



ADCS Annual Conference 2022

ANNUAL CONFERENCE 2022

ADCS
Leading Children's Services

Anti-racism practice

Policy Workshop (D)



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Anti-racism initiatives and practice

A spotlight on anti-racism initiatives and practice, from frontline social workers through to leadership.

Anna Bacchoo, Director of Practice, What Works for Children's Social Care
Sarah Newman, Executive Director, Bi-Borough children's services, Royal Borough of Kensington & Chelsea and the City of Westminster
Sukriti Sen, Director of Local Delivery – Mid, Children and Families

Chair: **Rachael Wardell**, Executive Director of Children, Families and Lifelong Learning, Surrey County Council.



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ANTI-RACISM REPORT



ANTI-RACISM SURVEY

Steering group members



Objective 1

Understand the scale and nature of racism in the social work profession

Objective 2

Identify examples of good anti-racist practice



DATA COLLECTION

Survey promoted through
Social Work England's
newsletter, on **social media**
and through a **short film**.

Open from
17th June - 11th August 2021



1958

responses

457

people indicated that
they would take part in
a further conversation
about anti-racism

EXPERIENCES OF RACISM IN THE WORKPLACE

34%

of Black or Asian respondents reported incidents of racism from service users/families compared with 5% of white social workers



20%

witnessed colleagues experiencing racism from service users

9%

of respondents reported experiencing racism from colleagues and managers

EXPERIENCES OF RACISM IN THE WORKPLACE



Lack of career progression

“Black colleagues have been rejected for promotion when they appear to have as much or more experience than white colleagues who have been promoted”

Higher workloads and greater scrutiny

“Black co-workers being overloaded and then criticised for underperforming”

Microaggressions and unconscious bias

“People [are] not recognising the impact of the statements or actions they are making on people from Black and minority ethnic groups”

FINDINGS:

Reported impact
of racism on self



1/10

had considered leaving their
organisation due to racism

19%

of respondents reported
workplace racism had
increased their anxiety

13%

reported worsened
mental health

FINDINGS:

Factors enabling colleagues to intervene

80%

agreed or strongly agreed that they felt comfortable and confident intervening when they witnessed racism

76%

Over three quarters felt that there was someone they could approach for support if they witnessed or experienced racism.

40%

of Black or Asian social workers felt their organisation wasn't doing enough to address racism

Engagement events

Themes emerged engagement events about what would improve anti-racism in the profession.



1

Organisational responsibility for anti-racism

2

Allyship

3

Professional standards as a mechanism for improving anti-racism

4

Social work education

FUTURE WORK

The Anti-Racism Steering Group will:

ENGAGE

with stakeholders

ALIGN

strategically with other work

DEVELOP

an action plan



Anti-racism practice



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Leading in Colour

Westminster's Equality & Diversity Journey

Sarah Newman

Executive Director, Bi-Borough Children's Services
Royal Borough of Kensington & Chelsea and the City of Westminster



City of Westminster

Local Context

- Diverse Local Population
- Pay gaps
- Lack of representation in senior leadership roles
- Lack of Representation Politically
- Variation across directorates
- Leadership and behaviours



City of Westminster





Influencing the Agenda

- Children's Services were engaged with the BALI Programme and had promoted across the social care workforce
- Evidence of improved representation in leadership roles
- Reduction in pay gaps across Children's Services
- Diversity work with Schools
- Development of a DIARG (Diversity Inclusion Anti Racist Group) – children's workforce led and sponsored by senior leaders – promoting a safe space and voice
- Developed a Charter – promoting shared values and behaviours
- 52% of the workforce from Black, Asian and Mixed Ethnicity groups



Changing the narrative corporately

- Priority for Senior Leaders
- Reverse mentoring
- Development of a Communities Directorate
- Recruitment to Head of Diversity and Inclusion role
- Pay gap task force
- Promoting a range of coaching, mentoring and development opportunities for staff across the organisation
- Mentoring local senior police officers
- Independent Consultation/Critical friend – audit and action



City of Westminster





Leading in Colour: The Fierce Urgency of Now

- Publication resonated with our journey
- Building on our existing relationship with The Staff College, sessions with ELT and SLT.
- Recognising that solving the problem has to be located in each of us
- Leaders in organisations need to address structural and organisational inequality to address racism
- We need to listen and hear the lived experience of our workforce. **We all have a role to play – now...**
- Mind shift change from intellectually understanding the issue to connecting with the issues on a personal level for deeper understanding
- **Action, action, action.....**



Thank You

Sarah Newman

Executive Director, Bi-Borough Children's Services
Royal Borough of Kensington & Chelsea and the City of Westminster



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Anti-racism initiatives and practice

Anti-racist practice

Sukriti Sen, Director of Local Delivery – Mid, Children and Families



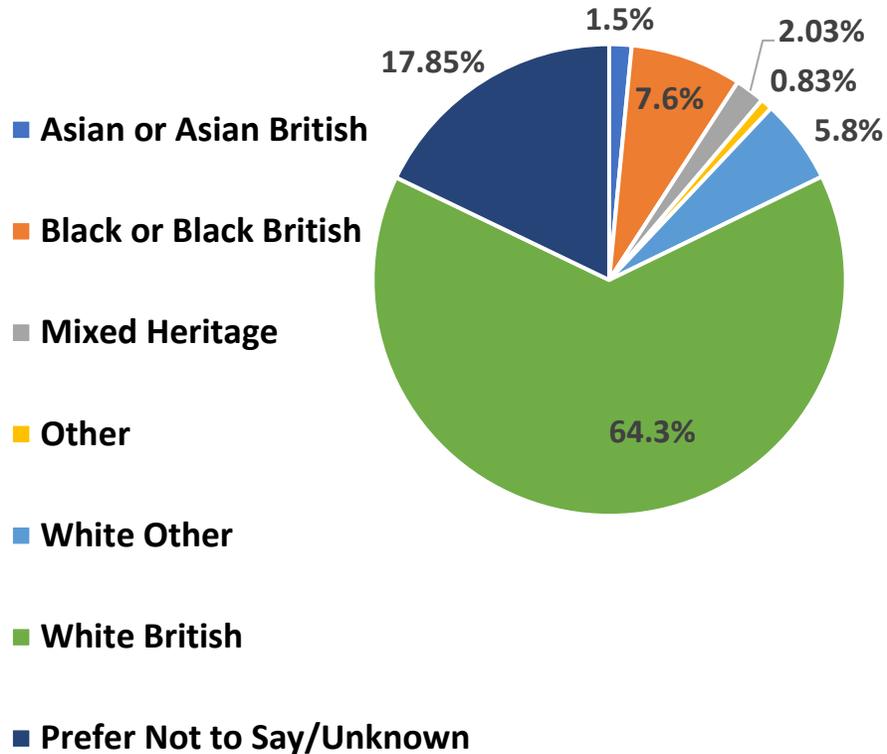
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Essex County Council: An Overview

Workforce

May 2022

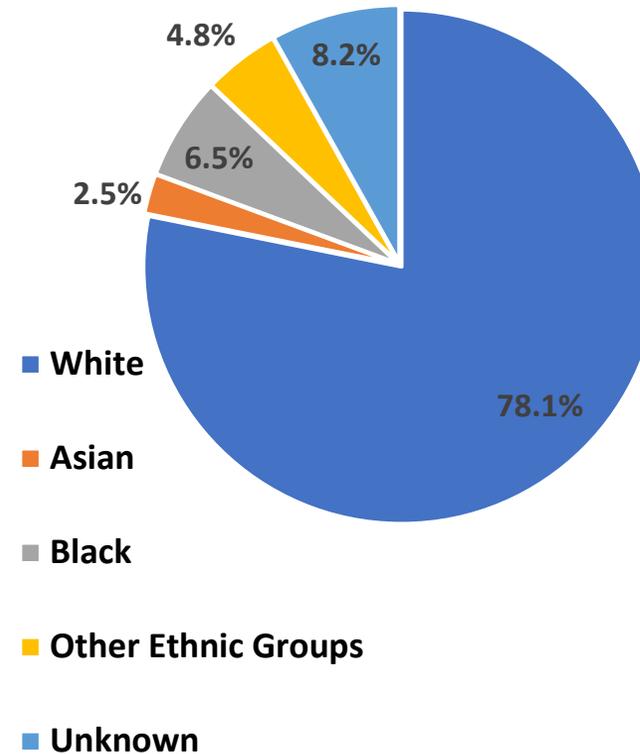
1575 members of staff in C&F



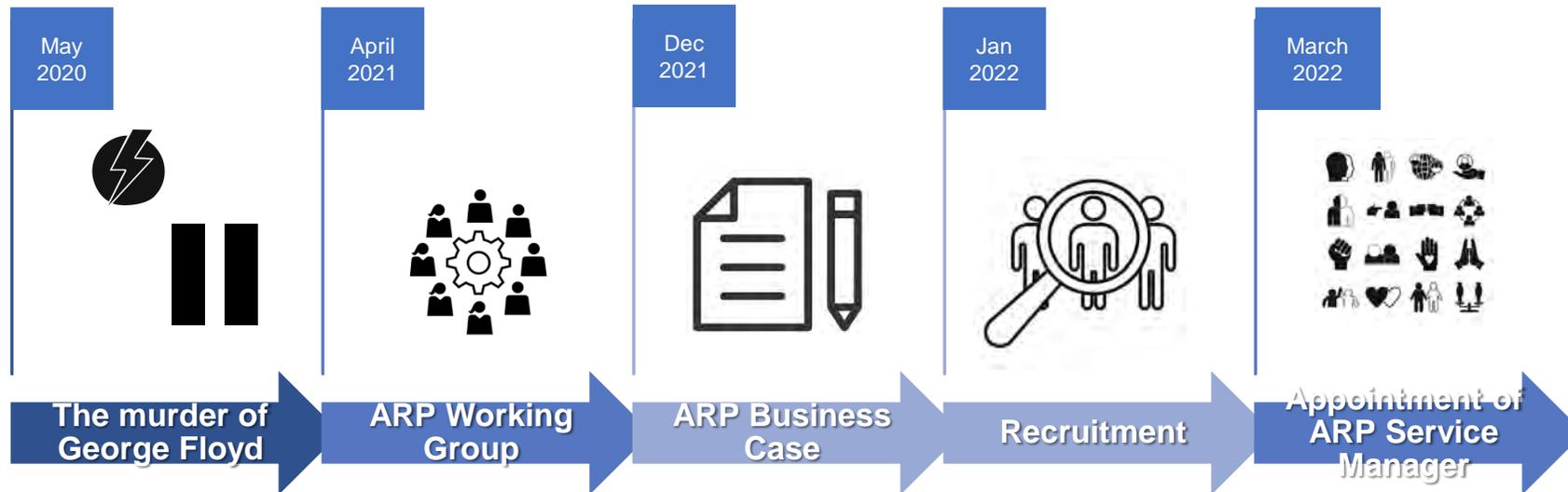
Children and Families

May 2022

5901 children and families open to C&F



Concept of Anti-Racist Practice Service Manager



Outcomes

A skilled, confident workforce who understand the importance of race and culture and its impact on the life experiences of ethnically diverse children and families.

A workforce engaging in challenging and uncomfortable conversations about racism and supported to do so.

Ethnically diverse staff openly and honestly share experiences of racism in the workplace and from service users and seek resolution.

Ethnically diverse families guided towards early help services from first contact

Ethnicity, race and culture reflected in assessments and care planning.

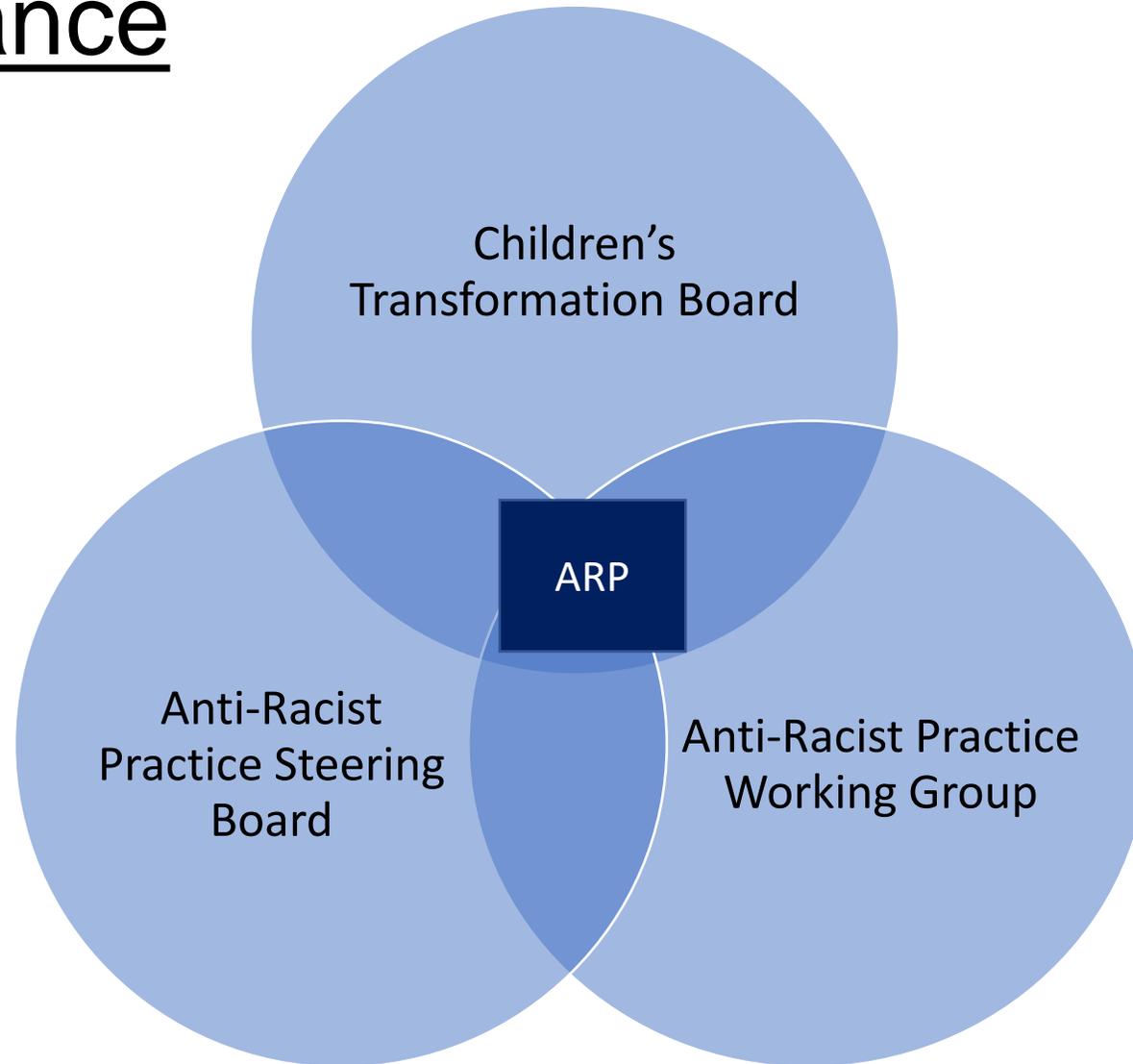
Stabilisation/levelling of the over-representation of ethnically diverse children in Children In Need, Child Protection and Children In Care figures



Areas
of
Focus



Governance



Initial Observations

Role generally well-received and welcomed

There is senior-leadership buy in

Feelings of discomfort due to fears of getting it wrong

Ethnically diverse staff value and have psychologically safe spaces

Race is on the agenda

Recruitment, retention and progression of ethnically diverse staff needs a deep dive

Practice pertaining to race, culture and ethnicity needs to be developed

A need for spaces for white leaders to be able to share challenges and build courage



Challenges

Data

Streamlining C&F objectives with wider organisation

The magnitude of the agenda

Winning hearts and minds



Achievements so far

Engagement with stakeholders

ARP Training delivered at Practice Learning Festival

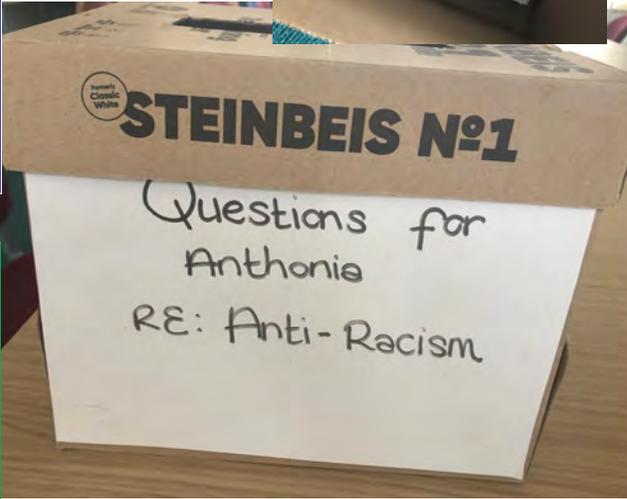


Establishment of Board

Safe spaces established

Thinking Tool - Race, Culture, Ethnicity

ARP Vision statement in draft stage



What difference is being made?

Conversations are being facilitated

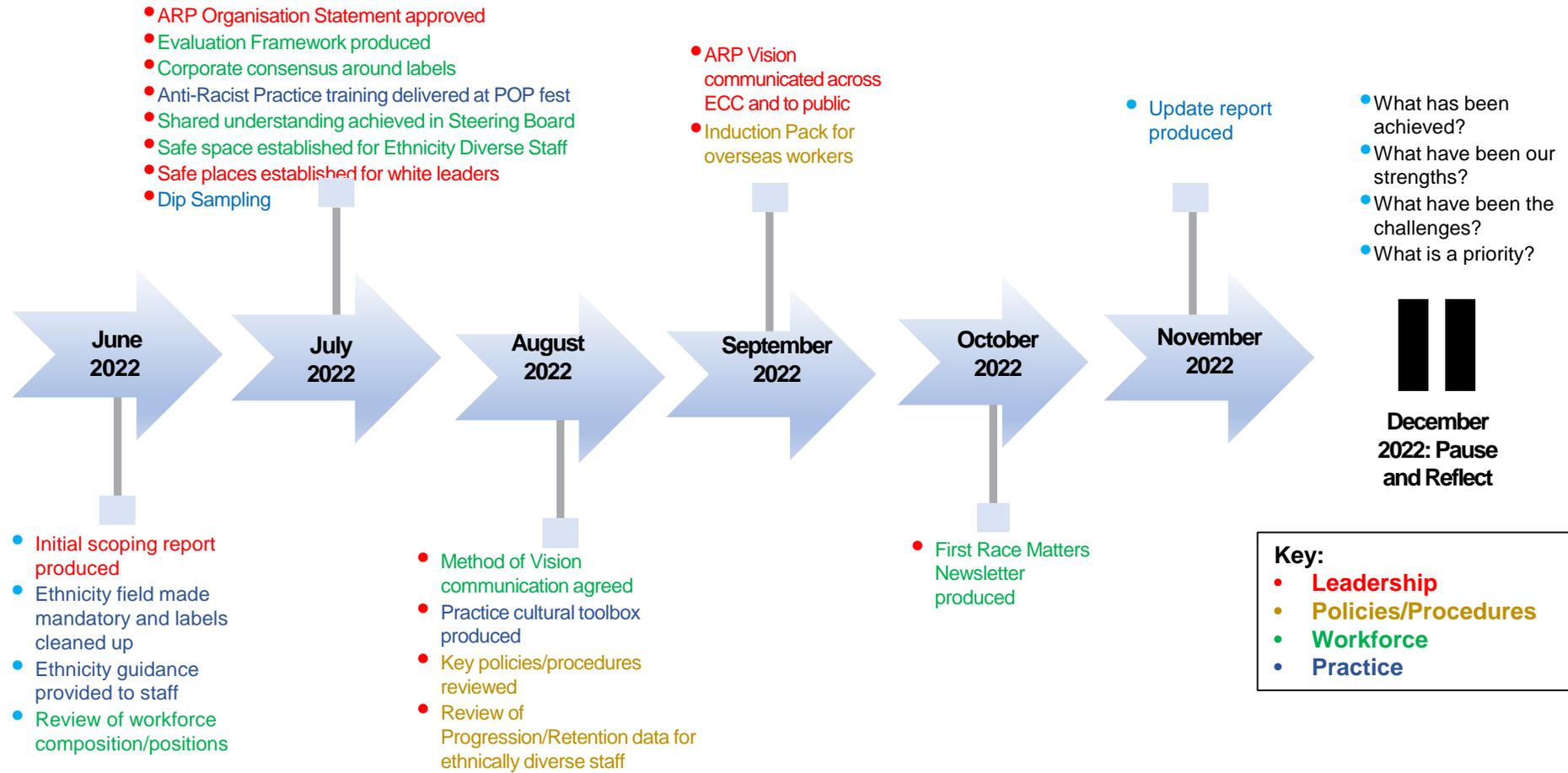
Racial lens applied to quality assurance and auditing processes

Ethnicity has a unique dashboard in data collection processes

ARP Training influencing social care assessments



Next Steps & 6-month plan



The image features a light blue background with a repeating pattern of colorful speech bubbles. Each bubble is a different color (red, yellow, pink, white) and contains a dark blue question mark. The bubbles are scattered across the frame, creating a sense of inquiry and curiosity.

Questions?

Anti-racism initiatives and practice

Thank you for your participation in today's workshop, your contributions are much appreciated. If you have anything to add which we haven't had time to cover today, please contact matt.cunningham@adcs.org.uk

If you are interested in the children and young people's workforce, have you considered joining the Workforce Development Policy Committee?

Please email Matt if you are interested in finding out more.



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