

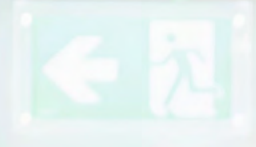
Black Thrive Lambeth



2022 - 2023

Impact Report





WHAT'S



NRCPD REGISTERED
Christine Igweke
Sign Language Interpreter
101-101-101
Expires: 30 June 2025
STAY SAFE

NRCPD REGISTERED
Lorna Patterson
Sign Language Interpreter
101-101-101
Expires: 30 June 2025
STAY SAFE

Contents Page

One	Introduction	1
Two	A Brief Overview of Our Work	3
Three	Children, Young People and Families	5
Four	Employment	10
Five	LGBTQIA+	14
Six	Adult Mental Health	17
Seven	Community Engagement	23
Eight	Digital Communications and Audience Development	27
Nine	Accounts Summary	29
Ten	Our Funders, Supporters and Partners	30
Eleven	Acronyms and Appendix	23



Introduction

In the past 18 months, Black Thrive Lambeth and the broader Black Thrive collective have navigated a transformative period. This period of transition is not unique to us but resonates throughout the wider ecosystem, driven by shifts in funding that have consequently altered priorities. In response, we have been dedicated to realigning our efforts to adapt and remain relevant within this evolving landscape.

This transformative journey began against the backdrop of significant global events in 2019, notably the emergence of the COVID-19 pandemic and the tragic death of George Floyd. During this period, we actively engaged with the challenges presented and learned that the world is moving towards trust-based learning and diversifying its engagements, both in terms of how and with whom it collaborates.

In this intense and rapidly changing environment, our role has been to respond dynamically to the demands of the system and, where possible, hold it accountable. This pursuit has often left little room for formal processes, as our focus has been on visibility and advocacy. While these principles remain fundamental to Black Thrive, we acknowledge that this approach has come at a cost, impacting on our team's capacity and positioning. Consequently, we have embarked on a journey of redesign and infrastructure reconfiguration, though it may have sometimes resulted in moments of silence. We appreciate your patience during this period and it is important to note that our commitment to engagement remains steadfast.

Currently, Black Thrive Lambeth is actively evaluating its programmes, exploring best practices that align with evolving community needs. We are reevaluating our responsiveness while striving to develop intentional methods of achieving our objectives and supporting others in doing the same. Recognising the limitations of working in isolation, we are bolstering our support structure by collaborating with emerging organisations, aiming to extend our reach and impact.

We are also focusing on enhancing our knowledge management for best practices in evaluation and strategy refinement. Our research function is undergoing a transformation, shifting from a responsive model to a deliberate one.

Our ambition moving forward is to interconnect our work with the broader system, fostering active process change and shared learning. We are committed to peer-led initiatives and creating more peer-to-peer collaborative endeavours. Additionally, we aspire to become a functional support arm, guiding others in effective engagement strategies.

In conclusion, while many updates lie ahead, we are determined to start as we intend to continue. To achieve our ambitions, we recognise the paramount importance of engaging in collaborative and strategic partnerships. We look forward to forging these partnerships and fostering intentional engagement that will create more collaborative spaces and be reflected in our future board meetings. Together, we can work towards a more interconnected and impactful future.



Lilian Olajide

Lilian Latinwo Olajide
Programme Director, Lambeth

Two

A Brief Overview of Our Work

Welcome to Black Thrive Lambeth's Impact Report 2022–23, a testament to the incredible journey on which we have embarked since our inception six years ago.

We are not a singular entity, rather we exist as part of a group known as the Thriving Futures Collective; a group of organisations which is coordinated by **Black Thrive Global (BTG)**, deepening the work that began here in Lambeth in 2016 and extending Black Thrive to Birmingham (led by **Catalyst 4 Change**) and to Haringey (led by **Mind in Haringey**). Together we are a collective force driven by the unwavering belief that every member of our Black community deserves to thrive, free from the burdens of inequality and injustice.

The story of Black Thrive Lambeth is one of challenges met with resilience and successes that we hope will inspire many. Our Children, Young People and Families team have shown remarkable determination. They have listened to the voices of our youth, empowering young researchers and hosting vibrant community gatherings. Their commitment to understanding and addressing the unique needs of our community is unwavering, even when confronted with obstacles such as limited resources and restricted access to schools.

Moreover, their work has already begun to bear fruit. We have witnessed positive changes in the lives of Lambeth's Black children, young people and families. Our initiatives have not only improved their access to essential resources but have also fostered a sense of empowerment within the community.

Meanwhile, our Employment workstream has shattered barriers, championing a person-centred approach that focuses on the lived experiences of Black and Disabled individuals. Their achievements have led to increased trust within partnerships and a more equitable support system. Challenges such as addressing biases have not deterred them from their mission to create equitable solutions.

The impact of this workstream is tangible. We have seen Black Lambeth residents with long-term health conditions find meaningful employment and achieve greater financial stability. These transformations are not just individual victories but steps toward dismantling systemic barriers.

The Black Queer & Thriving project has celebrated successes, creating a vibrant community space for LGBTQ+ Black residents. While they faced delays in research initiatives, their commitment to community engagement and partnership efforts shines brightly.

The influence of this project extends beyond our borough's borders. The Black Thrive LGBTQ+ Working Group has become a model of community accountability, inspiring similar initia-

tives elsewhere. Our collaborations have raised awareness of LGBTQ+ issues in Lambeth and beyond, making our community more inclusive and understanding.

In the realm of adult mental health, our Patient and Carer Race Equality Framework (PCREF) and Culturally Appropriate Peer Support & Advocacy (CAPSA) service have made significant strides forward, reduced detentions and improved access. Challenges such as staff training and data analysis persist but we continue to persevere with unwavering determination. We are already seeing significant results from our work in these areas. We have witnessed more Black and ethnic minority communities accessing mental health services, leading to better outcomes and a reduction in disparities. Our commitment to patient and carer feedback mechanisms is reshaping mental healthcare in Lambeth.

Our Communities Team has been a beacon of connection, forging ties with community leaders and organisations. While they acknowledge resource constraints, they eagerly anticipate expanding their reach in the coming year, knowing that their work is vital for our community's wellbeing. Already, they have created spaces for healing, dialogue and empowerment within our community. Their partnerships and initiatives have sparked a sense of unity and purpose among Black residents in Lambeth.



Three

Children, Young People and Families

Workstream summary: A year of investing in children, young people and their families

This year has been about understanding and developing collaborative solutions. We have been focused on ensuring that we understand the needs of the community, in addition to finding the best strategies that can be put in place to support them. We have directly reached over 270 community members, including children, young people and their families.

Through the support of [Children in Need's A Million and Me programme](#), we have developed a group of 11 young researchers, aged between 9–13, they are exploring challenges that face young, Black children in Lambeth and are coming up with solutions. Through this programme, we have also been working in partnership with other organisations to trial creative, group-based interventions to support good mental health. Furthermore, we have organised and delivered several community cafés, to give parents an opportunity to discuss their experiences and share peer support.



Our work and experience in the community cafés highlighted the importance of parental engagement; however, we were limited in what we could achieve within the boundaries of this project. Having recognised that this was an area that needed additional resources, we sourced funding from the South East London Integrated Care Board (SEL ICB) to further develop this area of our work. This funding and expansion of the project enables us to develop community connectors – members of the community who are trained to deliver consultation sessions with children, their parents and carers, and their teachers in schools across south-east London. Additionally, we have recently hired a new part-time project officer who will specifically support with developing our parent workstream.

This year our partnership work with the Becoming a Man (BAM) programme has continued. Unfortunately, school strikes and poor weather conditions have made it difficult to visit the schools regularly. Despite these hurdles we have cultivated strong relationships with the school counsellors. We were privileged to be supported to visit Chicago to observe BAM being delivered in the original context in which it was developed. This visit highlighted some key opportunities for partnership work and development of the project.

Due to staff changes and limitations in the team's capacity, we have had to temporarily postpone our Stop and Search work. However, Black Thrive's Research Institute is continuing work in this vital area. You can find out more about their Stop and Search research in the Black Thrive Global Impact Report 2022–23. We recognise that both this work and this issue are incredibly important to young people in Lambeth. Data and research being collected by the Research Institute supports this; therefore, this is an area we are keen to continue developing. Presently, we are having ongoing discussions with King's College London about how we can do this.

Progress update

Community cafés



In the past year, we have run six community cafés across Lambeth. The aim of the cafés has been to facilitate conversations with parents; to understand their experiences and concerns; and to begin developing possible solutions. We have found that our most successful and well-attended café sessions have been those that we held in partnership with other organisations; highlights were the sessions we held in collaboration with the West Norwood Community Shop and [South London Refugee Association](#). In addition to these collaborative sessions, we also commissioned [Happy in Schools](#) to facilitate a workshop on school challenges, focusing on attainment and neurodiversity. This workshop also proved to be very popular and well attended. We hope to continue this way of working in partnership with others so that we can identify and address the needs of the Lambeth community.

Despite the positive impact of these sessions, we did have some challenges. Due to internal capacity limitations, we struggled to run the cafés monthly; however, we have recently hired

additional staff through our South East London ICB work. This allows us to focus more on developing the cafés in the coming months. Key themes for future cafés will include youth safety, communicating with schools and accessing mental health support.

Young Researchers

In the summer of 2022, following a concerted recruitment effort, we ran a week-long 'Research Bootcamp' with a group of 12 young people, aged between 8 and 13. During the week, we focused on teaching the young people basic research concepts and exploring their experiences of growing up as Black children in Lambeth. We framed our engagement with them using UNICEF's Convention of the Rights of the Child; this meant we interacted with the young people as equal partners. We facilitated the young researchers to develop important skills in decision making and conflict resolution, and enabled them to feel empowered.

"I think this club would be a great place to go to talk about experiences and how to change them for the better."

Seven of the young people who attended the bootcamp signed up to be longer-term researchers, and an additional small recruitment drive brought in another four. It was evident that more training was required, so two days of training were facilitated by [Partnership for Young London](#) over two weeks in October. During the training, the young researchers decided that they wanted to collect data in the form of a survey; however, this idea changed over time and alternative creative methods were trialled instead. Over the school spring holidays, three workshops were run in libraries across Lambeth and the young researchers engaged other children in creative activities to talk about their experiences. A workshop was also facilitated with [Autism Voice](#) to make sure that a wide range of perspectives were included in the data.

"As a researcher for Black Thrive, I have been able to experience very enjoyable experiences and make many new good friends."

"I really like that this isn't part of my school because it gives us the freedom to express ourselves freely."

As part of Black Thrive Lambeth's Community Assembly in April 2023, a showcase of the project was held. As part of a panel discussion, the young researchers were given the chance to speak about their experiences. They spoke with confidence about their work, including some who had been very anxious about attending. This was an incredible achievement, and it was amazing to see their growth and confidence improve compared to when they first began working with us.

"Another thing I enjoyed was when we did the showcase showing everyone everything we had done and learnt so far as I think I really stepped out of my comfort zone."

Creative group therapy opportunities

Last summer, we delivered a six-week animation workshop, in collaboration with the Comfy Studio, which allowed children the opportunity to explore their emotions through creating animations. We collected feedback, and parents who completed the forms were pleased with the programme's delivery. Our primary goal was to see an improvement in the children's understanding of what emotions are and their ability to express those emotions creatively. Five out of six parents said that they saw an improvement in their child's ability to express their emotions. Four of those parents also said that their child gained a better understanding of what emotions are.

“Black Thrive is an amazing organisation, I felt very supported by them, whenever I was confused or stuck on a task.”

In addition to this, we also commissioned other creative group therapy opportunities. Initially, we had hoped to partner with the [UK Association for Black Psychologists](#) to run healing spaces in schools for children who have experienced anti-Black racism; however, we were unable to do this. Instead, through a partnership with [Juvenis](#) and [The PYE Project](#), we were able to offer the Wise Up programme, focused on providing culturally relevant support for Black boys at the Norwood School. An additional programme was funded to support Black girls in Year 6, with the [Ascension Agency](#) providing their WARRIOR programme to girls at St Luke's School. Through the work of the WARRIOR programme, in addition to concerns raised by parents and other partnerships, the challenge of undiagnosed neurodivergence in Black girls was identified as a core issue. We commissioned work between the Ascension Agency and the Happy in Schools project, to run creative, therapeutic focus groups with girls in Year 8 at Phoenix Place and Ark Evelyn Grace to explore the needs of Black girls at risk of exclusion.



Schools Consultation

We have been supported by South East London Integrate Care Board to run a series of consultation sessions with schools across south-east London. These have involved developing partnerships with schools across the six boroughs (Lambeth, Southwark, Lewisham, Greenwich, Bromley and Bexley), and running workshops with children, parents and teachers. Over June and July, we ran 13 consultation sessions across five schools and spoke to 279 people in total. We are particularly excited about our next phase of work with this project. Now that we have completed the consultation phase, we will be developing pilot interventions with schools and evaluating their success over the next academic year.

Becoming a Man

Work on the Becoming a Man project has been less successful this year, due in part to difficulties accessing the schools. We have continued to consult on the curriculum adaptation, however more work is needed to understand how the programme works in practice and to identify any barriers. A visit to Chicago was arranged to explore the cultural differences between the UK and the US, and how these impact on programme delivery. This was an important trip and core ideas were developed, including discussions around how to embed conversations about culture and diversity within the programme.

Reflections

Despite limitations within our team's capacity, we have been able to accomplish a lot of the past 12 months. We are particularly proud of the depth and breadth of relationships and collaborative partnerships we have been able to build. Moving forward, it is our hope to continue to work with our partners and stakeholders to put the needs of Lambeth's children, young people and their families at the forefront. We intend to continue to work alongside them to provide support, solutions and facilitate conversations and connections that will enable them to have the best opportunities to thrive. girls in Year 8 at Phoenix Place and Ark Evelyn Grace to explore the needs of Black girls at risk of exclusion.



Four

Employment

Workstream summary: Centring Black and Disabled people in employment

Our Employment workstream seeks to improve employment outcomes for Black Lambeth residents with long-term health conditions. The scope and direction of our work has been informed by research conducted both at community and organisational levels across Lambeth. Over the past year, most of our focus has been on consolidating relationships within the No Wrong Door (NWD) partnership, sharing the learnings that have emerged through this work, alongside creating spaces for community voices.

A core principle of this project is that the employment support system should look to support the 'whole person' – considering their individual strengths and needs. The system should empower individuals as the experts, they should define their own needs and terms about what it means to flourish, and it should facilitate their support journey through one (or multiple) service(s). Following this, it has been imperative for the work undertaken in the Employment project to adopt a person-centred, trauma-informed approach to model the methods of support that we seek to embed in the wider system.

Our approach embraces the humanity of our Black and Disabled people. We want to show the importance of centring the lived experience of Black Disabled Lambeth residents in exploring how race and disability equity can be championed. For us, listening and responding to community needs and aspirations are foundational. Alongside this, we centre lived expertise to enable the exploration and influencing of the 'actors and factors' that lead to poor access, experiences and outcomes for Black Disabled people in employment support in Lambeth.

One of our challenges has been measuring the mindsets and behaviours of partner organisations across the healthcare and employment support services in Lambeth. Similarly, it has been difficult to quantify the impact of shifting mindsets and behaviours as these are somewhat 'intangible' aspects of systems change. Through our work within the NWD partnership, we have found that addressing biases and limiting perspectives must come before policy and practical interventions, to ensure that true collaborative work can occur. At the core of our work are values of trust and honesty; we are committed to innovation and creating an environment for collective questioning and learning. This, alongside person-centred approaches to working, have sharpened our focus and have allowed for greater awareness of the barriers to participation in race and disability equity work.

A key priority for our team has been showing and sharing the learnings that have emerged from our project. We have found them to be an invaluable method in changing the mindsets and behaviours of people when relating to the lived experience of Black Disabled Lambeth residents. Our work has had significant impact on key stakeholders within South London and Maudsley (SLaM) and Lambeth Council. You can find out more about the impact of our work on systems in a report published by Sheffield Hallam University, [Black Thrive Lambeth](#)

[Employment Project: A Summative Assessment of Impact and Systems Change](#). We want to make sure that the work we are doing is scalable and as such we recognise that wider and more diverse partnerships need to be cultivated. Therefore we will be expanding our partners and stakeholder relationships to continue to influence resource flows and infrastructure within the Lambeth employment support system. One of the potential barriers to success within the work is the reception of policy and practice recommendations by support providers within Lambeth. To mitigate this barrier, we have commissioned the development of a network map to identify overlaps in service provision and to increase the number of organisations that can access and share in the learnings from the NWD partnership. We hope that by building relationships with these organisations, we will be able to have greater insight into the policy trends of support provision across Lambeth, in addition to opening the door for potential collaboration between organisations.

Progress Update

The No Wrong Door partnership is composed of employment support providers and healthcare practitioners to pilot new ways of supporting Black Lambeth residents with long-term health conditions. The initial members of the partnership were [Mosaic Clubhouse](#), [High Trees](#), [First Steps Trust](#), [Disability Advice Service Lambeth \(DASL\)](#), [Renaishi](#), [Vocation Matters](#) and SLaM Occupational Therapists. The current members of the partnership are Renaishi, DASL, Vocation Matters and SLaM. Alongside these organisations we have recruited a group of Black and Disabled people as Lived Experience Leads (LELs), to hold the partnership to account. Currently, there is a lack of collaboration amongst providers, who are existing within a system based on competition; this leads to duplication of services and a lack of clear pathways, making it increasingly difficult for care coordinators, carers and residents to know how to access support. A key element of the systems change work explored through NWD is how to effectively build relationships across support sectors to challenge the fragmentation, in the hope of creating a holistic support system to benefit Black Disabled Lambeth residents. To create lasting change, we want to shift mindsets, policies, practices and resource flows across multiple levels to centre the Black Disabled experience.

One of the successes that has emerged from the focus on relationship building has been the great amount of trust that is now held within the partnership. In February 2023, the partnership structure was revised following the feedback that many felt there were unequal power dynamics and a lack of consensus on the priorities and/or approaches of the partnership, due to differing approaches to community representation. There were huge tensions between theory and practice – demonstrating that more work needed to be done to meaningfully incorporate lived experience into the project. In response to this, the hierarchy was flattened, to create a sense of collective responsibility. Moreover, the LELs were given greater decision-making power to steer the priorities of the partnership in line with community voice. As a part of our person-centred approach, each LEL has created a self-directed development plan outlining their professional and personal development goals to ensure that the work within NWD is reciprocal. This initiative was piloted to push against the tokenisation of lived experience, and to explore more meaningful ways of working with community members.

Following the restructures and the initiation of Phase 2 of NWD, Mark Bertram of Vocation Matters shared that we had effectively "*created a kind, warm and safe space and I felt that I could trust it all. I think everyone felt like that. This is rare and very good and authentic*". Through the restructure, all partners have explored the importance of trusting relationships as a foundational aspect to embarking upon systems change – a key learning experience for us although some may argue it to be 'intangible'.

While working to build trusting and effective relationships within the NWD partnership, the Employment team has supported the delivery of community goods to benefit the experi-

ence of Black Disabled Lambeth residents. The COIN (Community Opportunities Interest Network) Directory has been developed in collaboration with Vocation Matters and will be launching in mid-August 2023. COIN is a directory that houses information about local opportunities in employment, education, leisure, arts, sports and volunteering. To maximise the accessibility of the site, the webpage was co-designed with the LELs. It was also built by a previous service user of Vocation Matters with her own lived experience of disability. Alongside the online enquiry services that are offered on the website, weekly drop-in sessions will be hosted at Vocation Matters specifically catering to Black Disabled Lambeth residents. To foster a sense of community and familiarity, the sessions will be hosted by LELs so that the service users are represented by the service providers. The format of these sessions aligns with our partnership's focus on creating person-centred care with the values of trust, compassion and care.

“Being part of this project – with its empathetic person-centred approach - has not only validated my own personal struggles, it has also empowered me to actively participate in helping present and future generations of Black Disabled individuals shape their own futures; in the hope of leaving a lasting legacy of a more inclusive and equitable society for all.”

Sacha Denton, one of the LELs, shared important sentiments in her own testimonial of the work undertaken over the past year:

The testimonials of Black Disabled Lambeth residents have proven to be a central method for evaluating the success of the Employment project, as our focus has been on relationship building.

Additionally, our refocus on community voices and the public representation of the Black Disabled experience has benefited Black Disabled Lambeth residents.

In April 2023, a community engagement event took place – a panel discussion on the intersections between race, disability and employment. The panel members were four Black Disabled people (two of whom are LELs), with the questions co-designed by the LELs. The discussion highlighted the varying experiences of Black Disabled people across different industries and was celebrated by attendees for the honesty and vulnerability of each panellist. Of the attendees that completed the evaluation form, 59% identified as Disabled and 67% expressed interest in being a part of a Black Disabled support group co-ordinated by Black Thrive and DASL later this year. Moving forward, lived experience will be incorporated into all community-based events for the Employment workstream.

We are working to map the social services and accessible venues across the borough to support the deepening of knowledge in race and disability equity. As a part of the mapping work, we are completing accessibility audits of potential venues to be used for community engagement. Potential partner organisations are being asked to demonstrate their engagement with race and disability equity, to establish and evaluate how practice and policy are being implemented across Lambeth. Knowledge of the disparities across the borough will allow for more meaningful systemic intervention, along with the identification of new spaces for collaboration in the future.

The next phase of our work

Responding to feedback given by community members at our April 2023 event, the Employment team will be dedicating resources to explore the possibilities for self-employment for Black Disabled Lambeth residents. We received feedback that self-employment is often not portrayed as a possibility for many Disabled people due to the precarity that can come with 'being your own boss'. Within employment support provision there is little to no discussion of self-employment as a positive outcome because most providers are paid by result (e.g. a service user getting into PAYE employment) – the choice of self-employment rarely benefits the service provider, despite the agency it may grant a Black Disabled service user. To coordinate this work, we are working with a group of self-employed Black Disabled people to shape relevant areas of research, with plans to create assets, pamphlets and to hold community engagement events.

In addition, increasing the awareness of our work is a major priority for us in this upcoming year. We are developing educational resources, about the reality of the Black Disabled experience in seeking employment. We will also be providing concrete recommendations on how to increase accessibility in service provision. In partnership with DASL and our LELs we are developing a communications guide. Community feedback has highlighted the need for more physical assets, leaflets and bulletins that are accessible and relevant. This work, coupled with our network mapping and accessible venue sourcing are key for effective information sharing. Besides this, we are working with Renaisi and [Collaborate CIC](#) to develop a framework for measuring race equity-based systems change. We are excited to continue to invest in centring the voices of Black and Disabled people in their employment provision solutions.



Five

LGBTQIA+

Workstream summary: A year of exploring health and wellbeing experiences for Black LGBTQ+ people

Black Queer & Thriving (BQT) is an exploratory pilot that seeks to explore the health and wellbeing experiences of Black LGBTQ+ Lambeth residents, while working with them to develop and advocate for interventions that improve access, experiences and outcomes in mental health services and/or divert them to other more appropriate interventions/services.

The Black Queer & Thriving Project has been designed to:

- improve access, outcomes and experiences of Black LGBTQ+ people in Lambeth's mental health services
- ensure that Black Thrive's work is inclusive of sexual orientation and gender
- explore the causes behind social isolation and loneliness within the community and trial events that address them
- deliver Black-led community research that details the health and wellbeing experiences of Black LGBTQ+ People.

We are funded by Impact on Urban Health and Lambeth Council's CCG Public Health Fund. These resources have provided the capacity for this work to take place through hiring a full-time programme and partnership manager and part-time project officer. It has also supported the development of a Black LGBTQ+ Working Group, community engagement and Black-led research on Black LGBTQ+ health and wellbeing.

According to recent ONS data, Lambeth has the highest proportion of LGB+ residents for a London borough and one of the highest proportions of Black residents for a local authority area in the UK. Alongside Birmingham and Southwark, it has one of the top five highest populations of Black LGB+ and Black Trans communities in the UK. The sizeable community in Lambeth provides us with the opportunity to explore the changes that collective impact can bring to this community and to consider whether our learning and insights can be translated to other areas of the country.

This project has focused on how to apply principles of system changes to improving the mental health support available for Black LGBTQ+ people in a local authority area. At the time of writing, there was no published evidence that this has been strategically done before; projects have used concepts relating to systems change to create change, not, however, explicitly. We are changing this.

Progress Update

Landmark successes, beneficiaries and partnerships

The Black Thrive LGBTQ+ Working Group, are a diverse collective of 13–15 Black LGBTQ+ people who live, work, play and/or have significant connections to the area. The group have continued to provide community accountability, project guidance and community engagement support to our project. Collectively, they have hosted five community events, with an average of 50 attendees per event. Our team's monthly meetings with the Working Group are always well attended. The participants' interpersonal connections have developed strong ties within the group and have been a factor in keeping membership consistent. They are currently exploring expansion to other local authority areas in the UK.

As such, a standout success for us has been the creation of the Working Group and their delivery of the Black Queer & Thriving series. We have found that demand for LGBTQ+-led events has meant attendees have travelled from as far as Eastbourne and Stevenage to develop and find community with others.

Partnership working is key to the success of this workstream; we have worked with many organisations and initiatives within the borough and beyond. We partnered with [Lambeth Links](#) to send a joint public letter to the **Lambeth and Southwark Public Health Departments** on the lack of clarity on monkeypox in both areas highlighting their community responses and the effect this was having on collective community mental health. As a result, we were supported by Lambeth Links to host a health and wellbeing event with our Working Group in partnership with an under-the-radar monkeypox vaccination clinic; 24 people were successfully vaccinated. In addition to this, we partnered with [Lambeth Time to Talk](#) to explore the success rates of Black LGBTQ+ people using their service for the first time.

We are currently, collaborating with the Working Group, **SLaM**, [Lambeth Council](#), [Guy's and St Thomas'](#) and [Impact on Urban Health](#) to create a **Lambeth LGBTQ+ Staff Network Collective**. This will be a kind of 'network of networks' made up of individual organisation's LGBTQ+ networks. We want to provide a safe space for gender and sexual minority employees to connect with people who have similar experiences. Additionally, it provides a space for people to share their experiences and use them to review organisational policy and practice, and suggest improvements. It is our aim to share practice between stakeholders, improve relationships and connections and overcome power dynamics that prevent knowledge sharing between aligned organisations. So far, internal and external meetings of this network have proved to be successful and demonstrate the desire for brave spaces for LGBTQ+ professionals in Lambeth.

The Working Group has engaged with various South London and Maudsley Mental Health Foundation Trust (SLaM) departments to explore how their lived experience, areas of study and work expertise can influence changes in policy, practice and resources to improve service provision.

This has resulted in several members delivering a Cultural Humility Workshop to SLaM staff via the Corporate Psychology and Psychotherapy Department.

Black Thrive LGBTQ+ working group, research and events

As mentioned previously, our aim is to source and provide data looking into the mental health and wellbeing experiences of Black LGBTQ+ people, and to do this via Black-led research.

The Black Queer & Thriving Team have been collaborating with the Working Group to deliver fresh perspectives on the existing evidence of Black LGBTQ+ health and wellbeing needs. The first is a community research initiative, exploring the lack of localised evidence of Black LGBTQ+ experiences. The Working Group have taken time to explore what existing evidence says and then considered the experiences of themselves and their networks. This research project aims to explore current wellbeing offers, what activities support Black LGBTQ+ wellbeing, and explore whether social prescribing is appropriate, or if another wellbeing model would be appropriate for Black LGBTQ+ people.

The community research project and data club have taken longer to progress than initially anticipated. Over the past year, several projects have been released by London Metropolitan University and LGBT Hero on the health and wellbeing needs of Lambeth's LGBTQ+ community. The Working Group has decided to take time to narrow down the questions and themes they feel are important for Lambeth's Black LGBTQ+ communities; however, this will be ready to launch in August 2023.





Adult Mental Health

The majority of Black Thrive Lambeth's work in the community aims to follow the life of a Black person from cradle to the grave. That being said, we dedicate specific attention to children, young people and their families, as well as working-age adults (Employment). Despite this workstream, the main bulk of our work with regard to adult mental health has been focused on two programmatic areas – Patient and Carer Race Equality Framework (PCREF) and our Culturally Appropriate Peer Support and Advocacy (CAPSA) service.

PCREF pilot – Patient and Carer Race Equality Framework

Our engagement with the Patient and Carer Race Equality Framework (PCREF) was catalysed by our founding Director Dr Jacqui Dyer. Her role as Mental Health Equalities Advisor for NHS England involves addressing mental health disparities through promoting equitable mental health services, and her involvement in the Independent Review of the Mental Health Act led to the development of PCREF.

PCREF aims to address the challenges faced by Black and minoritised groups, such as the impact of systemic racism on the mental health and wellbeing of racialised communities, the stigma associated with mental health and the reluctance to seek support, leading to crisis-driven interactions with mental health services. This can result in inadequate care and inappropriate use of force, particularly among patients and service users from Black populations. PCREF was designed collaboratively with individuals who have experienced mental health challenges, alongside pilot Mental Health Trusts and early adopter sites partnering with Black and ethnic-led voluntary sector organisations. This participatory framework centres the voices of patients and carers, aligning their perspectives and solutions with the PCREF's goal to improve patient and carer access, experience and outcomes in mental health service provision wherever they are located.

PCREF is divided into three core components:

1. **Part 1 – Legislative and Regulatory Obligations (Leadership and Governance):** Mental Health Trusts need to comply with key legislation and regulatory requirements that impact on racially and ethnically diverse communities.
2. **Part 2 – National Organisational Competencies:** Six competencies are identified to enhance services' cultural competence, knowledge, partnership working, co-production, workforce and co-learning.
3. **Part 3 – Patient and Carer Feedback Mechanism:** This arm of the framework aims to amplify patient experiences and outcomes data as an integral form of feedback for service improvement. It focuses on measuring experiences, monitoring outcomes and involving patients and carers in shaping care.

These core components interact systematically and iteratively, fostering learning organisations that build trust and confidence with served communities. All NHS Mental Health Trusts, and mental health service provision, are required to have the PCREF in place by the end of the financial year 2024/25. Reporting the evidence of each component part will be critical to demonstrate how communities are involved in shaping services to better respond to the racialised experience. Each Trust should have a nominated executive lead, accountable for the PCREF delivery, elevation of community voices, partnerships, cultural care and commitment to anti-racism. Black Thrive (Lambeth) has worked with partners in London to deliver the PCREF pilot programmes, in particular **South London and Maudsley NHS Trust (SLaM)** and **Croydon BME Forum**.

As an example of how PCREF pilot sites have delivered their work, SLaM have embedded within their new strategy a vision to become the leading anti-racism organisation. This means that SLaM aim to make substantial progress and eventually eliminate structural racism by taking demonstrable restorative and equitable actions. SLaM aim to roll out PCREF activist roles to help raise awareness and support communities to feel empowered and address racial inequalities.

Following the pilot programmes, one of the key deliverables for Black Thrive (BT) was a communications campaign to raise awareness of both PCREF as an NHS initiative and as an impactful, values-led Black Thrive programme. The campaign plan was split into a local and national approach, and included the following:

- a designated [PCREF landing page](#), with easily accessible information about PCREF for a wide audience
- blogs focused on the significance and relevance of PCREF, written by leaders in Black Thrive
- social media assets addressing key questions about PCREF for the general public
- two press releases, focusing both on the human story behind PCREF and the work Black Thrive has done to enable the launch of PCREF
- a database of relevant communications contacts across local and national media, to be contacted in the event of a national launch so BT can provide an expert voice on the Framework and its purpose.

Across our social media campaign, we have reached more than 14,000 people, with over 700 people engaging directly with our posts. Despite this, there have been some barriers to success for the communications campaign. Primarily, NHS England were unable to confirm a specific launch date for a nationwide rollout of PCREF beyond the pilot programmes. This has hampered aligned communications activities with partners and interrupted BT's own campaign launch, effectively putting on pause any continued communications work. Learning from these issues, Black Thrive have worked closely with representatives from SLaM and Croydon BME Forum to develop an evergreen communications campaign which can be applied whenever the NHS is ready to formally launch PCREF nationally. It is hoped that this will be before the end of the year. In addition, to our advocacy and campaign work alongside colleagues in SLaM and the Croydon BME Forum we are continuing to work with our Culturally Appropriate Peer Support and Advocacy (CAPSA) team. Our CAPSA team were set up as a direct implementation of the second objective of PCREF (enhancing cultural competencies).

CAPSA – Culturally Appropriate Peer Support and Advocacy

Our CAPSA work is funded by the Living Well Network Alliance (including SLaM), Department for Health and Social Care and supported by Lambeth Together. We are building upon the incredible work that the team achieved last year and are working towards phase two of the project. This phase will see further development of our statutory links and a deeper commitment to better outcomes with relation to the Mental Health Reform Bill 2022.

Workstream summary: Focusing on preventative mental health support

Throughout this year, we have made substantial progress in aligning our operational plans with statutory requirements and strengthening partnerships, resulting in a notable reduction in detentions and diagnoses of schizophrenia, increased care and discharge plans, and decreased restraints and Community Treatment Orders. Of note is our achievement of winning the HSJ Partnership Awards 2023 for Best Not for Profit Working in Partnership with the NHS in March 2023 which stands as a testament to our dedication and success.

We have also taken significant steps to develop a crisis plan closely linked to the PCREF, advance choice documents and a cultural needs-focused referral system. These initiatives have led to improved access, treatment and support, with a special emphasis on benefiting Black communities.

Despite our significant achievements, we have encountered several challenges that warrant attention. These include the need to ensure staff receive proper training to meet multi-agency requirements, integrating our initiatives into existing policies and practices, retaining staff amidst uncertainty about long-term funding, establishing inter-agency operational policies, enhancing our data analysis framework and effectively onboarding new personnel.

Progress Update

Over the past year, the CAPSA team has made substantial progress and noteworthy accomplishments in various areas.

Alignment with statutory requirements and partnership strengthening

CAPSA has worked diligently on developing its operational plans with a clear focus on establishing statutory links with the three Living Well Network Alliance centres, the inpatient model and the Community Lived Experience Preventative Mental Health Project. These efforts have been in line with the objectives of the Mental Health Reform Bill 2022.

This strategic alignment has yielded significant benefits, including a marked reduction in detentions, diagnoses of schizophrenia, and increased care and discharge plans. Furthermore, the project has successfully reduced restraints and Community Treatment Orders (CTOs), resulting in a more patient-centred and effective mental health system.



Crisis Plan Development

We have also taken decisive steps in developing a crisis plan intricately connected to the PCREF and the provision of advance choice documents. A culturally tailored referral form has been introduced, complemented by an allocation model involving various stakeholders, including community members, bed management and ward personnel.

The allocation model has facilitated the involvement of Peer Support and Peer Advocates who operate within a culturally sensitive and person-centred framework. This approach has notably enhanced multi-agency outcomes, particularly benefiting Black communities. The project has extended its reach to 50% more Black communities, leading to improved treatment plans, increased access to therapeutic one-on-one sessions and enhanced engagement with career advice and family support. This is built on Black Thrive's social justice model, theories of cultural change and a civil rights advocate model inspired by the work of Marcus Garvey (1940) and Frantz Fanon (1961).

Community links and multi-agency collaboration

We have successfully established community links with organisations such as Look Ahead, who are social care act providers, and the NHS' 111 P2. This has enabled better support for Black communities, particularly in terms of accessing Primary Care Physicians (PCP), social care assessments and crisis services related to health and mental health.

The allocation of Peer Support and Peer Advocates has facilitated multi-agency collaboration with Care Coordinators, resulting in increased referrals, one-on-one sessions and support for carers. These efforts have been instrumental in averting crises, providing counselling, promoting health prevention and reducing readmissions under Section 2 and Section 3 of the 1983/2007 Mental Health Act.

Integration of services and cultural sensitivity

CAPSA has adopted a practice of working alongside bed management and personnel as well as attending ward meetings, further fostering an integrated model. This approach has boosted patient-centred care during the transition from community meetings to individual appointments and group sessions.

By specifically addressing and giving advice on social care assessments and safety on the wards, especially in relation to Section 5 of the Mental Health Use of Forces Act, we have empowered Black communities to better understand their rights and access all aspects of the in-patient model. This includes improved support in mental health assessments, as well as social and medical aspects of care plans that cater to racial and cultural needs.

Research and empowerment framework

CAPSA's commitment to research and empowerment is evident through our work with Ajibola Lewis. This collaboration has included political, social and cultural seminars conducted from February to July 2023. These seminars have served as platforms for meaningful discussions and co-production efforts.

We are also heavily engaged in Part 3 of the PCREF, Patient and Carers Feedback mechanism, using the tools of friend and family tests, complaints, assessments, culturally appropriate dialogue model, addressing core duties in relation to the Human Rights Act, 1998, Equality Act 2010, Mental Capacity Act 2005 and other legislation. We are developing more specific measurements of outcomes in terms of strong networks, stigma, anti-Black racism and increasing the quality of life and portfolio of community support. This is in addition to the data required by the system. We are thinking through what different kinds of data can do to show improvement in mental health outcomes.

A numerical summary of our activity is shown below.

Our Metrics	Service Users
Live independently	5 out 37 new referrals
Reduction in crisis	11 out 37 new referrals
Increase in people living in stable accommodation	4 out of 37 referrals
Increase in education	2 out of 37 referrals
Gained training opportunities	3 out of 37 referrals
Accessed volunteering or employment	4 out of 37 referrals
Gained a sense of hope, increased wellbeing/recovery	17 out of 37 referrals
Gained a sense of control over their health	12 out of 37 referrals
Built connections and gained a sense of belonging	15 out of 37 referrals

Key Performance Indicators (Living Network Alliance)		
Number of people supported	Peer support	25
	Group	60
	Peer advocates	30
Access (Number of referrals you received, how many were accepted, how long did it take from receiving the referral to delivering the services)	37 new referrals	
	10 Group sessions (Music)	Total 60 (6 attending any session).
	6 sessions a week	
	10 weeks 120 one-to-one	120 one-to-one sessions
Engagement (Number of service users who did not engage with the service)	5 out of 37 referrals	
Flow (Number of cases closed, where did they go?)	10 – Allocated to care coordinator, or advised to contact when in need of CAPSA support	
Holistic Support (Number of referrals made to employment, housing, benefit or other support)	Employment	4
	Confronting racism	10
	Challenging medication/diagnosis	10
	Housing benefit	10
	Social care	5

Staffing

Our commitment to excellence is reflected in our staffing. Over the past year, we have successfully interviewed and appointed 2.5 Peer Support Workers, one Peer Advocate and a Community Development post, which commenced in late July.

An example of how we work

We have been actively involved in case studies, including working with a young Black man of Nigerian heritage. His journey involved addressing his unique cultural needs and experiences, resulting in the development of a patient-led care plan focused on cultural strengths. The success of this case study has paved the way for measurable outcomes and initiatives such as a Black male advocate group and cultural-focused research projects.

Challenges

We have been navigating various challenges, including the development of an integrated monitoring model aligned with inpatient care and the Living Network Alliance's current business plan. These challenges have necessitated ongoing training and support for service users, especially in light of the Department of Health and Social Care's research project and the role of lived experience in the project.

Recommendations

As CAPSA continues its dedicated work, several recommendations have emerged:

1. Comprehensive staff training to ensure readiness for multi-agency requirements.
2. Fostering access to EPJS, policy integration and cultural care centrality for all staff.
3. Addressing staff retention concerns and confirming long-term funding.
4. Establishing inter-agency operational policies to ensure accountability for culturally appropriate care.
5. Strengthening the data analysis framework to effectively address PCREF sections.
6. Inducting new personnel and addressing workforce needs.
7. Sustaining collaborative efforts between three Living Alliance and inpatient facilities.

We remain committed to our mission of delivering equitable mental health care and will continue to strive towards achieving these recommendations to benefit the communities we serve.

Seven

Community Engagement

Even though community engagement is embedded throughout our work in Lambeth we have a team dedicated to equality in the borough. This is because, at Black Thrive, the voices, perspectives and solutions of Black communities are at the centre of our work. We believe that Black communities must be at the forefront of driving systems change. Our communities team is a strategic investment for us as we recognise that responsive work and support for Lambeth communities does not always neatly fall into our workstream areas. As such, our Communities Project Manager is able to develop and build connections with organisations and individuals who have significance within the borough in a much more authentic way. We have been actively connecting Black Thrive Lambeth, as a provider of pathways to thriving, with community leaders and establishing our presence in public spaces.

Given the emergent way of working for this team it is difficult to capture the full breadth and width of their activity, below are some of the highlights from the past twelve months.

Activities within our communities

PCREF collaboration

We provided the South East London PCREF pilot assistance in creating and designing animations that were used to highlight the pilot and promote it throughout the community. A key element of this activity was to ensure that the voices of Black Lambeth communities were central to the promotion. As such the voices for the characters in the animation videos came from the community.

Collaborating with other community organisations and individuals

In early February 2023 we concluded a course of Emotional Emancipation Circles (EECs) Programme alongside the Ecosystem Coldharbour team, a coalition of organisations operating within the Loughborough ward of Lambeth, including partners such as **Ebony Horse Club** and **Marcus Lipton**.

The EECs are the result of research from SLaM, which had Black residents in Lambeth less likely to enter NHS Lambeth Talking Therapies than their white counterparts, yet more likely to enter community support services addressing and acknowledging diverse experiences. Therefore, in response to this the EEC programme was developed. The programme supports Lambeth's Black community by offering eight structured sessions of culturally centred peer support which focuses on healing from the impact of anti-Black racism. The sessions provide an opportunity for participants to build self-worth, connect and support each other

by sharing stories and learn wellness skills. February's course was open to the public and aimed to educate and support participants, including NHS staff and individuals from partner organisations. However, feedback from participants was mixed with elements of the curriculum around spiritual health being challenging for some attendees. We have learnt important lessons from this iteration of the programme, with this learning being integrated into the Project Heal initiative.

In addition to this, we have also made efforts to engage with community healers such as Brother Kwabenofu, who is known in the community as a mental health counsellor and practitioner. We have offered him support with formalising his services, and incorporating it as a business, referring him to a partner organisation in North Lambeth that specialises in this area.

The Lambeth Made Safer team reached out to Black Thrive Lambeth following a conversation that took place in October 2022. We explored ways to contribute to a safer Lambeth and decided to support organised sports as an avenue for this goal. A proposal was developed and submitted. If successful, Black Thrive will undertake the repair of three pieces of multi-usage games apparatus located near estates in Lambeth. In conjunction with the repairs, we also plan to host an anti-gang basketball tournament within the borough. It is our aim to provide community members with safe and constructive opportunities to connect and develop healthy and meaningful relationships with one another.

Our efforts to build partnerships with other agencies and organisations within Lambeth have been fruitful. Brixton Bid and Brixton Project are two examples of growing relationships within our network. Moreover, we are collaborating with community members who are in the early stages of setting up projects and events in Lambeth, aligning with our aspirations to become a backbone organisation.

Black Thrive Lambeth was approached by the [Rasta Movement UK \(RMUK\)](#), which has developed a wellbeing booklet called the Rastafari 7-step Guide to Wellbeing and Spirituality. This document, created by Rastafarians from around the world, is a compilation of different tribes within the movement. They sought assistance in mass producing the booklet. We are currently in discussions about how we can facilitate this request as well as connect RMUK with key stakeholders in mental health within the borough.



Black Thrive Lambeth's Community Assembly

In April 2023, we organised our Community Assembly, a chance for community members, stakeholders and partners to connect with each other and learn about Black Thrive's work; this year it consisted of three main events. The first event was a community walk, led by a community leader through Brockwell Park on our behalf. The second event featured two panel discussions facilitated by our workstream leads, one on Employment and Disability, and the other on Children, Young People and Families. Both workshops were warmly received by their respective audiences. The third event took place in collaboration with another organisation named [Brixton Project](#). We invited six young Black artists from our audience to create artworks selected for display within Guy's and St Thomas' Hospital. For some of these young people, it was their first time engaging in a project where their work would be publicly showcased. As part of our Thriving Futures milestones, we aim to nurture and develop more Black leaders in Lambeth. Therefore, we supported a community member (Desilu Banton) to serve as a tutor for the workshop. As a result of our partnership, he has since expanded his engagement with other organisations in the borough. We hope to shine a spotlight on Desilu Banton and other members of our community as we are developing a storytelling project. The project aims to collect stories and experiences from Black residents.

The Community Assembly concluded with a quiz that drew a small but enthusiastic crowd, who enjoyed the event so much that they requested another. Those who attended the event are now actively engaged in other Black Thrive projects.

Challenges within our work

The Communities team is, unfortunately, a team of one, as resources and capacities are stretched. Despite this we are looking to build capacity by hiring additional members of staff. Currently, work is being managed across multiple projects within Black Thrive, and it has limited our ability to scope and develop further projects. In addition, we realise that funding will greatly help ease the pressure from our team and allow for more activity in the borough. We are excited to see what the new year will bring.



Looking ahead to future activity

In a cross Black Thrive collaboration (Lambeth and Haringey) we have begun developing an initiative tentatively called Project Heal. We have initiated discussions with two organisations offering workshops on healing and growth targeted at young people. The Manhood Academy Global has a successful track record in delivering programmes in West London, and we aim to bring their expertise and success to Lambeth. CEO Davis Williams expressed interest in collaborating with us in Lambeth. The longstanding rites of passage delivery group Origins has also responded positively to our call, and we look forward to future collaboration.

Recently, Black Thrive Lambeth has gained the attention of the South East London Integrated Care System (SEL ICS). They have recognised our work and invited us to partner with them to better connect with their Black residents. We are still in the exploratory stage of this relationship, but we are hopeful and excited to see what it may bring. This could involve activities such as running focus groups in association with housing associations in the area, and health and wellbeing workshops, amongst other activities. Additionally, the SEL ICS team has created an opportunity for two community members and partners to participate in an audiovisual production they are developing. The community members will be compensated, and it is hoped that the project will have a lasting impact on how the council engages with its Black citizens.

Looking ahead, the Communities team aims to educate members of the community, in greater numbers, about mental health and wellbeing. We also hope to continue to develop relationships to those who are committed to this work of ensuring that all Black people thrive.



Eight

Digital Communications and Audience Development

The Communities team is, unfortunately, a team of one, as resources and capacities are stretched. Despite this we are looking to build capacity by hiring additional members of staff. Currently, work is being managed across multiple projects within Black Thrive, and it has limited our ability to scope and develop further projects. In addition, we realise that funding will greatly help ease the pressure from our team and allow for more activity in the borough. We are excited to see what the new year will bring.

Audience Engagement

The data reveals a remarkable increase in audience engagement for us, with engagement rates surging by over 100% within the twelve-month period. Additionally, we have experienced a net audience growth of more than 15%, reflecting a growing and increasingly engaged online community. In the past our concerns were that this online community did not reflect our target stakeholders; however, over the past eight months we have seen a surge in Black people engaging with our content.

Content Production

We have significantly scaled up our content production efforts, with a notable 50% increase in the number of posts during this period. We have adopted a mixed-method approach of videos, social media provocations, polling and infographics. A highlight for us has been embracing Instagram stories as a medium for sharing content, not only our own but also content from partner and like-minded organisations.

Platform-Specific Engagement

In a bid to diversify its communication channels, Black Thrive launched a TikTok page towards the end of 2022. To date, the page has garnered over 1,100 views across all videos, with the most popular video being related to the April Community Assembly, amassing over 800 views. Although the potential of TikTok as a high-yield platform is one that we acknowledge, we recognise that if we are going to consistently perform well on it, we need to produce more engaging content. Moreover, past successes highlight that PCREF content might find a fitting home on this platform, contingent on senior leadership team approval.

LinkedIn has also proven to be an invaluable platform for us, with a significant increase in

total engagements (139.9%) compared to the previous year. This platform is particularly instrumental in facilitating content sharing by other organisations. In contrast, Twitter's engagement has experienced a decrease, which may be attributed to ownership changes and its recent rebranding to 'X'. To combat this decline, we have created a Threads account as a potential alternative to Twitter.

Increasing our digital following and content quality

For the communications team a key goal is to continue growing the organisation's digital following. We know that improving content quality and seamlessly incorporating communications within each workstream are pivotal to achieving this objective. This approach not only diversifies the types of content being produced but also enhances planning and workload organisation.

Website

The launch of a brand new, fit-for-purpose Black Thrive Lambeth website has seen our organic visitors rate triple in number. The new Black Thrive Lambeth website houses accessible copies of our research, overviews of our workstream activities, blogs from our team and partners and links to our latest events and news.

CRM and HubSpot

Issues with HubSpot, our Customer Relationship Management (CRM) system, have arisen in relation to sending out the regular newsletters, due to subscription consent challenges and compliance to data regulation. As a potential solution, Black Thrive is considering reaching out to subscribers to request consent for stakeholder engagement content, although further discussions on this matter are pending.

Reflections

We have had significant progress in enhancing our communication strategies and engaging its audience. We have witnessed substantial growth in audience engagement and content production. However, challenges remain in terms of our CRM and the need for more engaging content on certain platforms. Integrating communications within workstreams and maintaining a focus on high quality will be crucial for us as we continue to pursue our mission of co-creating a world in which all Black people thrive.



Accounts Summary

Below is a draft summary of the accounts for the first three years of trading for Global Black Thrive. The figures for the first two years are audited, those for 2023–23 are provisional and will be replaced with audited figures once those accounts are finalised.

Income			
	30-Jun-21	30-Jun-22	30-Jun-23
Restricted	£ 89,983	£ 1,147,086	£ 1,623,697
Unrestricted	£ 120,776	£ 315,715	£ 564,440
Total	£ 210,759	£ 1,462,801	£ 2,188,137
Expenditure			
Staff salaries and on costs	£ 55,656	£ 571,349	£ 931,417
Programme direct costs	£ 107,386	£ 629,801	£ 851,152
Support costs	£ 40,839	£ 187,954	£ 237,454
	£ 203,882	£ 1,389,105	£ 2,020,022
Surplus	£ 6,877	£ 73,696	£ 168,115
Funds at start of year	–	£ 6,877	£ 80,573
Funds at end of year	£ 6,877	£80,573	£248,688

Our Funders, Partners and Supporters

Funders and Pro Bono Support	
BBC Children in Need	Lankelly Chase
City Bridge Trust	Mental Health Allies (12 organisations) ¹
Freddie's Flowers	Mind – Heads Together
Google DeepMind	National Lottery Community Fund
Impact on Urban Health	Shearman and Sterling LLP
King's College London Centre for Society and Mental Health	Sophia Webster
Kearney	Starface World
Lambeth Council	Walcot Foundation

¹ Anna Freud Centre, Centre for Mental Health, Mental Health First Aid, Mental Health Foundation, Mental Health Innovations, Mental Health Network (NHS Confederation), Mental Health UK, Mind, National Survivor User Network, Royal College of Psychiatry, Samaritans, Young Minds.

Partners	
Andrea Wright	Maudsley Cultural Psychiatry Group
Anna Freud Centre	Marcus Lipton Community Enterprise
Black Out UK	Metropolitan Thames Valley Housing
Black Trans Foundation	Mind in Haringey
Brixton Immortals Dominoes Club	Mosaic Clubhouse
Carers Hub Lambeth	Myatt's Fields Park Project
Catalyst4Change	NHS England and Improvement
Department of Health and Social Care	NHS North East London Commissioning Support Unit
Disability Advice Service Lambeth (dasl)	Ratio
Dope Black	Renaisi
Exceed Reading Stars	Sheffield Hallam University
First Step Trust	Social Finance
Greater London Authority	South London and Maudsley NHS Foundation Trust
High Trees	The Social Innovation Partnership (TSIP)
Lambeth Links	The Ubele Initiative
Lambeth Police	UNJUST
Lambeth Together (including Living Well Network Alliance)	UK Association of Black Psychologists (UKABPsi)
London LGBTQ+ Community Centre	Vocation Matters
London Metropolitan University	Vocational Rehabilitation Association
McPin Foundation	Voice4Change

As well as community members, community organisations, Black professionals and allies from different communities.

Eleven

Acronyms

Acronyms	
BAM	Becoming a Man
BQT	Black Queer & Thriving
CAPSA	Cultural Appropriate Peer Support and Advocacy
COIN	Community Opportunities Interest Network Directory
CTO	Community Treatment Order
CRM	Customer Relationship Management (system)
DASL	Disability Advice Service Lambeth
LEL	Lived Experience Lead
NWD	No Wrong Door Partnership
ONS	Office for National Statistics
PCP	Primary Care Physicians
PCREF	Patient and Carer Race Equality Framework
SEL ICS	South East London Integrated Care System
SLaM	South London and Maudsley NHS Trust
RMUK	Rasta Movement UK

