

Brent Black Community Action Plan 2021-22

BCAP Themes

- 1) Early intervention: young people, children & families
- 2) Enabling and strengthening community leadership through capacity building
- 3) Developing community spaces - run and managed by local communities
- 4) Supporting the black community and voluntary sector
- 5) Support for employment and enterprise
- 6) Accountability
- 7) Homes and homelessness
- 8) Health inequalities
- 9) Embedding equality and diversity within the Council workforce

Theme & Objectives	Actions & Details	Measures	Timeframe	Strategic Lead	Lead Member	Delivery Resource	Financial Resources	Progress (RAG)							
								Comment	Q1	Q2	Q3	Q4			
Priority 1: Children, young people and families															
Links to: BCAP theme 1) Early intervention: children, young people and families	Develop spaces and opportunities for young people to act as leaders and influencers, embedding ways to treat young people as stakeholders with a voice and opportunities to celebrate achievements	<ul style="list-style-type: none"> Audit opportunities that exists in and outside of school settings Upscale or create new opportunities, in partnership with local businesses and organisations Promote opportunity of Youth Parliament via schools and social media platforms 	Spaces and opportunities for young people to act as leaders and influencers in place More engagement with young people in local government processes and decision-making More frequent celebrations of young people in the borough	Mar-22	Brian Grady, OD Safeguarding Performance and Strategy	Clr Mili Patel, Cabinet Member for Children's Safeguarding, Early Help and Social Care	CYP Priority 1 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							
	Develop personal resilience skills and create spaces to have difficult conversations, so that young people are enabled and given the ability to prepare for and handle situations.	<ul style="list-style-type: none"> Understand what already exists to support young children in this area Work with schools and local organisations to develop opportunities for young people whereby resilience skills will be built Work with local health providers to promote and raise awareness of the benefits of therapy 	Spaces developed for young people to build resilience and have difficult conversations	Mar-22	Brian Grady, OD Safeguarding Performance and Strategy	Clr Mili Patel, Cabinet Member for Children's Safeguarding, Early Help and Social Care	CYP Priority 1 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							
	Enable young people to explore and express their aspirations, which will include making them aware of opportunities available to them. This could also include confidence building and making them feel 'accepted' and that they do not have to work twice as hard as their non-black peers to achieve the same levels of positive outcomes for themselves	<ul style="list-style-type: none"> Explore opportunities that already exist and how can we develop them further Work with comms, schools, local communities and organisations to ensure opportunities are shared more widely amongst young people 	Young black children have a more positive outlook on their life chances as well as the confidence to take up opportunities available to them	Mar-22	Brian Grady, OD Safeguarding Performance and Strategy	Clr Mili Patel, Cabinet Member for Children's Safeguarding, Early Help and Social Care	CYP Priority 1 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							
	Support black children with developing self-esteem and self-worth and confidence in the classroom, and through coaching and mentoring in schools	<ul style="list-style-type: none"> Understand roots causes that may led to low self esteem and self-worth Work with the community and organisations to deliver a scheme that schools can opt in to 	80% of young people who receive mentoring/coaching levels of confidence and self-esteem are raised.	Mar-22	Brian Grady, OD Safeguarding Performance and Strategy	Clr Mili Patel, Cabinet Member for Children's Safeguarding, Early Help and Social Care	CYP Priority 1 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							

	Develop a multi-agency early intervention strategy for black British boys of Caribbean heritage, aged between 6 and 12, building on the family wellbeing centres initiative	<ul style="list-style-type: none"> Building on the theme 1 steering group, a sub group or additional meeting can be set up to include more agencies to develop an approach to address this issue. Surveying young black boys, their families and communities will be vital in shaping this intervention. 	Increased attainment and confidence levels amongst young black boys of Caribbean heritage aged 6 to 12 years old. Clear support structures and opportunities exist in and outside of schools where young black boys continue to build confidence and achieve their goals.	Mar-22	Brian Grady, OD Safeguarding Performance and Strategy	Cllr Mili Patel, Cabinet Member for Children's Safeguarding, Early Help and Social Care	CYP Theme 1 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated					
	Support parents with their own aspirations and to understand the aspirations of their families and children, and how they can enable their children to thrive.	<ul style="list-style-type: none"> Action tbc 	Measures tbc.	Mar-22	Brian Grady, OD Safeguarding Performance and Strategy	Cllr Mili Patel, Cabinet Member for Children's Safeguarding, Early Help and Social Care	CYP Priority 1 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated					
	Opportunities for young people to learn about positive Black History, which can enable self-worth and aspirations to grow.	<ul style="list-style-type: none"> Support supplementary schools to develop and strengthen their offer as a means of providing an opportunity to learn about Black History outside of the school setting 	Increased capacity of black-led supplementary schools enabling more children to experience the teaching of Black History	Mar-22	Brian Grady, OD Safeguarding Performance and Strategy	Cllr Mili Patel, Cabinet Member for Children's Safeguarding, Early Help and Social Care	CYP Priority 1 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated					
Priority 2: Building sustainable community capacity													
Links to: BCAP theme 2) Enabling and strengthening community leadership through capacity building	Develop a leadership development programme to equip community leaders and representatives with the knowledge and skills to influence local decision-making. This leadership development programme should: <ul style="list-style-type: none"> Equip leaders with the skills and knowledge to take action in their personal, professional and civic lives which will include: <ul style="list-style-type: none"> Personal leadership style and skills Networks, collaboration and partnership working Strategic thinking and effective future gazing 	<ul style="list-style-type: none"> Understand the needs of community leaders and use as a basis to scope leadership development programme Work with external providers to develop objectives and outline of programme Take back to steering group 2 to review before finalising programme outline Rollo out pilot scheme to 8-10 members of the black community. Collect feedback from pilot participants to inform full roll out of scheme 	Sustained community engagement and voice from the black community that enables the delivery of culturally appropriate services Successful community leaders driving forward the work of the BCAP in their communities	Mar-22	Shazia Hussain, ACE	Cllr Margaret McLennan, Resources and Deputy Leader of the Council	Strategy & Partnerships Priority 2 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated					

Priority 3: Supporting black led organisations

<p>Links to:</p> <p>BCAP theme 4) Supporting the black community and voluntary sector</p> <p>BCAP theme 5) Support for employment and enterprise</p>	<p>Introduce participatory budgeting where community groups and representatives are invited to decide how to allocate spending to projects.</p>	<ul style="list-style-type: none"> Continue working with Strategy & Partnerships team to engage local communities (ensuring adequate black representation) to express local priorities and direct budgets to reflect strengths, needs and aspirations in relation to Carbon Offset Fund and CIL Fund for Brent Connects Areas, which are currently being trialled. 	<p>Clear representation of black communities in participatory budgeting working groups</p> <p>Black communities feel empowered using participatory budgeting as a mechanism to have their say in developing their local areas.</p>	Mar-22	Shazia Hussain, ACE	Cllr Promise Knight, Cabinet Member for Community Safety and Engagement	Strategy & Partnerships Priority 3 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							
	<p>Enabling collective community conversations about council funding criteria, so criteria guides what the community needs</p>	<ul style="list-style-type: none"> Host a series of meetings for community groups to attend to shape council funding criteria. Feedback and suggestions should be fed into the criteria that is then used to assess funding applications. 	<p>Updated funding criteria process</p>	Mar-22	Shazia Hussain, ACE	Cllr Promise Knight, Cabinet Member for Community Safety and Engagement	Strategy & Partnerships Priority 3 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							
	<p>Coaching and advisory support to applicants of grants and funding provided by the Council and external bodies as well as for procurement.</p>	<ul style="list-style-type: none"> Develop bespoke coaching and advisory support for grants and funding for black led organisations 	<p>An increase in Black led community and voluntary sector organisations being awarded funding</p> <p>Increase from baseline in contracts awarded to Black led community and voluntary sector organisations over the next 5 years</p>	Mar-22	Shazia Hussain, ACE	Cllr Promise Knight, Cabinet Member for Community Safety and Engagement	Strategy & Partnerships Priority 3 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							
	<p>Facilitate collaboration between small voluntary and community sector organisations to join up and form local consortia to consolidate resources and expertise to improve community outcomes</p>	<ul style="list-style-type: none"> A meeting will be set up in March to create an opportunity for NCIL awardees to network and for the council to facilitate collaboration where possible. This can be replicated to reach wider groups within the black community. 	<p>Improved community outcomes</p> <p>Greater collaboration between VCS organisations</p>	Mar-22	Shazia Hussain, ACE	Cllr Promise Knight, Cabinet Member for Community Safety and Engagement	Strategy & Partnerships Priority 3 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							
	<p>Business support for black led businesses</p>	<ul style="list-style-type: none"> A support package for digital inclusion for businesses focusing on E-commerce Ensure the Black community are made aware of future opportunities and contracts considered for community commissioning with a support package to be able to access resource to bid for council and public sector tender Employment hub focused on encouraging business start-ups by young Black adults 	<p>Increase from baseline in contracts awarded to Black led organisations over the next 5 years</p> <p>Businesses feel more confident and secure in delivering their services online</p> <p>Black led organisations feel more confident and secure, with improvements in business survival rates</p>	Mar-22	Alice Lester, OD Regeneration Growth and Employment, Regeneration	Cllr Shama Tatler, Cabinet Member for Regeneration, Property & Planning	Strategy & Partnerships Priority 3 steering group Elaine Cleland-Awity, Community Action Plan Co-ordinator	Specific budget allocated							