

# Public Sector Equality Duty

## Case Study

### Hillingdon Youth Justice Service

Hillingdon Youth Justice Service works with children in Hillingdon aged 10-18 years who have come into contact with the youth justice system. We are a multi-agency team.

Children from Black and Ethnic Minority (BAME) communities are overrepresented in the youth justice system. We identified a need to increase staff awareness and understanding so that they could work more effectively with children, families and partner agencies to improve outcomes for this cohort of children.

We commissioned Unconscious Bias training for the whole service and managers also completed Anti Oppressive and Anti Racist Practice training. This was delivered with a youth justice focus to ensure staff could relate it to their role. Undertaking this training as a whole service has also enabled open discussion and learning from each other.

This training has resulted in increased evidence in court reports, assessments and interventions with children where staff are exploring issues of diversity and lived experiences. We have also embedded diversity discussion into our supervision with staff as a “safe place” to explore bias and prejudice.

‘Brilliant Parents’ were commissioned by LBH to deliver a ‘Building Resilient Communities’ programme in Hillingdon.

There was a recognition that instead of doing “to” our communities it would be more productive to build understanding and resilience within them and for parents to support each other, which would enable a more early intervention approach.

We also recognised that some of our communities had a distrust of professionals and that by building trusted networks we could work together to bring down barriers and improve outcomes for children and families.

Brilliant Parents recruited, trained and support 15 parent champions who represent diverse community groups, ages and genders.

Brilliant Parents also facilitated an online webinar on “how to navigate the social care system” to support parents to hear information in a safe space and ask questions.

150 people attended with a 98% satisfaction rate. 96% felt more confident to access services.

The service also hosts and maintains a tailored webpage for Hillingdon Parents as point of information and reference. 35 Parents have sought support after the webinar.

Over 50 families have been supported in 5 months.

Parents have said that without the Parent Champion, they would have struggled to resolve concerns with their child and the Parent Champion has supported them to navigate their way to getting the right support at the right time.

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