

Black Thrive Haringey

THRIVING FUTURES ANNUAL REPORT

YEAR 1 ANNUAL REPORT



SEPTEMBER 2021 TO AUGUST 2022

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“My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humour, and some style.”

Maya Angelou



Introduction

We received the first instalment of our Growing Great Ideas (GGI) grant from the National Lottery Community Fund (NLCF) on 2 September 2021.

The first year has been spent building the foundations for the work we will be doing over the next 10 years – recruiting staff, preparing project plans, identifying additional funding, putting in place finance and governance arrangements, communicating with key stakeholders and starting to form partnerships.

We have also made progress on some of our key deliverables, including Black Thrive Assemblies, Leadership Academy, data dashboard and knowledge hub, community-led systems change, defining the shape of our backbones and developing our backbones. The Thriving Futures (TF) Collective has been meeting every month to share knowledge and deliver the co-learning TF milestone.

The original proposal stated that each Partner will have the same fixed budget for each TF milestone. However, expenditure for year 1 has been less than originally anticipated, due to recruitment delays, not all TFC positions have been filled leading to capacity drawbacks.

This has meant that we have yet to spend against some TF milestone headings which highlighted the need for more budget flexibility. It is also important to note that Black Thrive Lambeth (BTL) has been established since 2016 and therefore, at the start of this project had more TF foundations in place than Black Thrive Haringey (BTH) and Black Thrive Birmingham (BTB).



Black communities driving change

Co-learning for Thriving Futures

BTH started in November 2021, and we are at the end of our first year. It has been an amazing time developing the Black Thrive vision in Haringey and we have been well received by the local community, statutory organisations, and community leaders.

Our focus for the first year has been to:

- Introduce BTH to the community and share our vision and mission.
- Create connections with local organisations and build strategic partnerships.
- Gain a better understanding of the needs of the community, what is already available, establish new collaborative partnerships and relationships.
- Building our relationship with the Police.
- Develop a board of professional and community leaders to help inform and drive the mission.
- Access the community to hear what their needs are and empower them to be a part of the active change.
- Highlight the stories and amplify the voices of the community.
- Develop and design research strategies and initiatives that help us to get a better understanding of the current landscape and collect community owned data that informs our work.

Development of Partnership and Community Boards

We established the BTH Partnership Board with the aim to harness the expertise of professionals, practitioners, carers, statutory and voluntary organisations. We hosted our first meeting in March 2022 which was well attended and well received. We have met twice (every six months) since then ensuring that we give regular updates about the work we are doing.



BTH Community Alliance Board

Following on from the first meeting of the Partnership Board, we initiated the Community Alliance Board.

The Black Thrive Haringey Community Alliance Board brings together individuals, local community/grassroot organisations, community leaders and voluntary organisations to address the structural barriers that prevent Black people from thriving and to share their knowledge obtained from being involved in tackling these issues in the community.

The intention and purpose of the Community Alliance Board is to hold the Partnership Board accountable to the needs of the community and to help inform and drive the vision, priorities, and agenda of Black Thrive Haringey.

We are currently formulating our Terms of Reference and defining our key priorities for year 2 and beyond.

Some of our community board members are from statutory organisations, work with targeted groups, such as young women and men, work with the council for community engagement and crime reduction etc.

Since developing the Community Alliance Board, we have identified the need for a Youth Board and a Black Business Directory, which will be co-led and developed in partnership with our community board members.

We meet with both boards regularly and are actively working together to create a collective agenda for change, identify our top priorities and agenda for 2022-2025.



Storytelling through film

Black Thrive Haringey is committed to giving a voice to the voiceless and sharing the powerful stories of the people within our communities by highlighting topics that affect us through the power of creative storytelling.

In 2021 Black Thrive Haringey teamed up with Producer and Director 'duo' Anton Forde and SMILA alongside Courtney Brown, CEO of Father to Father to share his personal story on his journey with mental health and the generational impact that it has within our communities.

The film is entitled 'ME MY FATHER AND MENTAL HEALTH ... a story by Courtney Brown', "a journey exploring the legacy of societies impact on mental health within the black community - one fathers story through the eyes of his son"

Since its creation and premier screening at Tottenham Town Hall back in March 2022 to launch Black Thrive Haringey, we have hosted a number of community screenings across the borough, resulting in powerful discussions around collective trauma and positive solutions.

Our objective is to host more screenings throughout the borough including audiences from secondary schools and sixth form educational establishments, Borough Councillors, local residents, grass roots organisations, local businesses and partners to normalise the conversation of mental health awareness within the Black community as well as to address the inequalities that Black people face throughout their lives which negatively impact their mental health and wellbeing.



Working with the Police

In September 2022, we began collaborating with the police through our host organisation Mind in Haringey who were providing training around mental health awareness and the Black community. This is an ongoing piece of work as part of the coordinating borough wide group addressing racism and discrimination chaired by CEO of Haringey Council, the group look at all areas of Haringey communities' life such as education, culture and heritage, mental health and wellbeing, community cohesion driving for better outcomes for the diverse communities of Haringey.

Working with local organisations

Over the course of our first year, we have been establishing new relationships with local organisations to share the BTH vision and to also establish what services are already available to the community, who the organisations running the services are, what their priorities and/or current challenges are, what support they may need and identify opportunities for collaboration or co-production. Some of the organisations that we have been meeting with include, Public Voice, Haringey Circle, and Bernie Grant Arts Centre. This has been incredibly valuable, as it has allowed us to learn more about the work that is already being done as well as identify ways to strengthen and support those doing the work and build stronger connections.

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Black Thrive Assemblies

The BTH CommUNITY Assembly took place at Tottenham Town Hall on 26th March 2022. The Assembly also functioned as a launch for Black Thrive in Haringey, and we engaged with over two hundred people from the community, statutory organisations, local organisations, and other key stakeholders.

The Assembly morning was a space to discuss what the community felt the issues are in Haringey and introduce the partners in the borough who are working to resolve them. Speakers included the Mayor of Haringey, Councillor Adam Jogee, MP for Tottenham, David Lammy, Mind in Haringey, Mind in Tower Hamlets, BTL and BTG. The afternoon was comprised of healing spaces workshops for the community. Community member stalls were also in attendance throughout the day.

The event was attended by over two hundred people and was advertised in local media. Our film 'Me, My Father and Mental Health' a story by Courtney Brown was first screened during the event. The impact of the film was so powerful that BTH will now be hosting several screenings during Black history month and beyond to create opportunities for different target audiences to see the film, begin a discussion for sharing views/ experiences and to address some traumatic recounts in a safe environment.

Black Thrive Leadership Academy

Leadership for BTH is the focus for year two. Through our Community Alliance we have identified the need for support for local community leaders in areas such as governance, finance, and leadership development.

During year two, we intend to collaborate closely with local community leaders to determine the level of support required and to understand the current issues faced by local Black organisations regarding leadership, legacy, and sustainability.

The Black Connections Book/Black Thrive Skills Bank

BTG are in the process of creating the Black Connections Book, however BTH have a website which is currently being developed and will include a database for local Black businesses, organisations, and locals. In year two, we also intend to develop a skills bank via our website which will invite local Black businesses and skilled members to add their details to our database.

This will then (through membership) provide access to jobs and skill sharing through the website portal. This feeds into our agenda to create employment opportunities and offer skills training for young people.

Learning about thriving - knowledge construction, dissemination and acquisition as a communal process

Black Thrive Dashboard and Knowledge Hub (incorporating community "metrics")

BTH have facilitated a community walkabout, to learn more about the Haringey community and share some of its rich history with the team. During our CommUNITY Assembly launch BTH facilitated a data collection exercise to help devise a strategy for future campaigns. Since then, we have also been working with the BT Research Institute to explore the data received regarding Black people and the use of Section 135 and 136 in mental health cases.

Once this report is compiled it will help us to understand what is happening according to their data and will then allow us to explore this further and seek to develop and explore alternative solutions, such as early intervention or working with the police and NHS to improve the outcomes for Black people with mental ill health in Haringey.

We are also about to embark on training a cohort of community peer researchers, who once trained will be assisting BTH in collecting qualitative data through focus groups.



Building a movement to decolonise the evidence landscape

We have been working with North London Partnership Consortium (NLPC) to facilitate the development of our community research brief designed to examine aspects that will improve the mental health and wellbeing of racialised communities in Haringey.

The project will train and develop local community members as Peer Researchers in areas of research techniques, analysis, and focus groups, as well as co-ordinating their engagement as paid peer researchers enabling aspects of the research fieldwork. This will support the community in collecting and owning its own qualitative data.

We have agreed the final proposal for this initiative and are currently in the research and development stage. As we enter year two, we will be recruiting the first cohort, as well as creating focus groups in the community. Once the training for this project is complete, we will have a team of fully trained Community Peer Researchers who will assist us in gathering community data.

We have also been working closely with the BT Research Institute to explore the data around Section 135 and 136 use in Haringey and explore how to use the information to inform solutions, alternative methods, and early interventions.

Community-led systems change

A Black-led model of systems change

In May 2022, BTH team were invited by Ubele Initiative to attend the Ubuntu Mental Health Lab. Ubele Initiative are a long standing and well-known Black led organisation in Haringey, and are a part of our Partnership and Community Board.

A diverse group of professional, policy makers, practitioners and strategists gathered in Crete with the intention to:

- Gather local Black Leaders and professionals to share and develop connections.
- Create a space for reflection and collective thinking to consider issues affecting the Black community and Black professionals and leaders.
- Sharing practices and experiences.
- Create space for project collaborations and co-learning.

This event has been a powerful experience for us. Through this initiative, we have been able to make connections and opportunities for collaboration with partners that have assisted us in developing and implementing one of our main goals to provide practical solutions to the community to support them to thrive. We identified that healing for the Black community needs to be at the core of any agenda or plan for change.

This includes our recent training with Pattigift Therapy, who we met during the event. Pattigift Therapy offer Healing Circles to the Black community and offer training and professional services in African centred psychology in Birmingham.

Through this collaboration, we were able to attend training to facilitate Healing Circles in the community alongside our partners in BTB. These healing circles will provide space for the community to explore their issues, offer opportunities for collective healing and empowerment and also facilitate early intervention support for those in need.

Investing in community-led change

As part of our agenda to empower the community and invest in community led change, we have awarded our first community innovations fund. We are working in partnership with a local community member and entrepreneur, who is skilled in barbering and community engagement.

We have developed a project that will train young Black men and women in professional barbering skills and entrepreneurship.

The project is based on the idea that the barbershop and hair salons have always traditionally been a space where the community gather, share insights on topics of interest, discuss issues and share advice. We want to emulate this in the community and create innovative ways of facilitating community conversations.

The Barber Shop Project is a 17-week training course for young Black men and women, which will teach them the skills to become a professional barber, develop confidently and start their own business.

Strong and Agile Backbones

Defining the shape of our backbones

As well as attending the Ubele Leadership Event, we also attended our first BTG Leadership Group strategy day in August 2022 where we explored our current agendas, shared resources, data, and information. Topics included agreeing the BT core and understanding what aspects can be personalised to a locality as well as, how best to collaborate with statutory partners to achieve systems change.

Developing our backbones

We have recruited new posts or assigned existing posts to be part of the TF Collective team.

BTH Posts:

- BTH Project Manager (full time).
- Project Officer – We have appointed a new Project Officer, who will support the Project Manager. This role starts in November 2022.
- Digital Marketer – We recruited a part-time Digital Marketer to support us with our communication and social media profiles.
- Consultant – We have been collaborating with a consultant to aid us with creating our film, content, and support with developing the vision of BTH.

Communications

We are in the final stages of completing the first phase of our website plan. The website will be a space to highlight the work of BTH and will also have a skills bank and database.

The database will be a hub for all local Black organisations to share their services and provide basic contact information and the skills bank will be a database of the local skilled workers and trainers in the community. This will also feed into the BTG Black Connections Book. Members will have the opportunity to advertise their services and we hope to provide skills training for young people through the skills bank service.

Funding

During year two we will be applying for further funding to support our project initiatives.

