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TRID TALK

WE ARE NEWHAM.



June 2022

Welcome back to another edition of TRID TALK!

We're really glad to see so many people across the organisation actively doing things to help **Tackle Racism, Inequality and Disproportionality** within the organisation and the community.

We have some exciting plans over the next year and we're pleased to have the support of our Interim Chief Executive, Colin Ansell. Before embarking on his new role, Colin was already instrumental as the Sponsor of TRID Project 4 (Newham as a deliverer and commissioners of services). Colin recently said

"The TRID programme remains as important as ever, and I will be giving my personal commitment as the interim Chief Executive to continue to sponsor the programme and ensure it remains one of the most important priorities in the Council."

Reciprocal Mentoring



Last month saw the launch of the Reciprocal Mentoring Programme as part of TRID Project 1 (Newham as an employer). 26 colleagues from across the organisation have decided to help be part of the organisational change.

Reciprocal Mentoring creates co-mentoring relationships between colleagues from Black, Asian and ethnically diverse communities and colleagues in senior management roles. In doing so, we aim to: build a more inclusive organisational culture, break down barriers facing colleagues from Black, Asian and ethnically diverse communities and enable all participants to develop their leadership skills, including their skills in self-awareness, active listening and enabling change in others.

Shout outs to **Rebecca Brown**, **Cheryl Graham** and **Joyce Balesa** who lead on TRID Project 1. [Take a look at the experience of some colleagues who took part in Cohort 1 of the reciprocal mentoring programme last year.](#)

Cultural Competency

Newham, along with the London borough of Brent has joined the Youth Justice Board's Children Overrepresented Pathfinder as it enables us to deliver our aims at pace by identifying and supporting Black, Asian and other ethnically diverse children (including Romany gypsies and Irish travellers) living in households most impacted on by COVID and by working to develop a system wide approach to tackle disproportionality and inequality.

To support this change, Newham Pathfinder is offering training that will support workers, managers and leaders across the partnership in Newham to move from cultural competency to cultural humility. Big shout out to **Chima Madu** and **Audrey Johnson**.

[Find out more on training content, dates and booking links>](#)

Spotlight: Young People’s Charter – Brighter Futures

Diversity is one of the key principles of the Young People’s Charter. The Charter was created by young people aged 0-25 in Newham as a set of principles that frame the way they want to be supported. The Charter formally launched in March, and from July it will be open for organisations across the borough to sign up.



Shout out to colleagues in Brighter Futures who are already using the Charter to help develop the upcoming Children and Young People’s Plan, which is centred around the principles of community and relationships, quality, safety, health, diversity and environment. But this is just a first step.

We want as many services as possible within the Council to sign up to the Charter and make two or three commitments to embedding its principles.

[Find out more>](#)

For any further information contact **William Neubauer** (William.Neubauer@newham.gov.uk).

Windrush Community Grant



Windrush Day was celebrated on 22 June and for the first time, we were successful in securing funding from The Department for Levelling Up, of Housing and Communities for the Windrush Community Grants.

As a result, Newham Council is inviting individuals, groups and organisations to apply for a Windrush: Our Stories, Past, Present and Future community grant to develop a project that celebrates the significant contributions the Windrush Generation and their descendants have made to Newham and the UK. The deadline for all bids are 10am on Monday 25 July and for more information contact Monica.

[More info on the grants and Windrush Day>](#)

(Big shout out to **Monica Thomas, Trevor Mbatha, Bismillah Shaikh and Maryam Abdullah**)

TRID Talks on the road

We want to get out and about to have more TRID conversations with colleagues and to hear your honest thoughts on TRID. Feel free to reach out to us on raceequality@newham.gov.uk if you would like to invite us to your team meeting to hear more about the programme, what's on offer and what else we need to do in Newham.

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