to experience poor educational attainment, and school exclusion and then become trapped in the pipelines of healthcare, social services, and the criminal justice system.

Research evidences that teachers and social care professionals often perceive Black children as being older, more aggressive, and more culpable, even when they exhibit the same developmentally-appropriate behaviours as their white peers — a phenomenon known as “adultification”. These beliefs and other biases against and beliefs about Black children and families often lead to the disproportionate punishment, criminalisation, and harsh treatment - pushing them out of formal school systems onto the margins of society. Research shows this is true for both Black boys and Black girls, who are more likely than their peers to be excluded, in the care system, sent to alternative provisions, pupil referral units, and have contact with police in a school setting. This is traumatic.

“[Teachers are] a lot more stern with students than the students that don't look like them. Well, mainly Black students.”

13-year-old student (Hackney resident)

“Black kids, in school... always act to [teachers'] expectations. You can't act normal.”

12-year-old student (Hackney resident)

Our services in Hackney encounter many of these children and young people who are deemed by some as challenging to 'treat, reach, and teach' (Hardy, 2013). Some may say that our difficulty as services in meeting the needs of these children is due to their resistance, or a family deficit, however, we often fail to appreciate how race and racism is entangled with their continued distress and hardship. If we are honest, we have to admit that in our society we also bear similar acts of shame, with the traumatic experience faced by one of our very own children, Child Q, and this only coming to light in March 2022 - two years on from her horrifying ordeal.

In July 2020, we were already on the journey. We passed our **Black Lives Matter motion** where Hackney Council committed to being an Anti-Racist organisation - hoping that it wouldn't just tackle inequality, but would actively fight the complexities of racism in all its guises. The motion preceded decades of work in Hackney in its drive



to dismantle structural racism across the Council. Alongside this, the Children and Education Directorate have made notable achievements over the last year, including our joint Anti-Racist **Position Statement** an anti-racist action plan, policy reform, and the development of the **diverse curriculum** and **Anti-Racist Practice Standards**. This work underpins and has formed the backdrop to the Anti-Racist Praxis Conference. However, two years on, the speed of this work does not equate to the depth of understanding and quality of action - there is still so much to do.

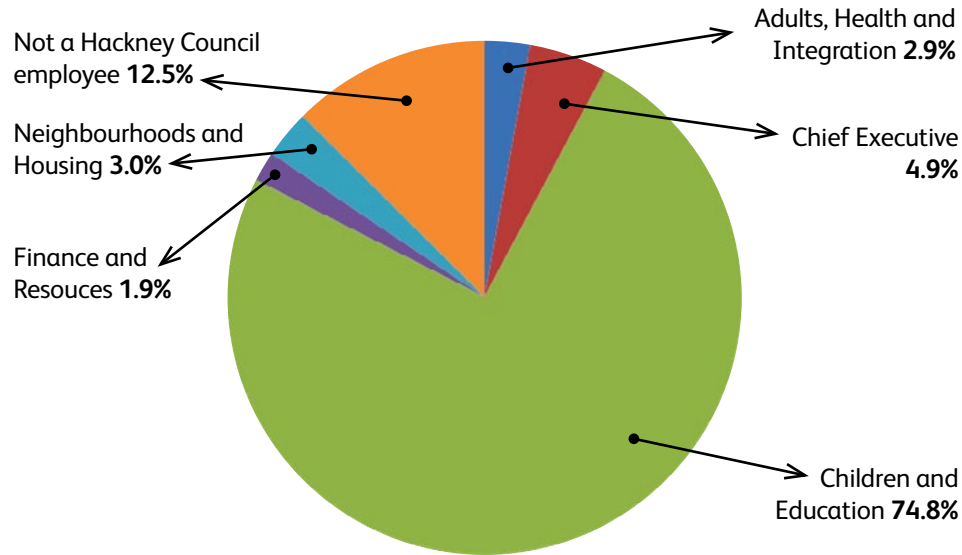
“Racial oppression is a traumatic form of interpersonal violence which can lacerate the spirit, scar the soul, and puncture the psyche.” Hardy (2013)

The aims for participants who attended this conference were:

1. To have an increased understanding of the impact of systemic racism and white supremacy in relation to racial trauma - and how our practice and some educational approaches can contribute to this problem.
2. To identify strategies to counter and support racial trauma e.g. a trauma-informed approach to improving and enhancing practice.
3. To begin to apply our systemic principles in relation to racialised trauma to provide maximum care and support for our children and families who are Black or from global majority communities.
4. To develop Anti-Racist Practice in schools and settings and social care by professionals.

Attendance at Day One Launch Event

Attendees at Day One



Attendees from the following organisations:

BACP	Hackney CVS	Our Lady & St Joseph School
Badu community	Hackney Pirates Literacy	Peabody
Barnardo's	Hackney Stand Up to Racism	Round Chapel Old School Rooms CPURC
BetaMinds CIC	Holistic Economy	See Me On The Page
Bi Borough WCC & RBKC Children's Services	Homerton University Hospital NHS Foundation Trust	Skyway
Brighton & Hove City Council	London Borough of Islington	SOAS
Cafcass	London Borough of Harrow	St Luke's C of E School, Exeter
Carib Eats	London Councils	St Mark's School
CIC	London Development Trust	Taylor-Stewart Associates
City of London Corporation	London Diocese	The Advocacy Project
Clapton Commons	Loughborough University	The Wickers Charity
Coffee Afrik CIC	Manchester Youth Justice	The Willow
Croydon Children Social Care	Manor House Development Trust	Thornhill Primary School
DrumCamFilms	NDC ASSOCIATION CIC	TLG - Transforming Lives for Good
Exploring Counselling	NEL CCG	Together Transforming Behaviour
Foster Carer	NHS	University of Hertfordshire
Foster Carer for Hackney Council	Northamptonshire Children's Trust	Westminster City Council - Children's services
Friern Barnet School	Our Lady & St Joseph School	Young Brent Foundation
Global Learning London	Peabody	YMCA

3. Welcome and Introduction to the Conference - Deborah Barnett, CFS Anti-Racist Strategic Lead



Deborah highlighted that this conference is happening at a crucial time with conversations and awareness of issues pertaining to race and racism becoming increasingly prevalent at a local, regional, national and international level. And is particularly timely with the recent joining of Hackney Council’s Education and Children’s Social Care Directorates into one.

- Deborah reiterated that the ambition for this event is to have far-reaching, sustained learning and action that impacts, not only on our operational practice, but also our values, organisational culture as well as those of our schools and partners. This being a conference to take us on a journey where we will seek to **unmask** and shine a light on the complexity of racial trauma and its impacts with the aim of **repairing** damage and enabling effective future **prevention**.
- Anti-racism is work that belongs to all of us. It asks us to think about our relationship with race, racism, and colonial practices that have influenced the way we think, our practice, our systems, and our institutions. It asks us to embrace responsibility as opposed to accepting fault.
- **In the words of Bob Marley, *this is an opportunity for us to emancipate ourselves from mental slavery and remember that none but ourselves can free our minds.***
- In closing, Deborah requested the audience to “go forward together on this critical journey of unmasking, repairing and enabling future prevention of racial trauma on our Black and global majority children, in Hackney and beyond”.



Opening Addresses

Mark Carroll, Chief Executive of Hackney Council



Mark outlined some of the work the Council is doing and will do to become Anti-Racist and drive change in the borough. Key points from Mark's address:

- "Hackney Council is redefining itself as an Anti-Racist Council," he said. "It's about institutional change and a commitment to change. Having a plan and putting it into action".
- "We have to be accountable to the community. The people of Hackney expect us to understand them and hear their voices. We have the Veronica Ryan Windrush statues. The naming of Brafa Square. The Review, Rename, Reclaim work. These are representative of whose stories are getting told."



- "This is our chance to influence - nationally, not just locally. It is a moment for Hackney to be an exemplar to the rest of the country."
- Mark referred to the five pillars in the Anti-Racism action plan that centred around Institutional Change, Community Engagement, Culture and Leadership, Accountability, and Influence with principles of community collaboration, engagement, and empowerment. And that our response to Child Q, particularly around lobbying for change and answers, in our role as a key partner in the community, has centred around this.
- Stating that this work can only succeed with the full commitment of our partners, including both schools and the police, and that the Mayor and himself will continue to push for robust and decisive action and reassurance that they are committed to learning the lessons of this incident and to putting safeguarding and Anti-Racism first.
- In his closing remarks, Mark acknowledged that Hackney Council is part of that system as Council leaders, Members, staff, and educators. And reiterated "**that we need to lead from the inside out**".

Philip Glanville, Mayor of the London Borough of Hackney



The Mayor acknowledged the work referred to by Mark Carroll over 2021 and 2022 and the importance of taking a bit of time to reflect on some of the brilliant and ground-breaking initiatives that have happened since the passing of the Anti-Racism motion at Full Council in July 2020. These set out that it was no longer enough for the Council to tackle inequalities - it needed to be actively Anti-Racist in everything it did.

- Acknowledgement that Children and Education are absolutely at the forefront of this work. He highlighted that Hackney Council has a robust track record on fighting racism, but still has a lot to do and that the Child Q incident was a stark reminder of this. Blatant racism is still felt and seen by people in their everyday lives, at work, online or out in the community.

- This dehumanising treatment of a child in 2022 has traumatised many people, especially in our Black communities and our Black staff, and determination to continue our work to be a resolutely Anti-Racist borough. We can be in no way complacent.
- Hackney Council must address the goals set if residents are to have confidence that we understand systemic racism, the ways in which their lives are affected by it, and that the Council is serious about being an Anti-Racist organisation. Inside and out.
- His commitment as Mayor over the next four years, is that we will continue to develop these plans, maintain our stance as an Anti-Racist Council and borough, and embed this into our diverse school curriculum. Continuing to send clear messages to the community - that we continue to celebrate tolerance and diversity, and welcome refugees and migrants who make Hackney their new home as they rebuild their lives.



Keynote #1 - Unmasking - What is Racism?



David Weaver, President, Chair & CEO of the British Association of Counselling and Psychotherapy

David Weaver is the president of the British Association for Counselling and Psychotherapy (BACP). He has played a key role in BACP's drive to embed social justice and he strongly advocates the relevance of the counselling professions for 'ordinary people and communities'. A former social worker, university lecturer, local authority senior manager, and political advisor to home office ministers - David represents the UK government on a Council of Europe Body (the European Monitoring Centre on Racism and Xenophobia) based in Vienna. He is passionate about social justice, human rights, and Anti-Racism.

The focus of David Weaver's Address was:

The need to look at Anti-Racism through a 'business-critical/high priority lens', with it being on the top of all our agendas if we are to 'unmask' the reality and extent of racial trauma and its impact on our Black and global majority children and young people.

David asserted that "wherever there's racism, we're having to fight for it to be recognised. Microaggressions and other forms of racism are like death by a thousand cuts but these lived experiences aren't being recognised. We have to understand the impact racism has on people's mental health. Unless we understand the holistic issues around racism it will be difficult to contend with the issues here in Hackney".

Key points raised included:

- We need to start by being honest with ourselves about racism.
- We need to hold a mirror up to ourselves in Hackney.
- Look at Anti-Racism through a 'business-critical/high priority' lens.
- Culturally relevant practice and practitioners with lived experience are crucial to this work and they need to be valued.



Panel Q&A - Annie Gammon, Diane Benjamin, Jacquie Burke, Monica Imbert (Facilitator), Cllr Bramble, David Weaver, Mark Carroll

This expert panel was presented with a range of challenging and demanding questions on a range of issues including: Child Q, parenting, exclusions, children in the care system, higher education, policing, and staff progression.

Below are some examples of the key questions asked:

- How will Hackney council prevent the anti-racist agenda falling away as it has in the past and truly become part of core business?
- How can we ensure that schools don't opt out of the anti-racism agenda, especially academies?
- What are you actively doing to reduce the disparity of exclusions for black children/young people?

- How is the council going to measure impact - in its commitment to anti-racist practice?
- How will we ensure this anti-racist action is also shared with the police force in Hackney?
- How will the council senior leadership ensure consistent challenge across the partnership to create real and sustainable change for children?

The final reflections from David Weaver about treating racism as a priority and its insidious impacts on mental health and the need for this to be a 'business critical' issue, captured the hearts of everyone and provided some points for reflection for the audience over lunch.

Keynote #2 - Historical Trauma by Rosemary Campbell-Stephens MBE

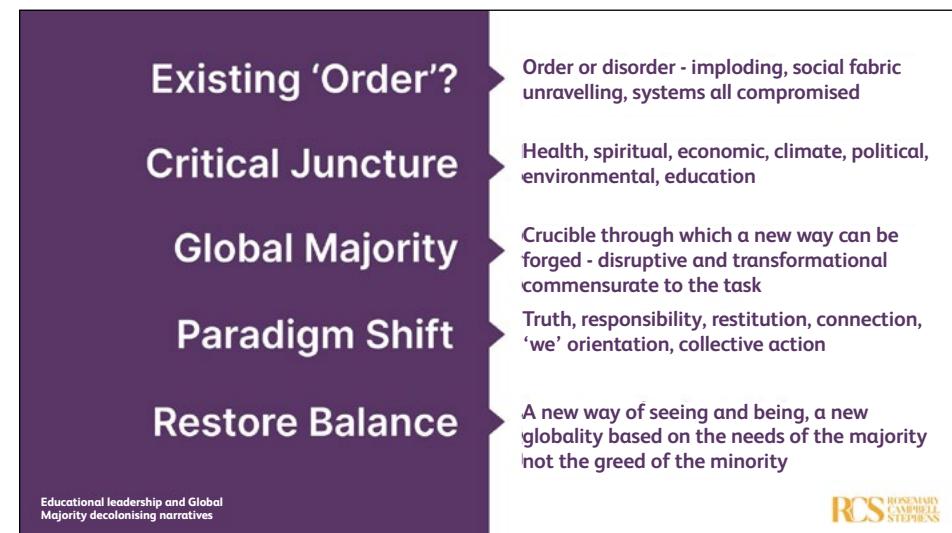


Rosemary Campbell-Stephens is a veteran educator and Anti-Racist activist with a life-long passion for, and commitment to, social justice and equity. She is a sought-after speaker, trainer, and coach on educational leadership. Her writing is anchored in years of lived experience, through which she aims to reach people at an intellectual, emotional, and spiritual level. The term and concept 'Global-Majority' was brought into prominence and is attributed to her in the context of school leadership when she began using it in 2003 as a key driver of her leadership work through the London Challenge initiative. Her book *Educational Leadership and the Global Majority: Decolonising Narratives* was published in December 2021.

Rosemary's entrance to the stage singing a rendition of Bob Marley's 'redemption song' set ablaze a torch that ignited the conference throughout the week.

The focus of Rosemary Campbell-Stephens' Address:

Rosemary told us "we are living in extraordinary times. The existing 'order', many would say the 'disorder', is open to question. Violently imploding or unravelling by stealth, we are at critical simultaneous junctures globally, pandemic, mental and physical health, climate, economically, politically, and spiritually, a Global Majority mindset may be the crucible within which a new way will be forged but this requires a **paradigm shift** as the existing paradigms are rotten from the roots up. This is the only way to restore balance."



Rosemary helped us to understand the Global Majority mindset, identifying who is the Global Majority, and the importance of situating the Global Majority at the centre of our narratives. This should be the new norm in education and our children and social work. Rosemary encouraged us to inspire the Global Majority to remember, reimagine, connect to their global wisdom and act, not as 'minorities' but as part of the **Global Majority [Video]** and the importance of understanding

the brutal process of systematic minoritisation, as a form of neo-colonialism that centres whiteness as the norm and irradiates our collective agency.

“Despite my initial reservations when invited, I believe this conference, expertly conceptualised and organised by Deborah Barnett and her extraordinary team to have been a seminal and timely piece for Hackney with its clear focus on developing praxis to unmask, repair, and prevent the hidden wounds of racial trauma on Black and global majority children and families in Hackney.”

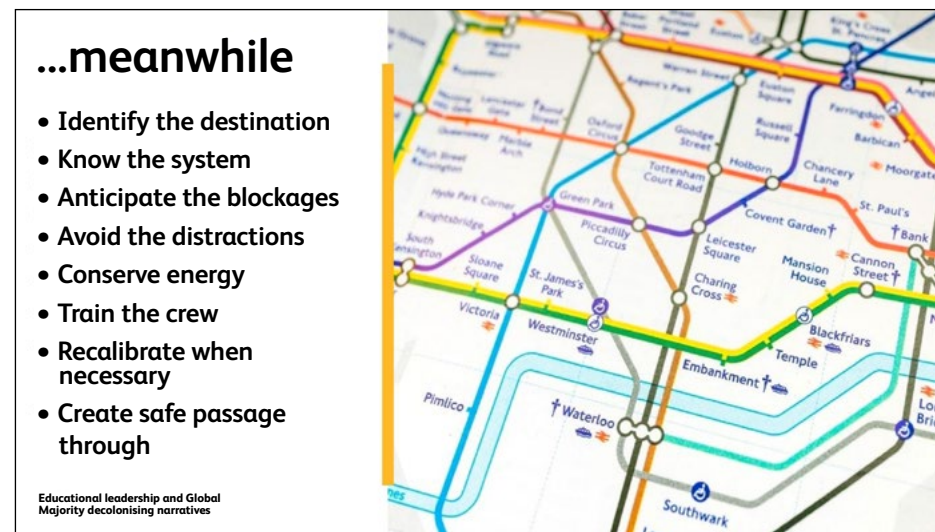
Read Rosemary’s recent blog here [Rosemary Campbell-Stephens](#)

Key points raised:

1. Situating the Global Majority at the core or heart of every conversation is intended to be a paradigm shift. In the process, decentering whiteness. All are welcome to our (Global Majority) table but don’t forget your table manners, you are a guest.
2. Understand that trust has been broken over years in Hackney, between the Black community including Black staff, and the Council.
3. Own the cumulative impact of systemic racism and white supremacy in relation to racial trauma on Black communities over decades.
4. Understand that against a political backdrop that is in aggressive denial of systemic racism Black people feel under attack, surveillance, and siege, just to survive, including in their place of work.

5. Know that other London Councils are looking to Hackney to play a leading role in Anti-Racist praxis across London.

Final reflection.



*“Over to you Hackney...
Stop Chat and Act!”*

Individual workshops

Did you stop to think that you might be the problem?

Delivered by **Lisa Okonji and James Johnson**

This workshop enabled participants to critically reflect on the impact professionals can have when failing to work in an Anti-Racist and anti-oppressive manner, and the need to understand the lived experiences of Black and global majority children and families in Hackney. It explored how to use trauma-informed approaches and the systemic model when working to create better cohesion and better outcomes for children and families. In the session, there was the opportunity to review a case study to reflect on ourselves, our practice, our organisation, and power balances in the journey of a Black child in our care.

Full feedback

Standout reflection:

“ To really think about the approach of social workers when working with foster carers, how respectful are we and do our carers feel valued? To make sure social workers across the department are aware of what we expect from them.”

There were 15 workshops over the course of the week. Here is a sample of two with some standout reflection. **Please use the QR code to access all the workshops delivered across the week.**

Black Trauma & Trauma-Informed Anti-Racist community work

Delivered by **BLAM UK: Black Learning Achievement and Mental Health**

The session was aimed at bringing understanding to the experience of Black trauma and the impact of collective Black trauma on children and Black people as a community. The session brought some discussion on the impact of Black trauma on mental health, and how it affects the mental health, education, and social outcomes of Black children. It also linked Black trauma to PTSD and causality. Participants were encouraged to explore their work with Black children and families and how this could be trauma-informed with an Anti-Racist practice lens.

Full feedback

Standout reflection:

“ I’m Black so changing the minds of a racist is not my problem. These events should be compulsory for all Council workers at all levels. The racists are the ones with the problem, they need to change!”



Keynote #3 - A conversation with Dr. Shola Mos-Shogbamimu



Scan to
watch this
keynote
speech

Dr. Shola Mos-Shogbamimu is a political and women's rights activist, she taught intersectional feminism to female refugees and asylum seekers, scrutinises government policies from a gender and diversity inclusion perspective, and co-organises women's marches and social campaigns. Dr. Shola is no stranger to Hackney, born in Hackney. Dr. Shola has come to speak at Council-wide events over the years in the context of BAME leadership. Dr. Shola's session was compelling, serious yet witty but most of all it was passionate and inspiring. Dr. Shola talked about the importance of allyship as well as exposing hard truths about racial trauma being the by-product of white supremacy. The conversation was an outcry for change in our Council and schools. It was also a tangible expression of what racism is and its effects on our children and young people. This session was one of the major highlights of the conference, the content of which is too 'rich' to articulate here! **This is a must watch!**

“ Dr. Shola was an incredibly passionate speaker and I really enjoyed hearing what she had to say. It was brilliant to see live feedback coming through in the Chat function - literally “exploding” with messages at times! It has really motivated me to evaluate what I can influence and how; this comes after a period of stasis in my life, so I am really grateful to the organisers for inspiring that. I also believe the whole day was a very healing thing to experience together as a service. Well done Hackney for the ideas, the execution and the bravery. Today is Day One.”

“ Thank you to Dr Shola and all the speakers. This session opened my eyes -more than before - and empowered me to act.”

“ This was an excellent session, you definitely had the right guest speak to deal with this subject. The only thing would be to have clear action points for our people. As the Chair of an NHS Staff Network, this was so helpful, Dr Shola is my hero. I love her honesty and knowledge. Thank you all so much for putting this together so I appreciate it. EXCELLENT, EXCELLENT 10 OUT OF 10.”

Panel Q&A - Capturing the voices of Hackney residents (parents and young people)



Facilitated by **Orlene Badu**

We heard from a panel of Hackney young people and parents on how we can provide a more effective Anti-Racist service for them. The session was expertly led by Orlene Badu and powerful contributions from the young people and parents, who spoke candidly about their experiences of racism and trauma alongside the conference theme: unmask, repair and prevent. They shared their ideas, passion and vision for moving forward in our schools in Hackney.

“ The voice of our young people and parents is vital. Thank you Orlene for organising and allowing our young people to air their opinions in a safe space. Brilliant speakers from the Badu young people! ”

Key points raised included:

- Racism is a big issue in our schools in Hackney - schools are teaching a population of mainly Black children but this is not reflected in the staff workforce. Representation matters.
- School policies are unfair and punitive towards Black and global majority children.
- School exclusion is at a crisis point in Hackney for Black and global majority children.
- Parental engagement is critical to improved outcomes.
- Headteachers and school staff need to know the impact of their behaviours on Black and global majority pupils. It causes harm.
- Teachers don't know how to work with Black and global majority children - racial literacy is needed.



Keynote #4 - Unmask Repair and Prevention - Moving Forward by Jahnine Davis



Jahnine is one of the UK's leading specialists in the safeguarding of Black children – with a core focus on adultification bias. Jahnine's PhD research explores safeguarding responses to Black children when harm is outside of the home. Jahnine has over 20 years' experience of working in both the charitable and statutory safeguarding arenas. This includes her current role as a member of the National Child Safeguarding Practice Review Panel. Jahnine is the Co-Founder and Director of Listen Up, a company established to amplify lesser heard voices in child safeguarding research, practice, and policy.

Unmasking, repair and prevention: Jahnine's session pulled together the conference

discussions from across the week, considering and exploring what this means specifically for Hackney practices, and drawing on experiences such as **Child C** and **Child Q**. Jahnine delivered a fantastic keynote, powerfully articulating a narrative for racism and racial trauma centering her own lived experience from her early childhood to womanhood. Jahnine made herself vulnerable and shared honest details that often get discounted and excluded when we talk about racism. Jahnine provided time and space for reflections on what we need to do to affect change in Hackney.

Key points raised:

- Black children are not afforded the space for vulnerability - racial trauma not

considered a 'reality'. When racial trauma is 'questioned' this also causes trauma. There is no empathy.

- Do we (individuals, teams, practitioners, educators) care enough?
- How far are we willing to go? If nothing changes - it will result in more trauma.
- How complicit or we or have we been in endorsing racism in our systems and structures?
- We need to move away from 'palatable' language - no more unconscious bias, we need to talk about conscious behaviour and decision making.
- Trauma Informed Practice needs to acknowledge racism.



Jahnine also left us with a **powerful call to action** to be considered when developing our ongoing strategy - hailed by the Mayor, Philip Glanville as a potential mission statement for Hackney's Anti-Racist journey:

Acknowledging racism exists in every system

No more leaning on the comfort of so called 'unconscious bias'

Trauma informed practice cannot be based on universal assumptions

Investment must be personal and professional - beyond the four walls

Responsibility - the ethical and legal

Accountability means leaders must lead

Constantly challenging ourselves, each other and services

Impact cannot be just based on talk

Stop questioning and sanitising experiences, instead create safer spaces

Together - not relying on those who experience racism to lead the way

“ I think that Jahnine's talk was so powerful because she was speaking from her own experience, she was honest and shared her trauma. That in itself is a lesson but it is also the importance of not being afraid to talk about racism within our teams. Up to now I have felt afraid to do this and I think our management has also been afraid or not able to hold this conversation. I am not blaming our manager, this isn't easy but we have to do this. I think managers need the skills to have these conversations. ”

“ This is about healing for us and making sure our generations to come are born healthy. Let's put our money where our mouth is and make sure that the fire rekindled is used for more than emotional warmth; let's use the fire to create a new order. Hackney really has the potential and opportunity to lead on anti-racist praxis. ”

“ I am completely inspired, motivated and will be my practice, far more conscious and aware. I feel strength from today-thank you and have appreciated today. ”

Due to the hybrid structure of the conference, some of the online events such as workshops and panels were able to be recorded. All recorded sessions can be found in Appendix B - the conference resource library:



Scan to
view the
conference
resource
library



4. Feedback Messages from conference attendees:

There was an exceptionally strong, positive response to the event. Some standout responses from attendees included:

“ This session was very informative. Would like to know how what we learnt today will be put in[to] practice. Would like follow up sessions with what steps have been taken to address issues discussed today and how we can take this from a talking point to an achieving point.”

“ The conference was fantastic; it was powerful and a significant moment for Hackney's history in regards to Anti-Racist Practice. I am so proud and happy that I was there to witness this.”

“ We are committed in education to taking forward the inclusion and diversity charter working with all our schools. We have committed to running a Hackney Schools focussed anti-racism conference in October 2022. This is about working for everychild to have a high quality successful education.”

“ To do this properly, we must address the impact of racism on families to ensure this informs our practice at every level. We created anti-racist principles that inform all our decision-making about children: from demonstrating active anti-racism in our practice to speaking up about the hurt experienced by people and repairing the harm.”



Annie Gammon
Director of Education



Diane Benjamin
Director of Children's Social Care

“ The best event I have been to in years. Hackney has done tremendously to create a space in which History has been both created and inspired. It is amazing to see Hackney take the lead to create a better borough, country and world for world for all.”

“ This conference felt like a game-changer to me. It truly opened up the issues around racism. It created a structured space to share the impact that racism has on individuals.”

“ The Anti-Racist Praxis Conference was so powerful in so many ways - for me it has been a seminal moment in Hackney’s journey to becoming anti-racist with poignant reminders of the stark reality of the dehumanising and devastating effects of structural, institutional and every day racism both historically and in the present day.

I feel privileged to be part of Hackney’s journey and honoured to have had the opportunity to be engaged in an alternative cultural experience with Rosemary Campbell-Stephens Conference key-note speech where white was no longer centred as the norm and our amazing Black and Global majority speakers and colleagues were rightly centred, engaged and given precedence.

We have so much work to do as an organisation and across our partnership to develop and embed anti-racist practice with a focus this year upon engaging the voices and views of our local Black and Global majority children, families and community groups who we know can both ensure that we are effective in our approach and hold us to account.”



Lisa Aldridge
Head of Quality Assurance
and Safeguarding

“ Working on developing the anti-racist praxis conference for the last few months has been hugely insightful, rewarding and challenging. The vast expertise delivered from the presenters, including from our own workforce, was a privilege to be able to witness and learn from. I hope that as a directorate and wider we are able to use the knowledge gained to truly understand and heal from the impact of racial trauma, and embed appropriate anti-racist practice to support our children and families.”



Charlotte Lucas
Project and Service Improvement Officer

“ [It was] enlightening, working through the uncomfortability of this subject matter, but I am really inspired and committed to play my part in this.”

5. Conference Evaluation

There was a phenomenal response from attendees with an excess of 500 detailed responses received across the week.

We sought to obtain evidence, directly from those who had attended virtually and in person, of the engagement and impact of the conference. Attendees were encouraged to give their feedback and comments for each session via a short Google Form. This data was analysed with focus given to processes and outcomes of the keynote sessions and the workshops. Every effort was made not to impose an interpretation on the data and to retain the voices of those that attended the conference. Attendees felt really positive about contributing to the process and we had a significant number of participants that sought to evaluate the conference.

Overall of the 500 responses, the feedback for the conference was extremely positive. There were demonstrable improvements in knowledge of the subject matter and presentations were deemed as clear and interesting, as well as meeting the learning objectives set for the conference. The feedback was collated into evaluation slides and some highlights are presented here. The full presentation can be found in [Appendix A](#)

Overall evaluation points

Attendance at keynote speaker events was highest with **35%** of those filling in the evaluation attending The Launch Day and **22%** attending the Virtual Conference day

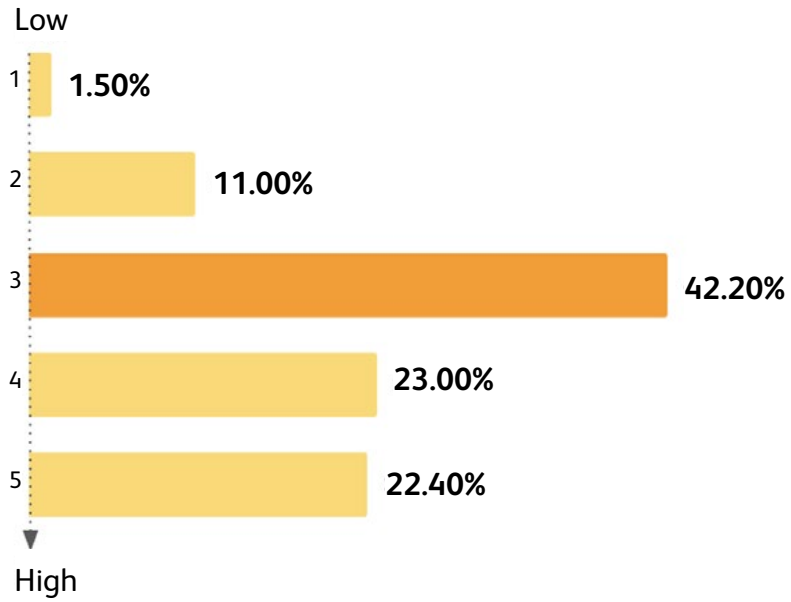
Colleagues knowledge and skills in the topics covered increased by **145%** for those who rated themselves as having a very high understanding.

80% of respondents rated the speeches as very good with only **1%** rating very poor

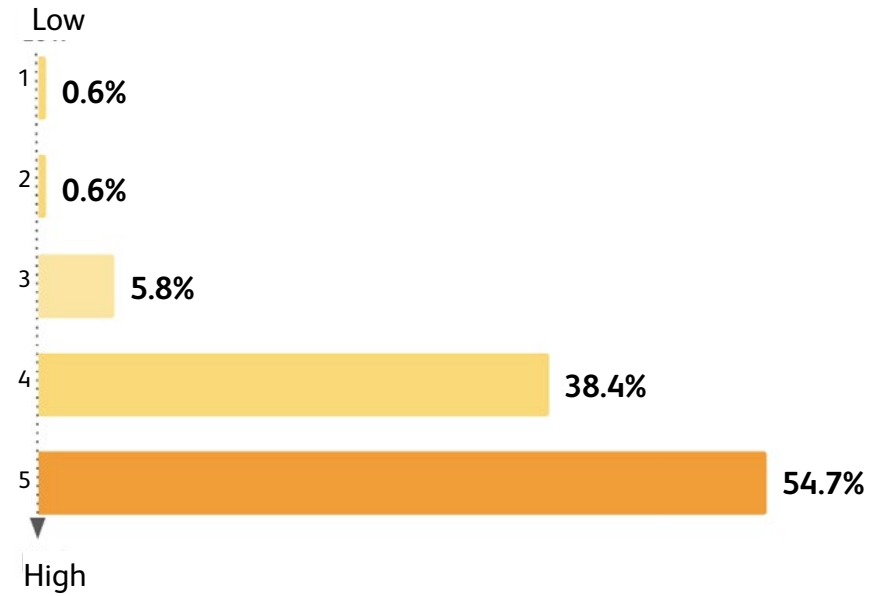
The majority of colleagues rated that the workshop/Keynote objectives were met

Overall Knowledge

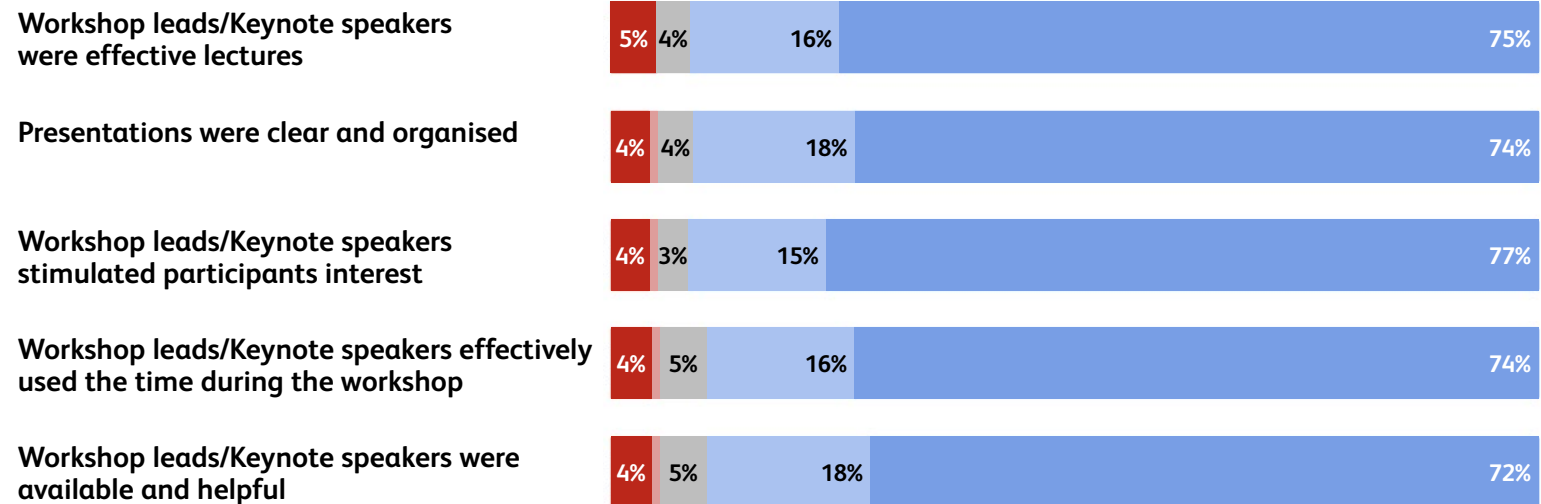
Knowledge at the **start** of the Anti-Racist Praxis



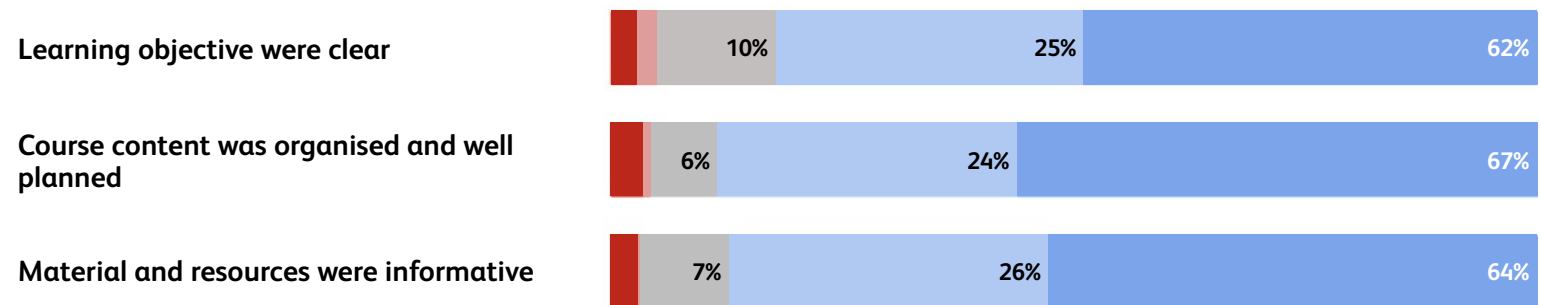
Knowledge at the **end** of the Anti-Racist Praxis



Overall evaluation of the skills and responsiveness of workshop leads and Keynote speakers:



Were workshop/keynote objectives achieved?:



■ Strongly disagree
 ■ Disagree
 ■ Neutral
 ■ Agree Strongly
 ■ Agree

Salient themes and reflections from attendees

As a follow-up to the conference, we invited all colleagues across Children & Education who attended the recent Anti-Racist praxis conference to a show and share reflection session, where the

themes and highlights from the conference evaluation were shared and a space given to attendees to share their own reflections and suggestions for action and how we shape this work going forward.



Themes and takeaways from Share and Reflect Sessions

There is still rawness from the conference	Difficult to process all of this	Intense	Need concrete action
This was powerful	These conversations are unsettling	Sceptical	Need to let things settle
Angry that others have had similar experiences	Impactful	The silence is palpable	Conversation fatigue
Need visible, Genuine, Active Leadership	Awareness of generational/vicarious trauma	Leaders are not visible	Which direction are we heading?
We need to be careful not to get too academic	Racism is about power and institutions	Overwhelming	How can we hold parents to account?
Do not question lived experiences of trauma	Celebrate joy and not just view children with a deficit lens	Involve children/parents/carers in decision making	Do we care enough?

“ Thanks for the show and reflect session. I was wondering how to articulate my thoughts during the session... Personally, as a white person something that I always feel like I’m trying to work out is, what feels like, a very fine balance of being an ally and not being a “white saviour”. What I took from the conference is that while we need to listen to black peoples’ experiences to learn, we also need to not leave all the learning to black people which leaves people feeling exhausted. This email isn’t really a question or suggestion, rather I’m trying to figure out what I think would be helpful for white people like myself who want to be an ally and want to challenge racist practices, but are anxious to do this in an effective way, that does not always leave black people feeling burdened. I feel like a space would be helpful to discuss what being an ally means and what is helpful and what is unhelpful. I’m also mindful that everyone has their own views on this and may have different views! ”

“ Having delivered a range of high-profile events over many years across a range of policy areas at a local, pan-London and national level, I can say with all honesty that this conference truly felt like a watershed moment. Facing issues head-on, this event engendered a genuine sense of optimism and hope that we are in that rare space where real, meaningful and lasting change can be nurtured and achieved. The palpable energy and ideas generated as a result of this unique event, now needs to be harnessed and sustained, forming the springboard from which Hackney’s future anti-racism work is driven forward. ”

“ As a student social worker, it is really encouraging to see Hackney working to embody its anti-racism agenda in a meaningful way.

In terms of what is needed to put anti-racism into practice... I wonder if it would be possible to have a virtual practitioner space to share the everyday challenges we face (microaggressions encountered, frustratingly biased systems etc) and seek suggestions for ways forward... Sometimes you have that “kick yourself” feeling for not having done more, not knowing what to do, and it might help the collective learning & changemaking journey to have a space to discuss concrete examples. ”



Addicus Cort
Projects and Service Improvement Lead

6. Conclusion

We are on the right side of history; we now need to look at anti-racism through a business critical/high priority lens putting it at the top of all our agendas. It's time to STOP CHAT and ACT.



The Anti-Racist praxis conference has been significantly impactful in increasing understanding of the impact of systemic racism and white supremacy in relation to racial trauma - and how our practice and some educational approaches may contribute to this problem. The keynote speakers and workshops provided good learning experiences and enabled attendees to identify strategies to counter and support racial trauma e.g. a trauma-informed approach to improving and

enhancing practice. The conference was pivotal in unmasking the extent of racial trauma experienced by children, young people, and colleagues within Hackney. It reinforced the urgent need for us to be proactively anti-racist but how we translate this into our social care practice and education settings is less clear. Our systemic principles could offer a significant shift in the way we work with children and families that have experienced racism and trauma, however, this will need much more attention, with the principles firmly embedded across our Directorate to be effective.

Our schools, who attended, did so with a view to understanding how a child's educational experiences can compound existing racial traumas. Whilst educational outcomes in Hackney have improved greatly, there still remains a gap between the performance of Black Caribbean boys and their peers. Furthermore, the disproportionality in fixed-term exclusions for Hackney's Black Caribbean and mixed white

and Black Caribbean heritage pupils is around four times more likely than white British pupils. Why is this? Engaging parents, exploring behaviour policies and the curriculum are all contributing factors to a Black child's experience. Therefore, a commitment for leaders to have open and honest conversations about race and racism in schools is due. Additional challenges are faced by our SEND pupils, who are also disproportionately featured in exclusion data. Parents who attended the conference spoke of "not feeling that schools, were not 'listening.'" Therefore the parent and school partnership is key to ensuring that there is a rebuilding of trust between the Black and global majority parents and that the children's social, emotional and mental health issues are identified.

There is a need for Hackney Council to better understand, acknowledge, and work against structural and institutional racism, and its consequences for Black and global majority children and young people. This must be met with an equal commitment to championing the work and causes of specialist provision of racialised trauma, as well as meaningful partnership and collaboration. Education, social care, and our schools are in a unique position to open up discussion about these issues, to provide guidance and modelling for constructive expression, and thus create the space for trauma-informed praxis across the directorate and wider council.

This 'active' work of anti-racism is imperative to remedy the current gaps in support for Black and global majority children, young people and families who are experiencing racialised trauma. The conference has generated a call to action for everyone, at individual, community, larger systems, and societal levels. This means accountability,

responsibility, ownership and commitment. The conference has also stimulated a broader critique of the role of social care and our education systems at a local and national level. It also confirmed, without doubt, that this is an area that needs urgent attention. The stories told by many of our keynotes and workshop leads were metaphoric, real, and lived experiences of racism and trauma, it caught the emotion, passion, and also the pain of racism, as well as the need to continually reflect on our praxis.

Let us use this briefing paper as a reference to ensure the energy and action from this conference continues. We must galvanise one another to make Anti-Racist praxis a reality for more of Hackney's children and

young people. In the words of **Philip Glanville, Mayor of Hackney**:
“We haven't just started this journey. We are here at a key moment in history: George Floyd; Child Q; and the disproportionate impact of the pandemic [on Black and global majority people]. This is blatant racism and we have to be aware of how traumatising that can be. We have a lot to do to empower Black voices at every level of the organisation. People are looking at us, and asking: are we really going to make that change? And we can't afford to fail.”

Hackney and beyond, over to you...

Deborah Barnett

Anti-Racist Strategic Lead

7. Vote of Thanks

This conference would not have been possible without the hard work of an AMAZING dedicated volunteer team. We would like to extend our heartfelt gratitude to:



Charlotte Lucas, Jennifer Riley Harrison, Addicus Cort, Gemma Edwards, Diane Benjamin, Modi Abdul, Alma Reisel, Monica Imbert, Orlene Badu, Debra Robinson, Lisa Aldridge, Dona Randolph, Kizzi Keane, Ross Tuckley, Laura Vanderbijl, Jo Larkin, Tatiana Pavlovsky, Donna Thomas, Samantha Pham, Sophia Bramble, Emil Dadzie, Vivienne Roach, Harjinder Dhillon,

Amber Dillon, Noelia Rufete-Gil, Paula Stoleru, Danielle Till, Sue Roberts, Rick Levene, Garth Kiyanga.

Workshop presenters and Facilitators

Hackney Young Futures Legacy Champions, Yolanda Lear, Stoke Newington School.

Pauline Adams, John Hart, Annie Gammon, Emma Harry, Laura Bleaney, Rebecca Infanti-Milne, Reece Lukeman, Lisa Okonji, James Johnson, Millie Kerr, Joseph Metcalf-McQueeney, Jason Shonibare, Abiola Banwo, Marie O'Neil, Rowan Carr, Maggie Kalnins, TLG (Transforming Lives For Good), Francesca Fadda-Archibald, Sheli Green, BLAM UK, Badu Mentoring, BACP.

Glossary

Black

Black is used to indicate people with a shared history. Black with a capital 'B' is used in its broad political and inclusive sense to describe people in Britain that have suffered colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today's society.

Global Majority

Global Majority is used as a collective term that first and foremost speaks to and encourages those so-called to think of themselves as belonging to the global majority. It refers to people who are Black, Asian, Brown, dual-heritage, indigenous to the global south, and or have been racialised as 'ethnic minorities'.

Praxis

Practice, as distinguished from theory. Praxis is reflection and action upon the world to transform it. Source: Paulo Freire - Pedagogy of the Oppressed

Anti-Racism

Anti-Racism is the active work to oppose racism and to produce racial equity – so that racial identity is no longer a factor in determining how anyone fares in life. Being Anti-Racist means supporting an Anti-Racist policy through your actions. An Anti-Racist policy is any measure that produces or sustains racial equity between racial groups.

Racism

Racism at an individual level can range from overt hate crimes to less visible microaggressions – everyday interactions that communicate hostile, derogatory or negative insults. The same action can have different outcomes depending on the context and who is involved, and seemingly well-intentioned actions can unwittingly produce racial inequity. At a structural level, racism involves one group having the power to carry out systematic discrimination through institutional policies and practices, and by shaping the cultural beliefs and values that support those racist policies and practices. Only outcomes, not the intent, demonstrate whether actions and policies are racist.

Power

Power is about our relationships with one another. It is the ability to accomplish something or act in a certain manner. In a work setting, power includes the ability to make decisions, set deadlines, allocate work, delegate, recruit and promote people, disagree or say no without fear of personal repercussions, and access others in power through networks. Power is not just individual, but cultural. Power is relational and can shift in different contexts. Whiteness, wealth, citizenship, and education are some of the mechanisms through which certain groups can have more power. Power can be used intentionally both in negative ways and positive ways, and individuals within a culture may benefit from the power they are unaware of.

References

Carter, R. T. (2007) 'Racism and Psychological and Emotional Injury: Recognizing and Assessing Race-Based Traumatic Stress', *The Counselling Psychologist*, 35(1), pp. 13–105. doi: [10.1177/0011000006292033](https://doi.org/10.1177/0011000006292033)

Comas-Díaz, L. (2016). Racial trauma recovery: A race-informed therapeutic approach to racial wounds. In A. N. Alvarez, C. T. H. Liang, & H. A. Neville (Eds.), *The cost of racism for people of color: Contextualizing experiences of discrimination* (pp. 249–272). American Psychological Association.
<https://doi.org/10.1037/14852-012>

Hardy, K.V. (2013) Healing the hidden wounds of racial trauma. *Reclaiming Children and Youth*, 21(4), 24–28.

Hardy, K. (2020) <https://www.youtube.com/watch?v=MxSsKNHJujs>

12. Appendices

[Appendix A](#) - Anti-Racist Conference Evaluation

[Appendix B](#) - Anti-Racist Conference Library

[Appendix C](#) - Post Conference Timeline

[Appendix D](#) - Corporate Parenting Anti-Racist Commitment

[Appendix E](#) - Anti Racism Learning Resources

[Appendix F](#) - Joint CFS & Education Anti-Racist Position Statement

[Appendix G](#) - Conference Programme Day One

[Appendix H](#) - Conference Programme Day Two

[Appendix I](#) - Conference Programme Day Three

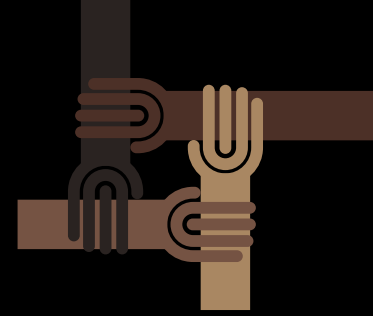
[Appendix J](#) - Conference Programme Day Four

[Appendix K](#) - Serious Case Review Child C

[Appendix L](#) - Serious Case Review Child Q

If you would like a full online version of this report complete with links, please email gemma.edwards@hackney.gov.uk

Hackney Council is committed to being an actively anti-racist organisation - one that does not just tackle inequality, but actively fights racism. As part of this, last month, it hosted a four-day anti-racism event to embed innovative anti-racist ways of working to serve and support Black and Global Majority children and families. Six women leaders discuss why this work is so important to the organisation and the borough.



Cllr Anntoinette Bramble, Deputy Mayor, said: “How do we become truly anti-racist as an organisation and a place? There’s no easy solution, but it begins with changing culture and ethos. We’re diversifying our leadership and workforce; creating spaces and resources that better reflect our residents; stripping out markers of colonisation; confronting our language; and ensuring residents see themselves reflected in our services.”



Jacquie Burke, Group Director, Education and Children’s Services, said: “The Council prides itself on striving to be inclusive. But Child Q, the Black schoolgirl stripsearched by police, was our rubicon moment. It has tested our community, our staff, and our children, but has meant we are recommitting to action at every level in order to become a truly anti-racist council and borough.”



Diane Benjamin, Director of Children’s Social Care, said: “We are determined to be a force for change for every family with which we work. To do this properly, we must address the impact of racism on families to ensure this informs our practice at every level. We created anti-racist principles that inform all our decision-making about children: from demonstrating active anti-racism in our practice to speaking up about the hurt experienced by people and repairing the harm.”



Monica Imbert, Head of Education Operations, said: “Child Q is the embodiment of the appalling injustices faced by some communities. It has led to a set of critical actions by the Council, ranging from lobbying the government to change the law around policing in schools to diversifying our governing boards. Child Q is one heinous failing, but it is, sadly, symptomatic of a wider sickness in the system that sees injustices disproportionately affect children from Black and Global Majority backgrounds. Our job in the Council is to help fix it.”



Deborah Barnett, Diversity and Inclusion Lead, said: “Being truly anti-racist is about dismantling the web of racism embedded in society - institutional practices that work better for white people. Our conference centered on change in three fundamental orbits: appreciating the ways in which racial-trauma are entangled with distress and hardship; learning correct ways to serve all our Black and Global Majority communities; and reimagining our structures so they’re informed by the lived experiences of those communities.”



Orlene Badu, Young Black Men Programme System Lead, said: “In 2020, we launched our groundbreaking ‘Diverse Curriculum: The Black Contribution’, a nine-week lesson plan that catalogues the contributions of Black people across the ages. For the first time, it confronted the lack of diverse education in our schools and championed Black history as British history. It has now been adopted by more than 2,000 schools worldwide. There is still a need for systemic change. While the curriculum is a part of that journey, our practices and policies are crucial to disrupting inequality and ‘being’ actively anti-racist.”

Follow our anti-racism journey through our social media:

[hacknycouncil](#) [hacknycouncil](#) [hackney_black_history](#)

More: [hackneywindrush.com](#)

AntiRacistPractice@hackney.gov.uk

Want to work for the Council? [recruitment.hackney.gov.uk](#)

