

# Young Black Men & Mental Health

Pillar 4: System Change and Innovation Programme

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# Elevate Young Black Men and Mental Health programme

- The Young Black Men and Mental Health programme is a pioneering and innovative programme designed to improve mental health wellbeing outcomes for young Black men, well being and life outcomes for young black men. Islington Council and the NHS successfully received investment funding to lead this innovative mental health programme which will help to create a better future for young Black men and boys and support the council's and Integrated Care System efforts to tackle inequality.
- The three-year programme, will see a holistic approach to mental health issues among young Black men in Islington, with the aims of improving personal mental health and wellbeing, aspirations, and life opportunities, while reducing exclusions.

### It has four pillars of delivery:

- 1. BAM 'Becoming a Man' programme a pioneering 24 month programme delivered in three secondary schools by a full time BAM counsellor based in three Islington Secondary Schools.
- 2. The Elevate Innovation Team delivering holistic and wrap around therapeutic support through a small team of Community Therapeutic Coaches led by a Clinical Psychologist.
- 3. Training up Barbers to become 'Community Mental Health Ambassadors'
- 4. Rolling out cultural competency and anti racist practice training across the workforce

### Pillar 4: Young Black Men & Mental Health together. **Driving System Change & Innovation**

Challenging racism and injustice is a mission critical for us in Islington especially in our work to tackle the inequalities that continues to blight lives and life-chances across the borough. Islington is committed to taking action to bring about enduring and meaningful change to eradicate the deep inequalities and systematic, structural racism that impacts on citizen's and communities within Islington.

As part of its challenging inequalities commitment we have commissioned the Staff College to deliver a multi-dimensional cultural competency training programme to be rolled out across the police, health, social care, GPs, and young offending teams etc

#### The ambition is to:

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- Enhance inclusivity, a sense of belonging through building coalitions for change with a collective goal to tackling inequality. Provide Cultural Competency training for up to **1000 professionals** across Health, Islington, Schools, Social Care, GP's etc
- Train and create **50 system change champions** across the organisation to support the promotion and embedding of cultural competency and anti-racist inclusive practice across the council workforce and its partners.
- Support and enhance our ambition to tackle entrenched inequalities within the Council, Health sector and across the borough to grow and sustain racially-just communities.
- Offer perspectives that are challenging in a way that engages others to galvanise their leadership action to create and sustain fairer workplaces.
- Leave a learning legacy across all organisations; health, police, council services etc
- Position Islington as a pioneer for innovation –sharing learning, blueprints of good practice, insights and impact with other boroughs

Here we set out the comprehensive Young Black men and mental health system change & innovation training programme offer and the timeline for implementation.

The System Change Training & Innovation programme is divided into two parts:

1). System Change Training offer for Islington & its partners

2). **Dissemination of Learning** – expanding the development of cross borough seminars and events to share learning, practice and insights positioning Islington as a pioneer for trailblazing innovation in tackling mental health inequalities The slides are set out as follows:

1. Overview of the System Change training multi - agency offer (Islington)

2. System Change Training Groups, Timetable & proposed dates

3. Creating Catalyst for Change Coalitions to challenge mental health

4. Dissemination of Learning, Cross Borough events, Masterclass seminars

5. Timeline for delivery, questions for the board

# Pillar 4 – Transforming the system in tackling mental health inequalities The System Change Training Offer

### **Creating a catalyst for change**

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We recognise that challenging mental health inequalities takes time and is part of a longer-term strategy. We equally are bold in our innovation
and recognise the importance of creating a space for system leaders to come together to create the change that we want to see. The System
Change training programme offer is as follows:

Strand 1: Let's Talk About Race & Culture Series of multiagency conferences for senior leaders across Health, Council and VCS	Strand 2: Cultural Competency Training (Multiagency groups, Health, police, Social Care, GP'S, Primary Care)	Strand 3: Train the Trainer for System Champions (Creating cross partnership coalitions for change)	Strand 4: Catalyst for Change Think Spaces (Delivered as Action Learning Sets)	Strand 5: Just fair Police Summits Co-produced with Police	Strand 6: Reflective learning forums (Delivered as Action Learning Sets)
<ul> <li>Facilitate and support a deeper understanding of the concepts of 'Race', multi-dimensional racism and the lens of intersectionality (class, gender etc) when looking at discrimination affecting staff and communities</li> <li>Enable exploration of the fluidity of language about race and understand the different perspectives that exist</li> </ul>	• For system leaders to enable them to consider how cultural competency can support inclusive leadership using honest reflections and courageous conversations to make sustainable personal and leadership change in working to create and sustain fairer workplaces and fairer communities	• To create sustainable practice change we are developing a train the trainer programme for System Change champions. The train trainer programme will be delivered over 2 days.	<ul> <li>We will be developing communities of practice / action learning sets for System leaders, Cultural Competency Practice Leaders and staff.</li> <li>We are intending for the cycle of Action learning sets to be delivered initially by the Staff college but then become self sustaining.</li> </ul>	<ul> <li>A series of reflective deep dives, co-produced with the Police, exploring the intersectionality between race, health, criminal justice system.</li> <li>Co-produced with key Islington partners including the Metropolitan Police</li> </ul>	<ul> <li>delivered through action learning coaching approach for system champions.</li> </ul>

### System Change Training Programme together. Session overview & learning outcomes

#### Strand 1: Let's talk about racism Multiagency catalyst for change conferences

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A half day (3 hour) session for a multi-agency group (s) of staff, including system leaders and frontline practitioners, who work directly with or commission services and support for, young Black men who may be experiencing mental health difficulties. The delivery of Let's Talk about Race and Racism will be delivered in two phases.

- Phase 1 will be 2x 3-hour conference targeted at System Leaders and Directors
- Phase 2 will be 7 x 3-hour Conferences targeting multiagency groups of front-line practitioners, team managers etc.

### **Strand 2: Cultural Competency Training Duration: 1 whole day training session**

The aim of the Cultural Competency training is to:

- Build culturally competent and inclusive organisations. This multiagency training is aimed at training up to 1000 professionals
- The long-term ambition is to create Culturally Competent Communities of practice that promote inclusive leadership practice as a way to have conversations to drive forward sustainable leadership change to grow and sustain fairer workplaces and fairer communities across the borough.

#### How can we use Appreciative Inquiry to help courageous conversations?

- Racism things we need to know about language and action
- Inclusive organisations and partnerships what do they look like, feel like and behave like?
- The context of now: inequalities and inequities magnified, roots of racism and Narrative spotting
- Exploring the concept of multi-dimensional racism
- Intersectionality lens to look at all inequalities
- Micro-aggressions
- Cultural Competence and how it can support the Organisation, Leadership and Practice, Communities, Allyship: from bystander to change-maker

A 1-day training session to enable participants to consider how **Cultural Competency can** support inclusive leadership practice with young Black boys to enable better promotion, access to, and delivery of culturally sensitive therapeutic mental health and emotional wellbeing support when and while they are in need, in ways that are relational, restorative and joined up. Session overview:

- Why you and why now? Starting and staying with self
- Knowing what matters for this cohort
- Just Now: the conversations and commitments to lead to change and impact for this cohort
- Being and staying culturally competent in this space
- Knowing you're making a difference

Curated resources would be provided to participants to support ongoing learning and development.

## System Change Training Programme Session overview & learning outcomes

#### Strand 3: Train the Trainer for the System Champions

Train and create 50 system change champions across the organisation to embed cultural competency across the council workforce and its partners.

Support and enhance our ambition to tackle entrenched inequalities within the council and across the borough to grow and sustain racially-just communities.

Engender positive ways to sustain momentum in a culture of continuous improvement

### Strand 4: Catalyst for Change Think Spaces (Delivered as Action Learning Sets)

The groups(s) should be between 10 -12 members who are all committed to attending the whole programme.

- The sessions would be led by an experienced ALS facilitator and trainer. To grow and develop a sustainable approach, the facilitator would also act as a role model for the facilitation process, encouraging ALS set members to get involved in facilitating future ALS sets, and offering them guidance and support.
- AL Set members would be provided with an ALS facilitators pack of resources, and encouraged to continue the set on an ongoing basis and act as facilitators for future Action Learning Sets.

We intend to train up **50 system champions** across the organisation.

Professionals will be expected to attend both the proposed half day sessions for multi-agency group(s) of staff; the first on 'Let's talk about Race and Culture' and the second on how

- 'Cultural Competence can support Inclusive Leadership Practice'
- and then are supported by 2 further half day 'Train the Trainers' sessions which would model delivery and provide tools and resources to help develop a self sustaining local programme
- This will be followed by a proposed cycle of Action Learning Sets to provide a safe space for continued learning, reflection, and development.

#### Session overview:

- Action Learning Sets (ALS) are a model of group coaching that provide a structured process and a safe space for reflection and problem solving. Bringing action learning into an organisation can help to embed learning from other training and model and integrate a coaching culture and approach. It provides a safe, group learning space that encompasses the following elements:
- Equality of membership
- Working on real issues and challenges
- Active listening and powerful questions to gain insight and awareness (no advice or judgement)

## System Change Training Programme Session overview & learning outcomes

#### **Strand 5: Just fair Police Summits**

This session will be co-produced with key Islington partners including the Metropolitan Police and focus on:

- Getting to 'Just Fair' why it's so important and so urgent
- Why You and Why Now a direct and personal challenge
- Being a racially just system leader: your context, your challenges, and the key conversations and commitments to achieve irreversible change
- 6 'if only' conversations and 6 commitments
- A Call to Action and Resources to help

#### Strand 6: Reflective learning forums (Delivered as Action Learning Sets)

A model of Action Learning is a **model of group and peer coaching** that provide a structured process and space to solve real challenges. Bringing action learning into an organisation can help to model and embed a coaching culture and approach. It provides a safe, group learning space that encompasses the following elements:

- Equality of membership
- Working on real issues and challenges
- Active listening and powerful questions to gain insight and awareness (no advice or judgement)
- High transfer of learning back to the workplace
- Ends in action!

#### Session Outcomes:

- A multi-agency call to action to be and stay racially just leaders to ensure that locally, 'just how it is' is 'Just Fair' for every child living, learning and growing up in Islington
- Contribute to reducing and over time eradicating racial disparities for children in or close to the youth justice system
- Better understand how system contributions can make a difference from children's earliest years

Recognise that youth justice agencies play a critical but not the only part in ensuring children grow up safely and stay out of the youth justice system

#### How does it work?

- An Action Learning Set (ALS) typically runs with groups of 5-8 people. The Set usually meets for a specified number of sessions at agreed intervals.
- At each session 1 or 2 people known as the 'issue holders' or 'presenters will have the opportunity to share a current challenge or issue they are facing. Through deep listening and questions, the rest of the group act as 'coaches', focusing on supporting the 'presenter' to gain insights and ideas to move forward with their challenge. It is important not to offer advice.
- It is very useful to have an experienced facilitator to support the first few ALS sessions. This helps to model the process and questions. ALS work best when everyone commits to prioritising these sessions in their diary and aims for maximum attendance. After initial support and facilitation modelling, an engaged and motivated ALS can develop into a self-managed group, with different group members taking turns in the role of facilitator.

# Young Black Men and Mental Health Multiagency Training Groups

#### 3. Cultural Competency Training – 1 Day

Target Audience: Front Line Practitioners, Practice Leaders, Team Managers, Heads of Service, Service Managers

•		
Adult Social Care, Commissioning	Social Care, Early Help Practitioners	Adult Social Care, Commissioning
Access Islington Staff (Access Islington Hubs)	Youth Offending Team and Targeted Youth Service	Access Islington Staff (Access Islington Hubs)
AM counsellors, Elevate nnovation Hub, Barbers Round Chair Project	CAMHS (Child & Adolescent Mental Health & SEMH)	BAM counsellors, Elevate Innovation Hub, Barbers Round Chair Project
Headteachers, Pastoral Leads & E services, Maternity	GP's and Primary Care Services, Social Prescribers	Headteachers, Pastoral Leads A & E services
ducation/ Pupil services Community Safety, Housing, ASB	Police Officers, Community Police Officers	Education/ Pupil services, Community Safety, ASB
This will be a more targeted approach to nominate and select: estimated up to 350 people. 5x 70 people conferences	Total:	We have calculated up to 100 people – this would equal 12 training sessions of 50-60 people

#### 2. Phase 2: Lets Talk About Race and Culture

**Target Audience: Front Line Practitioners, Practice** Leaders, Team Managers, Heads of Service, Service Managers Social Care, Early Help Practitioners Youth Offending Team Acc and Targeted Youth (Acces Service CAMHS (Child & BAM co Adolescent Mental Health Innova & SEMH) Ro GP's and Primary Care Head Services, Social Prescribers A&Es Police Officers. Educati **Community Police** Officers

Total:

#### 1. Phase one: Lets Talk About Race and Culture – Part 1 (System Leaders)

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Target Audience: System Leaders across Integrated Care System, Islington Council, VCS, Police

Corporate Directorate	Young Black Men &
Management Board	Mental Health
(CMB)	Programme Board
Integrated Care	Voluntary Sector and
System & Board	Community Sector
Maternity services	CEO'S
Assistant Director & above (Multiagency)	Police System (Police Superintendents)
GP's and Primary	Councillors, elected
Care Directors,	members,
Whittington Health,	Community Safety,
UCLH	ASB
Total:	Up to 100 (subject to further confirmation) Potential for 2 groups up to 60/70 people

# Young Black Men & Mental Health Multiagency training groups

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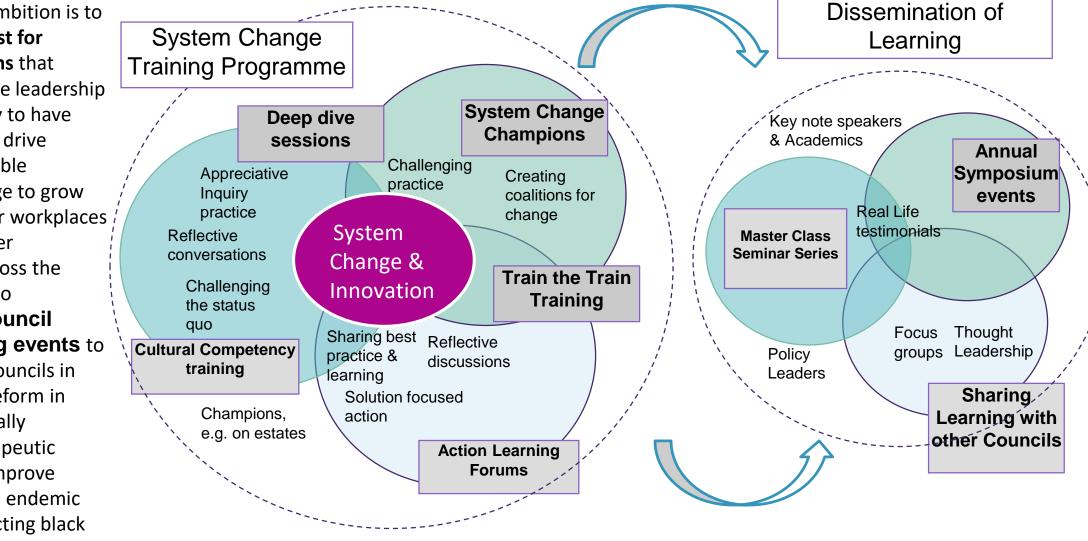
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e – Action Learning Sets (Multiagency Groups)	Catalyst For Change	r for System Champions laces for up to 50 people or expression of interest)	P	Bespoke session (Deep dive) Exploring Intersectionality Criminal Justice System, Exclusion and Mental Health		
We will have a total of 4 Action Learning sets running for 1 year and aimed at the 50 system		nt Line Practitioners, Team Directors, System Leaders	•	Target Audience:- Police Mental Health services, Schools, Education, Youth Offending		
champions will comprise of 12 people g Sets will require ongoing ystem Change Champions	The Action Learning	Young Black Men & Mental Health Programme Board	CAMHS, SEMH, Commissioning, Education, Social Care	Young Black Men & Mental Health Programme Board	CAMHS (Child and Adolescent mental Health Services	
50 people and system champions will be	Total:	Voluntary Sector and Community Sector CEO'S	Integrated Care Board	Voluntary Sector and Community Sector	Education & Pupil Services	
selected through nomination or expression of interest		Police System (Police Superintendents)	Youth Offending Services, Targeted	CEO'S Police System (Police	SEMH (Social,	
System Change Training Programme	Total for the	Probation, Adult Mental	Youth Services GP's and Primary Care	Superintendents)	Emotional Mental Health)	
		Health, Progression to Adult Hood	Health UCLH		GP's and Primary Care Directors, Whittington	
50 people and system	Total:	50 people and system champions will be	Total:		Health, UCLH	
champions will be selected through nomination		selected through nomination		Up to 60 people for the bespoke session	Total:	

## Young Black Men and Mental Health Catalyst for Change Coalitions

The long-term ambition is to create 1). Catalyst for Change Coalitions that promote inclusive leadership practice as a way to have conversations to drive forward sustainable leadership change to grow and sustain fairer workplaces and develop fairer communities across the borough and 2).to create cross council action learning events to bring together councils in leading radical reform in delivering culturally competent therapeutic approaches to improve engagement and endemic inequalities affecting black mon

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### System Change and Innovation Training Events Timetable

Session	Length	Facilitators	Dates	Group	Time	Capacity	Eventbrite link
Open day for System Champions	1 day	Louise /Rose	tbc	System Champions	9:30am - 4:15pm	?	
Let's Talk About Race and Culture - Session 1	0.5 day	Jasmine /Rose	13th Sept	Multi Agency	9:30am - 12:30pm	60	https://letstalkaboutraceandculturesession1.eventbrite.co.uk
Let's Talk About Race and Culture - Session 2	0.5 day	Jasmine /Rose	13th Sept	Multi Agency	1:30pm - 4:30pm	60	https://letstalkaboutraceandculturesession2.eventbrite.co.uk
Let's Talk About Race and Culture - Session 3	0.5 day	Jasmine /Rose	14th Sept	System Leaders	9:30am - 12:30pm	60	https://letstalkaboutraceandculturesession3.eventbrite.co.uk
Let's Talk About Race and Culture - Session 4	0.5 day	Jasmine /Rose	14th Sept	System Leaders	1:30pm - 4:30pm	60	https://letstalkaboutraceandculturesession4.eventbrite.co.uk
Let's Talk About Race and Culture - Session 5	0.5 day	Jasmine /Rose	15th Sept	Multi Agency	9:30am - 12:30pm	60	https://letstalkaboutraceandculturesession5.eventbrite.co.uk
Let's Talk About Race and Culture - Session 6	0.5 day	Jasmine /Rose	15th Sept	Multi Agency	1:30 - 4:30pm	60	https://letstalkaboutraceandculturesession6.eventbrite.co.uk
Let's Talk About Race and Culture - Session 7	0.5 day	Jasmine /Rose	11th Oct	Multi Agency	9:30 - 12:30pm	60	https://letstalkaboutraceandculturesession7.eventbrite.co.uk
Let's Talk About Race and Culture - Session 8	0.5 day	Jasmine /Rose	11th Oct	Multi Agency	1:30 - 4:30pm	60	https://letstalkaboutraceandculturesession8.eventbrite.co.uk
Let's Talk About Race and Culture – Session 9	0.5 day	Jasmine /Rose	tbc	Multi Agency	9:30 - 12:30pm	60	
Cultural Competence - Session 1	1 day	Jennifer/ Christine	25th Sept	Multi Agency	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/cultural-competency-training-tickets-689974561487?aff=oddtdtcreator
Cultural Competence - Session 2	1 day	Jennifer/ Christine	26th Sept	Multi Agency	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/cultural-competency-training-tickets-689978994747?aff=oddtdtcreator
Cultural Competence - Session 3	1 day	Louise/Christine	13th Oct	Multi Agency	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/cultural-competency-training-tickets-689984029807?aff=oddtdtcreator
Cultural Competence - Session 4	1 day	Jennifer/ Louise	19th Oct	Multi Agency	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/cultural-competency-training-tickets-689988172197?aff=oddtdtcreator
Cultural Competence - Session 5	1 day	Jennifer/ Louise	20th Oct	Multi Agency	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/cultural-competency-training-tickets-689989987627?aff=oddtdtcreator
Cultural Competence - Session 6	1 day	Christine / Louise	16th Nov	Multi Agency	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/cultural-competency-training-tickets-690008783847?aff=oddtdtcreator
Cultural Competence - Session 7	1 day	Christine / Louise	17th Nov	Multi Agency	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/cultural-competency-training-tickets-690010188047?aff=oddtdtcreator

### System Change and Innovation Training Events Timetable

Session	Length	Facilitators	Dates	Group	Time	Capacity	Eventbrite link
Catalyst for Change Conference	1 day	Rose/Louise	5th Oct	System Leaders	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/catalyst-for-change-conference-for-system-leaders-tickets-690012494947?aff=oddtdtcreator
Train trainer - session 1	1 day	Rose/Louise	8th Nov	System Champions	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/system-change-training-for-system-change-champions-train-the-trainer-tickets- 690023247107?aff=oddtdtcreator
Train trainer - session 2	1 day	Rose/Louise	23rd Nov	System Champions	9:30am - 4:15pm	60	https://www.eventbrite.co.uk/e/system-change-training-for-system-change-champions-train-the-trainer-tickets- 690024861937?aff=oddtdtcreator
Just fair - Session 1	0.5 day	Rose/	17th Nov	Police	9:30am - 12:30pm	60	https://www.eventbrite.co.uk/e/just-fair-police-summit-tickets-690797593197?aff=oddtdtcreator
Just fair - Session 2	0.5 day	Rose/	17th Nov	Police	1:30pm - 4:30pm	60	https://www.eventbrite.co.uk/e/just-fair-police-summit-tickets-690799940217?aff=oddtdtcreator
Just fair - Session 3	0.5 day	Rose/	22nd Nov	Police	9:30am - 12:30pm	60	https://www.eventbrite.co.uk/e/just-fair-police-summit-tickets-690802417627?aff=oddtdtcreator
Just fair - Session 4	0.5 day	Rose/	22nd Nov	Police	1:30pm - 4:30pm	60	https://www.eventbrite.co.uk/e/just-fair-police-summit-tickets-690805797737?aff=oddtdtcreator
Action Learning Sets	2 hours	Tara(1)	tbc	System Champions	10am - 12pm	tbc	Dates will be published shortly
Action Learning Sets	2 hours	Louise(2)/Jennifer(2)	tbc	System Champions	1pm - 3pm	tbc	Dates will be published shortly
Action Learning Sets	2 hours	Tara(1)	tbc	System Champions	10am - 12pm	tbc	Dates will be published shortly
Action Learning Sets	2 hours	Louise(2)/Jennifer(2)	tbc	System Champions	1pm - 3pm	tbc	Dates will be published shortly
Action Learning Sets	2 hours	Tara(1)	tbc	System Champions	10am - 12pm	tbc	Dates will be published shortly
Catalyst for Change Forums	2 hours	Louise(2)/Jennifer(2)	tbc	System Leaders	1pm - 3pm	50	Dates will be published shortly
Catalyst for Change Forums	2 hours	Tara(1)	tbc	System Leaders	10am - 12pm	50	Dates will be published shortly
Catalyst for Change Forums	2 hours	Louise(2)/Jennifer(2)	tbc	System Leaders	1pm - 3pm	50	Dates will be published shortly
Catalyst for Change Forums	2 hours	Tara(1)	tbc	System Leaders	10am - 12pm	50	Dates will be published shortly
Catalyst for Change Forums	2 hours	Louise(2)/Jennifer(2)	tbc	System Leaders	1pm - 3pm	50	Dates will be published shortly

# How to book onto a system change and innovation event

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- **Eventbrite** is now open for booking all sessions with confirmed dates. To access all training event information, such as the date and time, please refer to slides 10 and 11. Venue details will be updated in due course.
- To secure your spot for the training event of your choice please go to slides 10 & 11, simply click on the link provided next to the session. This will redirect you to the Eventbrite website, where you can find additional event details. Click on 'Reserve a spot' to proceed with your booking. Kindly note that each person can only book one slot.
- During the booking process, you'll be prompted to provide your contact details, including your name and email address. Once this information is provided, click 'Register' to confirm your booking.
- After successful registration, a confirmation message will be displayed on the screen. You will also receive an email containing all the details of your booking, along with your ticket. Secure your spot now and get ready for an elevating training experience!
- If you require any support or questions regarding Eventbrite bookings, please contact: Georgia Davies on: email: <u>Georgia.davies@islington.gov.uk</u> from the transformation team.