

Changing Futures – Race Equity Advisor Brief

1. Background

Bristol's Changing Futures (CF) programme will develop a new approach to working with young people from minoritised ethnic communities aged 16 – 25, whose multiple disadvantage is compounded by discrimination. There is likely to be some engagement in the criminal justice system.

These young people will have moved, or be in the process of moving, from children to adult services.

We recognise the importance of a community engagement approach, involving collaborative working with community and grass roots organisations.

This will be part of Bristol's CF system approach, which aims to achieve lasting cultural and system change.

Changing Futures is linking with The Bristol Child Exploitation Collaboration in seeking a Race Equity Advisor to support both areas of work.

The **Bristol Child Exploitation Collaboration** is a joint project between Bristol City Council (BCC) and Barnardo's, working together to research best models of practice for delivering integrated child exploitation services, including child sexual exploitation, child criminal exploitation and trafficking in Bristol.

2. The brief

This role will contribute to the development of **Bristol's Changing Futures** partnership work with the young people's priority group, as part of a systemic approach led by the Programme Director, and working alongside a number of CF roles. This partnership work will involve co-production with a range of partner agencies, people with lived experience and the communities in which they live. Going forward, the principle 'nothing about us without us' will apply.

The CF senior team recognises that this work involves ongoing collective efforts, learning and reflection, and will ensure clear and transparent governance arrangements. We will ensure processes are in place to reflect on and share learning, evaluate change and develop sustainability plans.

The Race Equity Advisor will report to the Programme Director, and contribute to the work of the CF Transitions Working Group and the CF Equality, Diversity and Inclusion (EDI) workstream.

The role will also contribute to the work of the **Bristol Child Exploitation Collaboration** by joining the project's Oversight Group as Equality and Diversity Consultant. The Collaboration is a partnership between BCC and Barnardo's, working together with police and health services. It is recognised from data and local safeguarding practice reviews that a disproportionate number of the children experiencing harm through sexual and criminal exploitation are from black and minoritized ethnic groups. Whilst there have been great steps to ensure Bristol's current service has equality of access and is culturally informed, the Collaboration project is committed to improve on this.

The role includes the following:

For Changing Futures:

- a) To advise on and support the development of the approach to the young people's priority group and what needs to be put in place to ensure it is informed by principles of race equity, and the principles and aims of Bristol's Changing Futures programme.
- b) To advise on processes for assessing the impact of structures and methods of work for the young people and the communities in which they live.

- c) To advise on the process for identifying the 20 young people who will be engaged (all young people to be engaged by 31/5/21). (Bristol's Changing Futures Bid and the background work on the young people's cohort are relevant context).
- d) To advise on the role of Community Engagement Lead, use of community mentors, and the relationship with CF delivery partners and other partners.
- e) To advise on how the proposed delivery partners deliver proposed activities and ways forward. This may include consideration of a number of options, such as principles of working; learning needs; where staff are based; and which teams/services/groups staff work into/ link with. We want to maximise the effectiveness of the two roles. How do we do this?
- f) To provide support and challenge to Changing Futures leadership and partner organisations.
- g) To produce a short report for Changing Futures with recommendations

The CF brief will be developed with the advice of the Advisor, as the work evolves.

The estimated time requirement for this activity is an average 4 days per month, over an initial 6 months.

For Bristol Child Exploitation Collaborative:

- a) To attend the monthly Oversight Group, acting as the Equality and Diversity Consultant. Providing advice, support and challenge. The project will use a service design approach to develop services for children affected by the highest level of harm, involving engagement and participation from children, families and professionals.

This aspect of the role entails 3 hours per month, up to September 2022.

What expertise, knowledge, skills does the advisor need to bring?

- Working in Bristol, with demonstrable knowledge of the Bristol landscape, local projects and organisations including those with race equality expertise or who are Black or minoritized-led.
- A broad intersectional understanding of race and protected characteristics, awareness of socio-economic factors, anti-racism and cultural safety/competency
- Experience of working in and with local communities in Bristol on projects which aim to improve services, with an anti-racist practice focus
- Experience of carrying out consultancy/advisory work
- Ability to co-scope the project in collaboration with Leads to ensure project meets expectations
- Skills in providing constructive challenge on systemic race inequalities, with the confidence to ask the difficult questions of others, while also encouraging a collaborative, learning approach
- Availability to provide:
 - an average of 4 days per month for an initial 6 month period for Changing Futures
 - plus 3 hours per month on the monthly Oversight Group until September 2022

Timescale

To start in March or early April 2022

Consultancy basis.

To be appointed for 6 months, with a review at 3 months, and possible extension.