**Yorkshire & Humber Independent Fostering Provider - Anti-Racist Action Plan**

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| **HEALTH & SAFETY OF OUR BAME COLLEAGUES FROM COVID-19** |
| **Aim** | **Action** | **Deadline****RAG rate Red, Amber Green with date for completion** |
| There has been a disproportionate impact of the virus on people from BAME backgrounds. The risk assessment of those colleagues needs especially sensitive engagement, given the systemic issues in every organisation. These systemic issues and experiences of discrimination make it more difficult for BAME colleagues to raise concerns and be heard within their organisations  | Reducing the risk surrounding the BAME vulnerability to COVID 19 and the need for appropriate risk assessment. Ensure all staff and foster carers have received an individual risk assessment. Most importantly, the conversations should also, on an ongoing basis, consider the feelings of BAME colleagues, particularly regarding both their physical safety, their psychological safety, and their mental health. |  |
| Share information of new Barnardo’s Covid-19 helpline and webchat for parents, carers and children or professionals looking for advice on how to support families. BOLOH – Black, Asian and Minority Ethnic Family Helpline <https://helpline.barnardos.org.uk/> |  |
| Identify how individuals who have experienced racism due to COVID-19 will be supported. Explore use of wellbeing screening tools during supervision and policy updates.  |  |
| Support foster carers and advocate for safety within their own homes with regard to visits from the multi-agency team. Promote visits to take place online, within an education environment or outside to reduce the risk of covid for our BAME carers.  |  |
| **ACCELERATING DIVERSITY FROM WITHIN THE AGENCY** |
| **Aim** | **Action** | **Deadline** |
| To build a workforce more reflective of the communities we serve by promoting opportunities for black and ethnic minority people to enter and advance within the organisation. | Targeted recruitment to be implemented in attracting Black, Asian and minority ethnic background staff, foster carers and panel members.  |  |
| Change the language in job adverts to both attract diversity and state that anti-discriminatory practice is a requirement in the person specification.  |  |
| Explore working alongside the Black Professionals network to improve recruitment processes and language: [www.www.byp-network.com](http://www.www.byp-network.com) |  |
| Provide mentorship or coaching for Black, Asian and ethnically underrepresented employees who want to progress to more senior positions either within or outside the agency.  |  |
| Targeted student placements for Social Work Students |  |
| Disseminate the training below to all BAME Professionals (and students). The training focuses on those who wish to improve their employment skills or aspire to be a supervisor or manager. <https://www.basw.co.uk/media/news/2020/dec/watch-black-ethnic-minority-professionals-symposium-bps-smashing-glass-ceiling> |  |
| Promote and share professional networks to incorporate the perspective and experience of black social workers into their social work practice. <https://www.basw.co.uk/system/files/resources/181151_black_ethnic_minority_professionals_symposium_v2.pdf> |  |
| **EDUCATING, EMPOWERING and EQUIPPING PEOPLE** |
| **Aim** | **Action** | **Deadline** |
| To transform the culture to zero tolerance of discrimination. Introducing new immersive training to enhance awareness and support, to underpin inclusive management and meet various learning styles | Race and culture awareness training will be mandatory for everyone. This will go beyond routine online training by: offering guidance; peer support groups; recognising local issues; providing support to equip managers to champion diversity and utilising external specialist advice/support as/when necessary. |  |
| Social workers must be able to identify and examine their own racial biases to increase their overall awareness of how their beliefs might impact their work with different racial and ethnic groups. Training on racial bias to be implemented into annual training plan for staff and foster carers. |  |
| Compiling resources for all staff to access and circulating these to colleagues through team meetings, email distribution, supervision and workshops. To include but not limited to microaggressions, stereotypes and how to actively be anti-racist. |  |
| Arranging for key speakers to deliver online sessions to the Anti-Racist Working Party to take back and disseminate through agency. |  |
| All social workers to watch: Anti-racist social work: The theory and practice, complete a reflective piece of CPD work and upload to Social Work England. Consider delivering through team meeting, practice group etc <https://youtu.be/tkgHLHxP-HY> |  |
| Review our recommended readings and source material to include greater racial diversity and improve racial literacy on both agency bookshelf and those of our foster carers: See Agency Specific section for clear actions.  |  |
| Skills to foster training – enhance section on anti-discriminatory practice to include introduction to BLM movement, white supremacy, racial bias & white privilege  |  |
| Ensure early discussions take place with potential foster carers: Add questions/discussion section to initial visit for foster carers on Black Lives Matter movement and racism.  |  |
| **LEADING BY EXAMPLE**  |
| **Aim** | **Action** | **Deadline** |
| To ensure that every one of our senior leaders has a greater understanding of the issues faced by ethnic minority communities and are equipped to lead the fight for equality. | Every Agency to have an Anti-Racist Action Plan which is reviewed and amended on a quarterly basis |  |
| White fostering managers to attend training ‘What black staff need from white leaders’ on 18th February 2021<https://www.eventbrite.co.uk/e/what-black-staff-need-from-white-leaders-tickets-131005508001> |  |
| Agency representation at ‘Yorkshire & Humber Anti-Racist Working Party’  |  |
| Annual training and CPD to ensure managers have skill set to lead an anti-racist agency. Consider section of the meetings to include an opportunity for discussion, reflection and CPD: Racial Bias, Spheres of Influence, Allyship, Institutional Racism, White Privilege  |  |
| **BUILDING TRANSPARENCY** |
| **Aim** | **Action** | **Deadline** |
| To address any gaps in our own data collection, ensuring that senior leaders can be held to account for the progress made in tackling both discrimination and equality of opportunity. | Staff will be encouraged to self- declare their identity, enabling us to build a rich profile of the workforce’s diverse needs. This will underpin the introduction of an annual ethnicity pay audit, backed by any immediate action required. An ‘ethnicity dashboard’ will enable us to track progress across the colleague lifecycle and set targets for senior leaders. This will be published internally annually. |  |
| When recruiting new staff, applicants will be asked to describe how they would contribute to the agency’s goals of diversity and inclusivity on application form or via interview question |  |
| A top-to-bottom review of all policies to review barriers, process and training to address inequality and bias.  |  |
| Develop better data on BME staff experience (e.g. consider a UoE study for BAME staff using the Harvard Measuring Discrimination Resource –Williams 2012). <https://scholar.harvard.edu/files/davidrwilliams/files/discrimination_resource_july_2020.pdf> |  |
| **WORKING TOGETHER AS ALLIES – CONSULTATION & CHALLENGE**  |
| **Aim** | **Action** | **Deadline** |
| To identify internally and externally as allies to the black community. It sees white allies fully involved in challenging, deconstructing and dismantling racist systems in solidarity with Black people. | Publish a strong mission or position statement condemning George Floyd’s murder and racism in all its forms and committing to the British Association of Social Workers’ code of ethics, anti-oppressive, anti-discriminatory and anti-racist practice.  |  |
| Explore logo’s to evidence support of BLM which can be displayed on email footers of agencies engaged in the working party. |  |
| Affiliate links with other organisations to evidence our commitment and support the challenge and reflection in our practice.  |  |
| Write to Social Work England to ask when there will be an anti-discrimination national framework  |  |
| **ACCEPTANCE, CELEBRATION AND SUPPORT**  |
| **Aim** | **Action** | **Deadline** |
| Developing a greater understanding of the lived experience of Black, Asian and minority ethnic children & families. Teach children about black culture and celebrate black role models. Ensure BAME foster carers and children are provided with effective and appropriate support.  | Create leaflet to include in all welcome packs around BLM movement, anti-racism, pro-black & and acceptance for all Children & Young People |  |
| Promote black children’s positive identity being promoted. For example through an annual subscription to cocoa girls/boys. These magazines help to build a strong community for young black girls and boys who are often misrepresented by mainstream media. [www.cocoagirl.com](http://www.cocoagirl.com) |  |
| Ensuring a permanent section on the Children & Young People newsletter to celebrate achievements of black heroes: ensuring this isn’t confined to Black History Month |  |
| Send children’s books representing black children and young people, written by black authors See agency specific section for agency action. |  |
| Black History Month – Participate & Celebrate |  |
| Create and facilitate a support group for foster carers caring for children & young people from the black community. Explore small IFA’s working together to facilitate this.  |  |
| Provide Resources at point of placement to carer’s offering transracial placements. For example: ‘Black Children in Care, Health, Hair & Skin: Denise Lewis & Flora Awolaja |  |
| Distribute the briefing below to all staff: It provides summaries of research exploring salient factors affecting children and families’ day-to-day realities, thus deepening social workers’ knowledge of how poverty and systemic inequalities affect families’ social conditions<https://practice-supervisors.rip.org.uk/wp-content/uploads/2020/01/KB-Understanding-the-lived-experiences-of-black-Asian-and-minority-ethnic-children-and-families.pdf> |  |
| **Agency Specific Actions:**  |
| **Aim** | **Action** | **Deadline** |
| e.g. *Challenge adults own white supremacy and white privilege*  | *Facilitate annual book club, this was trailed over the summer of 2020 with staff and carers.* *Me and White Supremacy: How to recognise your privilege, Combat racism and Change the world by Layla Saad.*  |  |
| e.g. *We will build a workforce more reflective of the communities we serve by promoting opportunities for black and ethnic minority people to enter and advance within the organisation.* | *Create a new fast-track scheme for high potential people from ethnic minority backgrounds, fuelled by targeted recruitment. Selected staff will be mentored by a member of the Senior Leadership Team as they progress through different opportunities designed to build their career foundations.*  |  |
| e.g. *We will ensure that every one of our senior leaders has a greater understanding of the issues faced by ethnic minority communities and are equipped to lead the fight for equality.* | *The registered manager will commit to have an ethnic minority reverse mentor to ensure a robust understanding of the issues faced by BAME communities.*  |  |
| e.g. *Improve Racial Literacy on both agency bookshelf and those of our foster carers*. | *Send new book out to families every 3 months to strengthen the diversity on families bookcases and literature being explored with children and young people. Purchase these books from block owned book shops:**@akomabooks**@elizabethsofakron**@shelvesbookstore**@littlebohobookshop**@blackpearlbooks**@noordinarybookshop**@newbeaconbooks**@imaginemestories**@blackstarbooks\_Idn**@wokebabiesuk**@sevenoaksbookshop* |  |
| *All children 12 and over to be sent the revised and rewritten book: ‘Black & British: A short, essential history’ by David Olusoga. This will be included in the welcome pack for young people being placed.*  |  |

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