

Haringey

Black  
Thrive



# Black Thrive Haringey

Impact Report 2023-2024

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# Introduction to Black Thrive Haringey

Black Thrive Haringey (BTH) works to address the entrenched disparities faced by Black communities in education, employment, health, mental health, housing, and policing. The purpose of this workstream is to embed race equity into systemic change, dismantling structural barriers and creating opportunities for Black communities to thrive. Through storytelling, research, advocacy, and community engagement, we aim to destigmatise key issues, empower individuals, and create lasting change. This work not only raises awareness of the issues but also delivers tangible resources and tools to support the mental health, resilience, and well-being of Black people.

Our work spans a broad spectrum of audiences and sectors, engaging young people, professionals, healthcare providers, policymakers, educators, and grassroots organisations. Partnering with organisations such as North London Mental Health Trust, Diverse Cymru, Father2Father, Open Minds Alliance (OMA), NLPC and Haringey Council, we deliver impactful initiatives that span storytelling, research, training, community events, and the development of innovative tools. This year alone, we reached over 2,500 people through screenings, discussions, and community events.

**In the last year, we have achieved the following:**

- Expanded our film screening programme, sparking dialogue on key issues like mental health and systemic disparities.
- Cocreated Project Heal by producing four powerful docufilms and launching the Time2Heal app, tailored to the healing and resilience of Black communities.
- Created a Black LGBTQ+ working group with our BTL Black Queer & Thriving partners.
- Finalised our community research report on mental health and policing disparities in Haringey.
- Strengthened collaborations with key stakeholders to co-design solutions addressing systemic inequities, such as our work under the PCREF working group with North London Mental Health Trust (NLMHT).

# Delivery of Workstreams

Despite being a small team of three, BTH has accomplished a significant workload:

- Film screenings: Continued sharing the docu-film Me, My Music, and Mental Health. a story by Shocka, reaching diverse audiences and generating conversations about destigmatising mental health.
- Innovative solutions: Launched the Time2Heal app in September 2024, a groundbreaking resource for healing, mental health and resilience tailored to Black communities.
- Collaborative storytelling: Produced a docufilm on sickle cell disorder in collaboration with the NHS Red Cell Network, which highlights systemic gaps in healthcare and raises awareness about this overlooked condition.
- Community engagement: Conducted events with the Met Police and North London Mental Health Trust foundation to ensure community voices shape systemic change.

# Looking Forward

From 2025 onwards, we are delivering several projects. These include nationwide promotion of the Time2Heal app, designed to support healing and empowerment in the Black community; premiere screenings for four new Project Heal docufilms, highlighting inspiring stories of resilience and triumph; and the Cultural Competency training and scheme now available across England.

## Short-term goals

- Sustain and scale ongoing projects, such as training, the app and docufilm screenings.
- Phase 2 and 3 developments of the Time2Heal app, expanding its offerings and impact.
- Secure additional funding to ensure continuity of our initiatives, which can implement community solutions.

## Long-term vision

- Achieve measurable changes in policy and practices to address systemic disparities.
- See greater accountability within institutions serving Black communities.
- Empower Black communities through co-designed projects and resources that address their specific needs.
- Foster systemic change to ensure that thriving becomes the norm for Black individuals. individuals.



# Project Updates

Our work addresses systemic inequities through storytelling, research, training, and advocacy. We create spaces for honest dialogue, develop tools like the Time2Heal app, and produce films that amplify Black voices. These efforts not only highlight disparities but also provide solutions that empower the community to thrive.

## Events

The Black-Led Systems Change Event at City Hall was a flagship event which brought together Black professionals, community leaders, and organisations to celebrate Black excellence, share insights, and foster collaboration. Hosted by Deputy Mayor Joanne McCartney, it featured speakers like Patrick Vernon OBE and Jacqueline Dyer. Attendee feedback emphasised the event's inspiration and impact.

This year, we have hosted a multitude of impactful screening events for our docufilms Me, My Music, and Mental Health and SICKLE. These screenings have reached diverse audiences, including young people, educators, healthcare professionals, and community leaders; encouraging impactful conversations about mental health stigma. These events have not only fostered dialogue but have also served as a catalyst for awareness, advocacy, and action.

## Docufilms

Me, My Music, and Mental Health tells the story of Shocka and his mental health journey. It has been screened to over eight hundred people, including young people, community members, carers, educators, professionals, and council leaders. The film continues to spark deep discussions about mental health stigma and resilience.

SICKLE, the docufilm, was commissioned by the NHS Red Cell Network and educates audiences about the lived experiences of sickle cell patients and systemic failings in their care. Premiered at Everyman Cinema, Cambridge University and the Ritzy Cinema, it has received invitations for additional screenings nationwide.

The Black-Led Systems Change Event



Me, My Music, and Mental Health screening



Sickle Cell screening event





## Project Heal

Our Project Heal initiative, in partnership with BTL and BTG, produced four impactful docufilms, each telling unique and powerful stories of trauma, resilience, and triumph within Black communities. These films include *Sisters Three*, which delves into the complexities of family tragedies and the strength found in overcoming them; *Young Abdoul*, a compelling narrative about a young man's journey from war-torn Congo to the streets of London, where he chooses a positive path forward despite immense challenges; *Sean Rigg* through *Marcia Rigg*, a moving account of a family's fight for justice following Sean Rigg's tragic death in police custody; and *Mikey Powell* through *Tippa Naphtali*, which sheds light on the systemic failures that led to Mikey Powell's tragic death and the enduring fight for accountability and change. These docufilms amplify voices often unheard, fostering awareness and sparking dialogue around healing, systemic change, and community resilience.

The Time2Heal App is a first-of-its-kind resource tailored to the Black community, the app provides curated content addressing challenges such as mental health, racism, substance misuse, and trauma. Launched in September 2024, the app includes videos, guided audios, book recommendations, and links to professional services for support. Initial feedback has been overwhelmingly positive, and plans for its expansion are underway.

## Training

This year, we launched an exciting new initiative, training our first cohort of North London Mental Health Trust employees in cultural competency. Partnering with Diverse Cymru, we brought their renowned cultural competency training scheme—highly respected in Wales—to England for the first time. This comprehensive training equips professionals with the knowledge, skills, and confidence needed to deliver culturally appropriate and equitable services and care, addressing systemic biases and disparities. By embedding this programme within the North London Mental Health Trust, we are fostering a deeper understanding of cultural diversity and laying the groundwork for meaningful changes in how Black communities are supported within mental health services. This initiative marks a significant step towards creating inclusive and responsive healthcare systems in England.

## Research

New for 2023-4, Black Thrive Haringey collaborated with Professor Stafford Scott and Forensic Architecture to design a crucial research project examining deaths in police custody, with a focus on the use of the prone position, the controversial justification of "excited delirium," and the role of Acute Behavioural Disturbance (ABD). This work explores the intersections of systemic racism and mental health, as these practices disproportionately target Black individuals, particularly those experiencing mental health crises. The project aims to expose the flawed and discriminatory application of "excited delirium" and ABD as justifications, alongside the significant dangers associated with the prone position, which is often used during interactions between law enforcement and vulnerable Black individuals. By leveraging Forensic Architecture's investigative expertise and centring the lived experiences of Black communities, this research seeks to challenge harmful practices, address racial and mental health disparities, and push for systemic reforms. Black Thrive Haringey is actively working with Forensic Architecture to secure funding in 2025 to advance this vital initiative, ensuring accountability and driving meaningful change.

## Mission and objectives

We have laid the groundwork through extensive community engagement, fostering partnerships, trust, and collaboration. Initiatives like Project Heal and our app promote systemic change by equipping the community with resources to heal and platforms to amplify their voices.

Our work is a direct reflection of Black Thrive's mission to embed race equity into systemic change. By addressing the root causes of disparities and amplifying Black voices, we aim to transform the systems that perpetuate inequality. Each initiative – whether a docufilm, an app, or an event – is designed to challenge inequities, raise awareness, and create opportunities for Black communities to thrive. For example, our docufilms shed light on systemic issues and personal stories of resilience, sparking important conversations that drive change. The Time2Heal app provides tangible tools for mental health and healing, offering direct support to individuals navigating systemic and personal challenges. Through our events, we create platforms for Black professionals, community leaders, and grassroots organisations to collaborate and share solutions, ensuring that the voices and experiences of Black people are at the forefront of decision-making and systemic transformation.

## Community ties and partnerships

Community members were central to every stage of our initiatives, from shaping the rollout of PCREF to participating in our community peer research, reporting their findings in a comprehensive report with recommendations that would improve the experiences and outcomes of the black community in Haringey. Our community are asked for their feedback during events and screenings which is acknowledged and used to direct our work on systems change keeping that at the heart of the work we do. Our annual community assemblies ensure accountability to our community, we report to them everything we have done in that year to work towards our vision and goals of Black people thriving in Haringey. We also showcase the work of other organisations in both the statutory and voluntary sector that are working to address inequalities and systematic racism with us at BTH.

Partnerships have been integral to our success. Key collaborators include the NHS Red Cell Network, Diverse Cymru, North London Mental Health Trust, Father2Father, OMA, Ubele initiative, Mind, Black mental health collective, Tottenham rights group, Haringey learning partnership, Haringey sixth form college, Haringey Council senior leadership team, Haringey Police, Metropolitan university, and Forensic Architecture.

## Challenges

The main challenges we have faced are limited team capacity and funding uncertainty. The heavy workload and small team have hindered our ability to expand, while the impending end of our National Lottery funding in September 2025 has highlighted the need for securing sustainable financial resources.







## Case Study: Diverse Cymru



Diverse Cymru Awards 2023

This year, Black Thrive Haringey partnered with Diverse Cymru to deliver cultural competency training in England, with our first training session with the employees of the North London Mental Health Trust. This initiative emerged from our ongoing work with the community around the Patient and Carer Race Equality Framework (PCREF), where Black communities emphasised that staff training was crucial for creating

a culturally competent and equitable mental health service. The training aims to address systemic inequities and equip professionals with the knowledge and tools to provide services that respect and meet the needs of diverse populations.

### The Partnership and Agreed Goals

Our collaboration with Diverse Cymru brought their established cultural competency programme, previously successful in Wales, to England for the first time. The shared goal was to address the inequities in services by empowering professionals to understand and navigate cultural diversity. By focusing on real-world challenges faced by Black communities, the training aimed to create systemic change within organisations across the country.

### Challenges and Obstacles

Adapting the training programme for England posed logistical and cultural challenges. The healthcare systems and demographics differ significantly between Wales and London, requiring customisation to reflect the local context.

Securing stakeholder buy-in and ensuring participation presented additional hurdles. Through joint planning sessions, open dialogue, and a shared commitment to the goal, BTH and Diverse Cymru worked closely to overcome these obstacles and ensure the training's relevance and impact.

### Strengthening Relationships Across Sectors

This initiative strengthened relationships between Black Thrive Haringey, Diverse Cymru, and the North London Mental Health Trust. Regular meetings fostered collaboration, while shared insights and expertise bridged gaps between community needs and institutional goals. This cross-sector partnership

created a model for embedding cultural competency into public services by combining grassroots advocacy with professional training frameworks.

### Community Engagement and Impact

Community input was pivotal in shaping this initiative. During PCREF engagement sessions, (that we were commissioned to deliver for NLMHT) participants voiced the need for healthcare professionals to better understand cultural nuances and systemic racism's impact on Black patients. These voices underscored the necessity for cultural competency training and provided real-life examples that solidified the information within its contents.

### Lessons Learned

The insights we have gathered throughout this year have highlighted two crucial aspects. Primarily, we've recognised the significance of adapting our programmes to align with the specific needs and nuances of local communities in order to achieve the most meaningful and effective outcomes. Furthermore, we've underscored the essential role of cultivating robust partnerships and fostering transparent communication among collaborating organisations. This collaborative approach is pivotal in navigating the complexities and obstacles that inevitably arise, and ultimately, in realising our collective objectives.



# Conclusion

Black Thrive Haringey has achieved remarkable milestones, from launching the innovative Time2Heal app to hosting impactful events like our Black led systems change event at City Hall showcasing the work of the Black thrive partners but also sharing that platform with those that share our vision for systematic change which dismantles racism and address inequalities in the black community across the UK . Also collaborating with our partners in Lambeth, Birmingham and the Black thrive global team to produce four compelling storytelling docufilms that are to be launched in 2025.

Despite the challenges, our work has empowered Black communities, raised awareness, and driven systemic change. Moving forward, we will continue to promote healing, amplify voices, and push for the policies and practices needed to create a future where Black people thrive.



# Glossary of Terms

Acroynm	Expansion
ABD	Acute Behavioural Disturbance
BTH	Black Thrive Haringey
BTL	Black Thrive Lambeth
BTG	Black Thrive Global
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer (plus other gender identities and sexual orientations)
Met Police	Metropolitan Police Service
NHS	National Health Service
NLMHT	North London Mental Health Trust
NLPC	North London Partnership Consortium
OBE	Order of the British Empire
OMA	Open Minds Alliance
PCREF	Patient and Carer Race Equality Framework





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