

Anti-Racist Practice

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13.07.2023



Agenda

1 Why Race?

2 Our Strategy

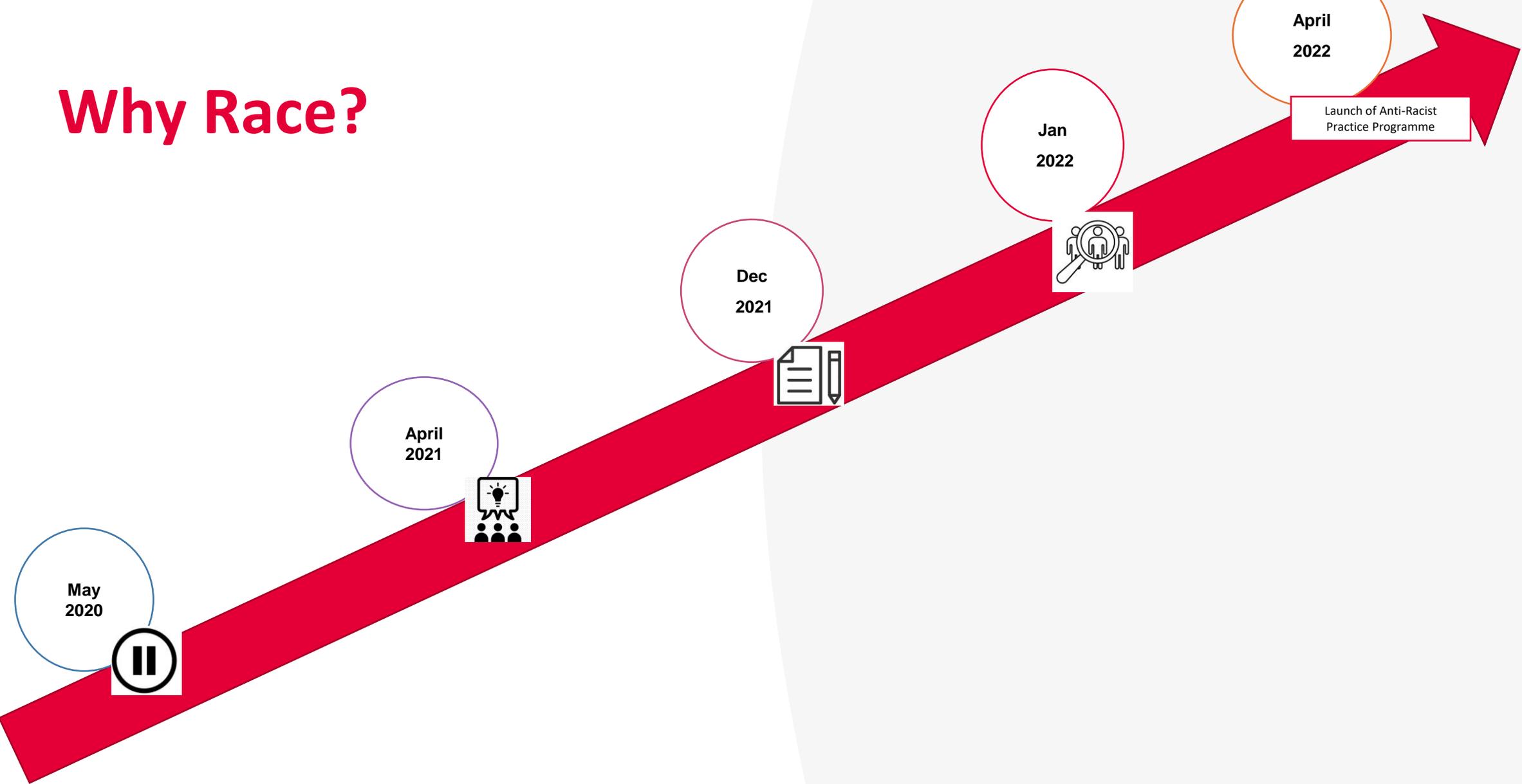
3 A snapshot of what we
have done so far

4 Questions and Reflections

5 Principal Social Worker
Network

Why Race?

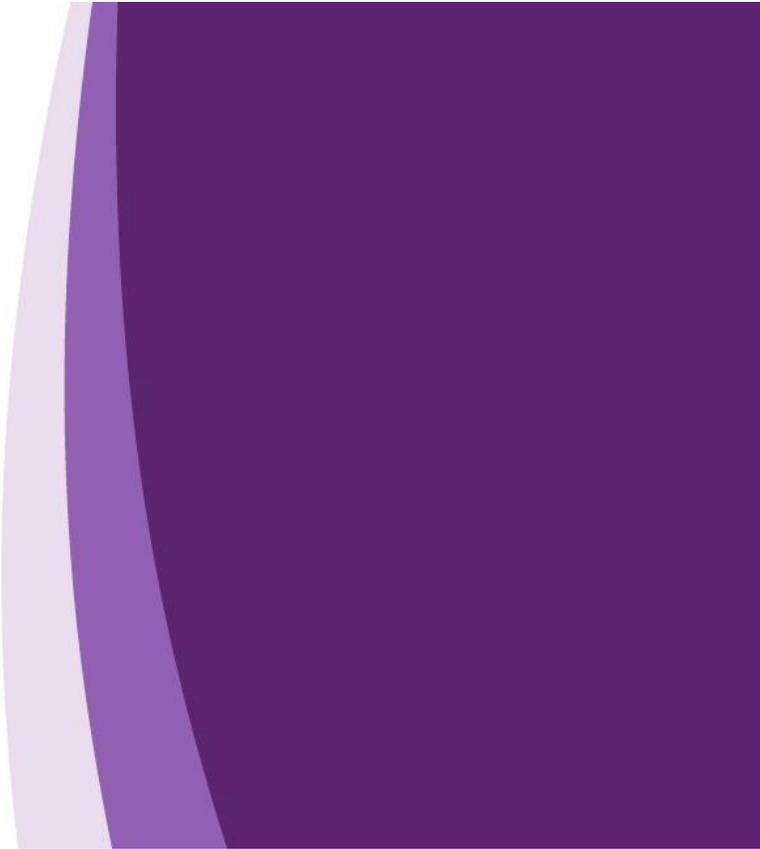
Why Race?



Our Strategy

Our Response: Making Anti-Racism a strategic focus

**Anti-Racist
Practice
Strategy**
2023-2028



Our key areas of focus



Our Aspirations

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 intervention and care planning.

Address over-representation of ethnically diverse children in Children In Need, Child Protection and Children In Care figures

What we have done so far – Key Highlights

A snapshot of what we have done so far

Anti-Racist Practice Governance Board

The Hub created a bespoke Culture and Ethnicity Prompt sheet

Working Groups established to review Mosaic Ethnicity Labels

Adultification Podcast with Partners

Global Majority Network Spaces across all quadrants, with Drop-Ins with Directors

Learning Spaces – Leaders and Practitioners

‘Proud to be Me’ – a safe space for ethnically diverse children in care

Black History Month Events for the first time in all quadrants

Practice Guidance – Thinking Tools, Cultural Genogram Exemplars

Diversity Conference co-facilitated with children in care

Embedding Learning Spaces:

“What did you gain most from the anti-racist workshops?”

I considered how we record the ethnicity and culture of carers, not only on Mosaic but also within their assessments. How do we understand this? how does this influence the way we work with these carers to support them in their role?

Made me sit back and think that race and ethnicity needs to be properly thought about and considered when carrying out assessments and analysing risk.

For myself to stop, pause and consider the intent of a comment, or judgement made when we are reviewing a referral.

Better understanding and awareness around white privilege , very thought provoking , impactful on my practice . It was very informative and I feel more educated now thank you



Proud to be Me – A space for ethnically diverse children

- **How would I describe my racial and cultural identity?**
- **How shall I respond when my school friends ask me why my family is white?**
- **How am I supported with racist incidents?**
- **How can I be empowered in school, when the teacher holds more power than me?**
- **How can I be supported to understand my history?**

Thinking Tool developed by Young People

Children and Families Thinking Tool: Working with Children and Young People who may Experience Racism

This Thinking Tool has been developed solely by young people in care from Black, Asian, Dual-Heritage and other ethnically diverse backgrounds.

Children and Families Thinking Tool: Working with Children and Young People who may Experience Racism

This Thinking Tool can support those who work with Children and Young People who might experience racism to understand and improve the support offered, develop practice, and work together to respond in an appropriate and helpful way to racism.

It will help you to:

- See the young person as an individual – understand their life and their hurt
- Be curious – listen to the young person and understand what they want to happen
- Explore the impact on those experiencing racism
- Consider the potential impact on the child, of reporting racism
- Explore your organisations anti-racism policy and ensure it is understood by others
- Be the conduit for responding to racism



Anti-Racist Practice Learning Spaces



Our Context

“let's talk about race”

ANTI-RACIST PRACTICE LEARNING SPACE

This is a series of Anti-Racist Practice learning spaces where practitioners come together to discuss ethical dilemmas with Antonia Ogundayisi, Service Manager for Anti racist Practice and Paul McGee, Principal Social Worker for childrens social care in Essex.
OPEN TO ALL C&F STAFF (via Zoom)

ACCENT BIAS	13TH JUNE, 09:00 - 10:30
What does it mean to have an accent?	
CULTURAL HUMILITY IN ASSESSMENTS	10TH JULY, 09:30 - 11:00
How to enrich the identity section in an assessment.	
HOW TO START CONVERSATIONS ABOUT RACE	25TH SEPT, 14:00 - 15:30
Using the Race, Ethnicity, Culture and Religious Beliefs Thinking Tools to start the conversation	
INTERSECTIONALITY	16TH OCT, 10:30 - 12:00
How to consider multiple forms of oppression, discrimination and respond in practice	
RACIAL TRAUMA	22ND NOV, 14:00 - 15:30
Acknowledging and responding to the impact of racial trauma for colleagues and the families we work with	

Click here to book!

Current Challenges

Size of Essex

**Bringing our
partners
alongside us**

**Hearts and
Minds**

Ongoing external evaluation – University of Essex

Questions and Reflections



Anti-Racism

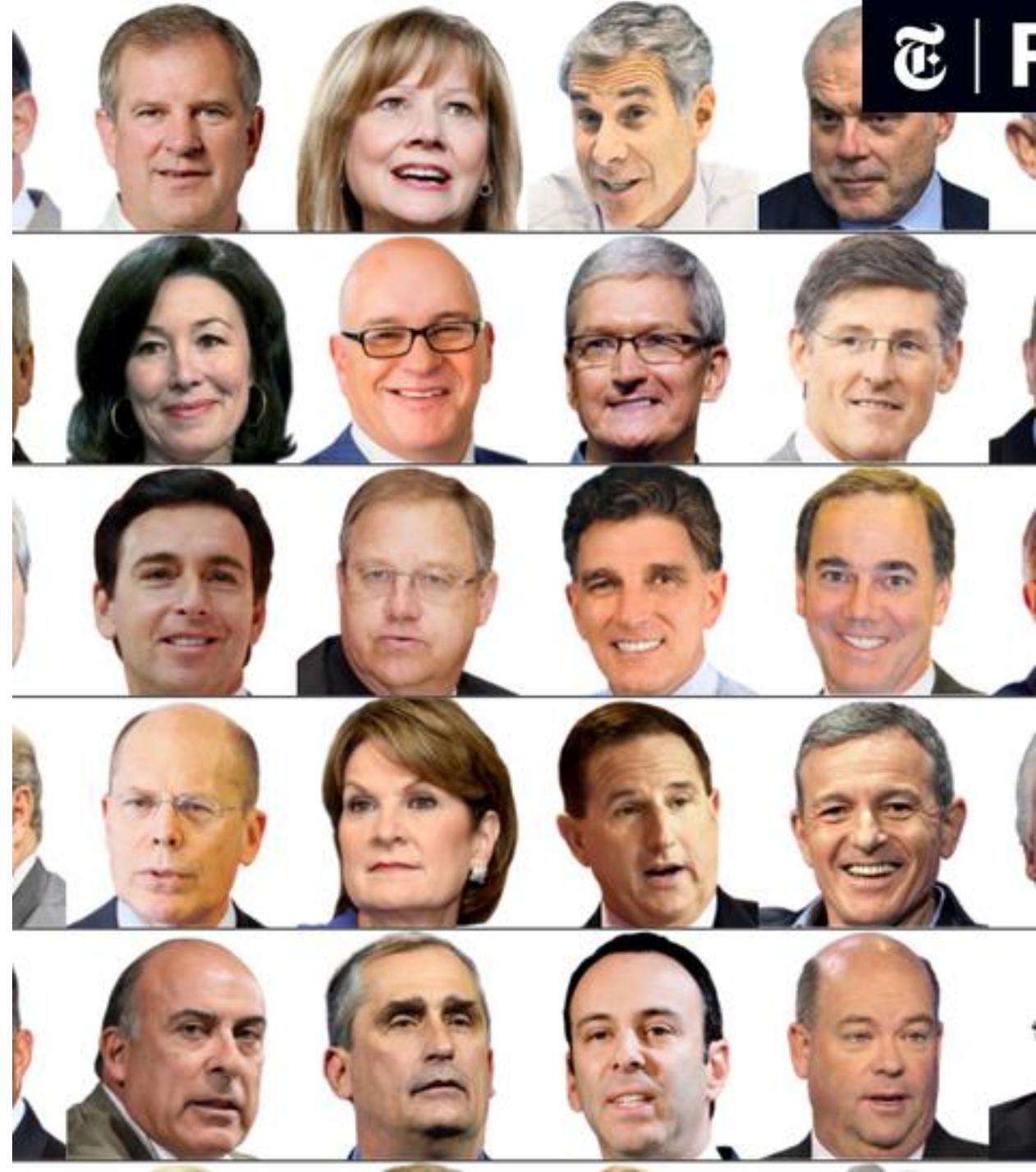
- Anti-racism is the active dismantling of systems, privileges, and everyday practices that reinforce and normalise the contemporary dimensions of white dominance.

- Ibram X, Kendi, How to Be an Antiracist

My contribution as an Anti-Racist Principal Social Worker



What does it mean to a white person in a Principal Social Worker position?



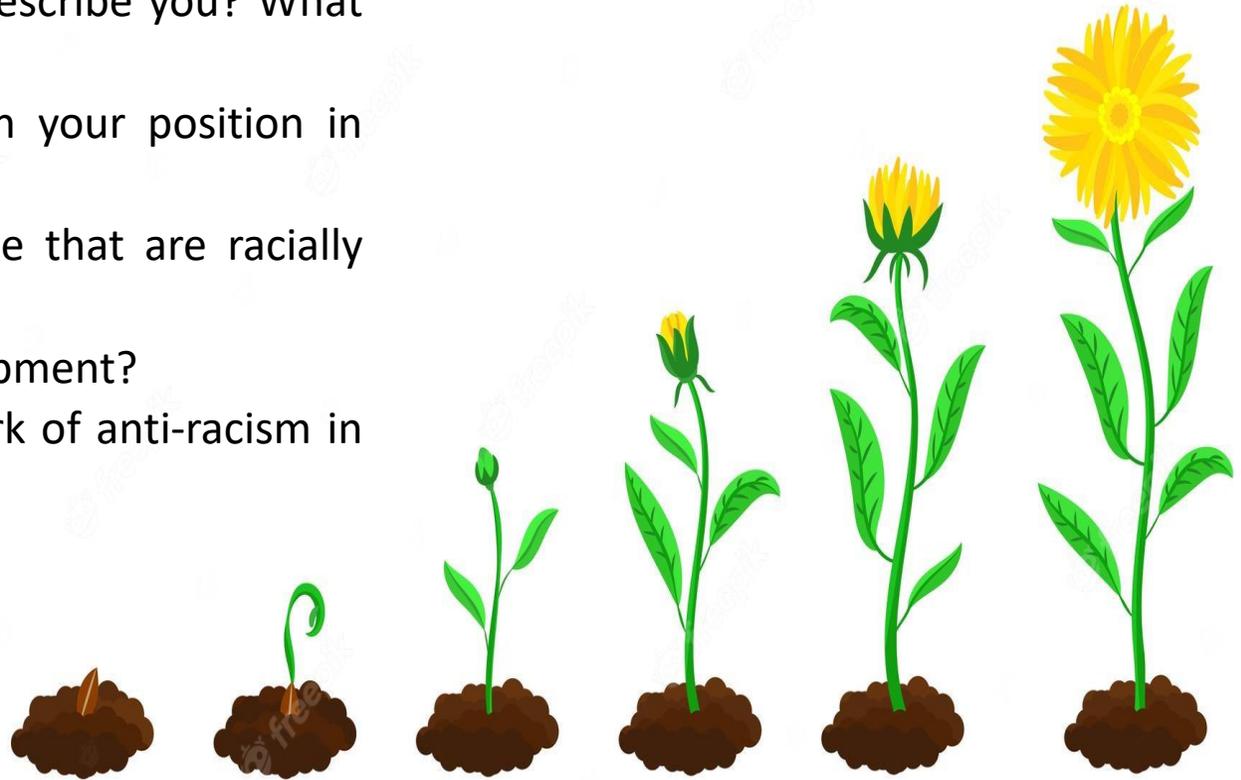
Feedback

The image features a background of vertical wooden planks with a natural wood grain and some knots. A black rectangular border is centered on the page, containing three lines of text in a clean, sans-serif font. The text is centered within the border and reads: "Start where you are.", "Use what you have.", and "Do what you can.".

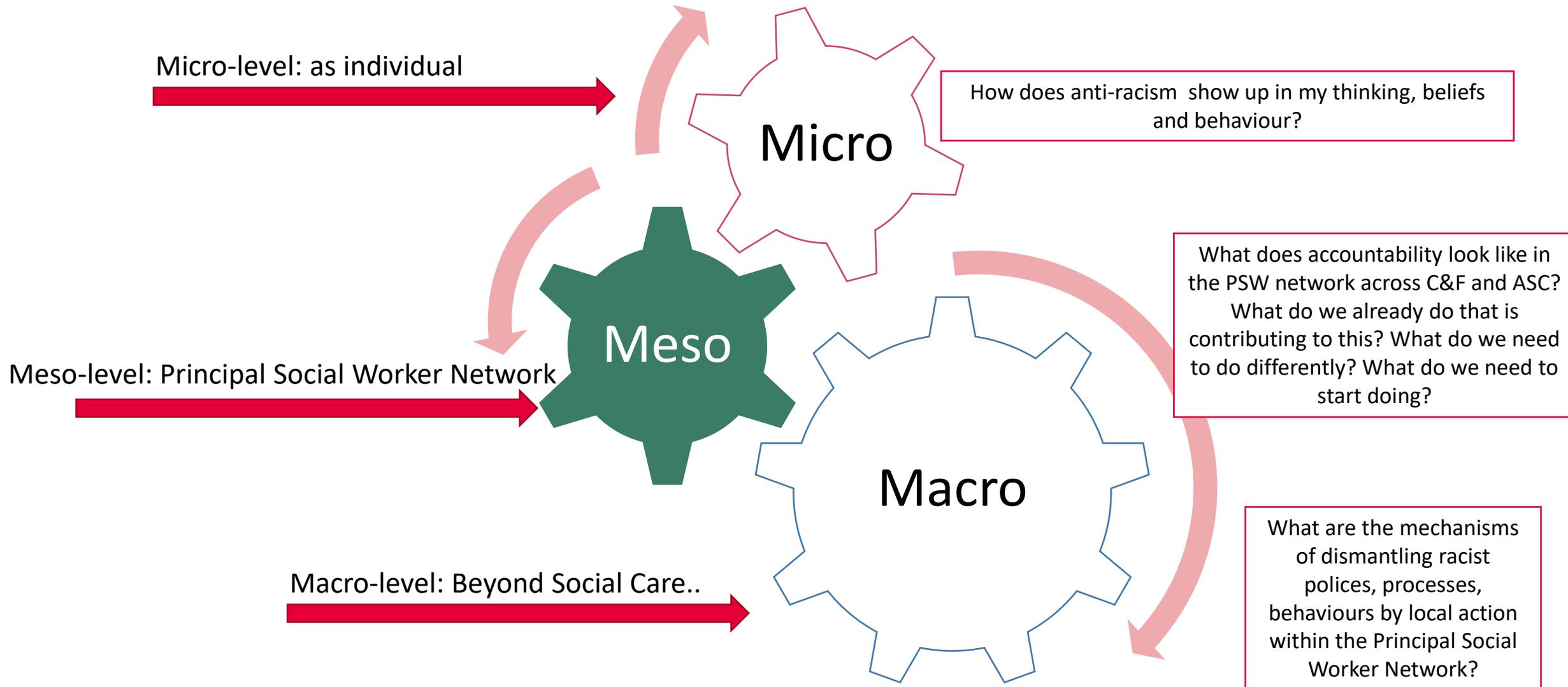
Start where you are.
Use what you have.
Do what you can.

Where are you? Your Local Authority? The Principal Social Worker Network?

1. Would you be described as an anti-racist leader?
2. How would black and global majority staff describe you? What would they say?
3. What tangible difference have you made in your position in relation to racial equity and inclusion?
4. How have you amplified the voices of those that are racially oppressed?
5. How have you contributed to practice development?
6. What governance do you provide to the work of anti-racism in your local authority?
7. How much do you care?



Influencing within and outside ..



This agenda is urgent.

1) **Self Evaluation, Critical Self-Analysis – How much do you care?**

2) **Podcast**

3) **Developing Governance Structures**

- **Sub-groups and Board**
- **Data what we know and we don't know. What data do you source**

4) **Amplify the voices of ethnically diverse staff – safe spaces for – what the mechanisms for hearing feedback**

- **How diverse is our Network?**
- **How we champion the voices of the black Principal Social Workers?**