



Brighton & Hove
City Council

Anti-Racist Practice in Action

**PSW Network Meeting January
2023**



**Brighton & Hove
City Council**

Introductions:

**Tom Stibbs, Principal Children and Families Social
Worker**

Millie Kerr, Anti-Racist Lead Practitioner

Lore Riedel, Partners in Change Manager

[Anti-Racist Practice in Brighton & Hove](#)



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Session Plan

Presentation (45 minutes)

Part 1 – Anti-Racist Project (Tom)

Part 2 – Anti-Racist Lead Practitioner (Millie)

Part 3 – Allyship (Lore)

Break (10 minutes)

Discussion Groups (30 minutes)

Feedback – themes and action (30 minutes)

Why do we have an anti-racist project?

2019:

Learning from feedback from the families we support and our staff in the context of the Global HPO reports and the Fair and Inclusive Action Plan



Thematic audit of practice with families who experience racism



Feedback regarding the experience of Black and Global Majority staff

The work of the project



PROJECT BOARD
AND
WORKSTREAMS



THE VOICE OF
CHILDREN AND
FAMILIES



HOW WE WORK
WITH FAMILIES



STAFF SUPPORT



ACTION PLAN

Learning from the anti-racist project

What's in a name?



Engagement



Representation



Anti-racist practice
isn't time-limited



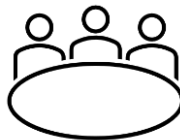
Ongoing Challenges:



Representation



Sustaining the group
and support for
Black and Global
Majority staff



Strategic / Corporate response

The project is part of our cultural change

Learning Events

Practice
Discussions

SLT statement on
anti-racist practice

Lead Practitioner for anti-racist
practice

Me and White
Supremacy

WRES for social care with adult services

Lead Practitioner Role – Enhancing Social Work Practice

- Case Formulation meetings
- Supports culturally competent Assessments/Court reports
- How to have culturally appropriate conversations
- Acknowledging a persons lived experience of racism
- Considering cultural differences
- Different parenting styles
- Identity, Customs, Traditions
- Religion
- Reflective group supervision
- Black and Global Majority representation on interview panels
- Anti-Racist Project Board

Lead Practitioner Role – Training and Development

- Deliver and Co-ordinate
- Anti-racist practice training delivery
- Working with Black dads
- Stereotypes
- Forced Marriage and Honour based abuse
- Female Genital Mutilation
- Multi-agency conferences
- Interviews/podcasts – Stephen Lawrence Day and Bi-Racial Adoptions (BASW, Wayne Reid, Twayna Mayne)
- Training to University Teaching Partnerships - Anti-racist practice and cultural competence for social work students
- Working with Black and Global majority students on placement, for Practice Educators

Lead Practitioner Role – Weekly Anti-Racist Discussion Groups

- Safe space
- It is Uncomfortable to have uncomfortable conversations about race
- Sitting with the discomfort
- Reflective space to look at beliefs, assumptions, language
- Getting this wrong to get it right going forward
- Acknowledging we are all learning
- Enhancing anti-racist practice
- Feeding the reflections back to teams
- Expectation that all staff attend, on a rota basis

Lead Practitioner Role – Themed Anti-Racist Discussion Groups

- The Danger of a Single Story (Chimamanda Adichie-Ngozi)
- Adultification
- Child Q
- Perceptions of Black youth and knife crime
- Microaggressions
- Tone Policing
- Racialised Trauma
- National Referral Mechanism – Trafficking and County Lines

Lead Practitioner Role – Impact on Social Work Practice

- Social workers and others are growing in confidence to have uncomfortable conversations about race and racism.
- The use of weekly anti-racist discussion safe spaces have contributed to this.
- **Example** – A white Female social worker brought a family to the anti-racist discussion group recently and had highlighted that in her view a Black father had experienced, biased, differential and potentially racist treatment from the Police and children's social care. The worker wanted to consider how she could balance her safeguarding concerns, with listening to the voice of the father who had experienced discrimination, to assist her in raising awareness/concerns with our multi-agency partners.
- Social workers and others were not feeling as confident to have these open uncomfortable conversations about racism 2 years ago.

Lead Practitioner Role – Support to Black and Global Majority Staff

- Monthly Safe space for Black workers with lived experience of racism
- Peer support, Practice issues, Racism
- Mentoring
- Mentoring for White managers to enable confidence to discuss issues around race/racism
- Staff development/Black workers and Leaders programmes (BALI)
- Black and Global Majority staff Team building/awaydays
- Black and global majority reading group
- Racialised trauma support
- Feeding up to senior leaders

Lead Practitioner Role – Community Engagement and Strategic Partnerships

- Muslim communities
- Black and Global majority community groups
- Neurodiversity
- Gypsy Roma and Traveller
- International Women's Group
- Education leads
- Health/Safeguarding leads
- Harmful practices group
- Violence against women and girls (VAWG)
- Asylum seeking children/Young people

Lead Practitioner Role – ‘it is only when I accepted my privilege that I could progress to white allyship’

- *‘I have started to question my biases. Did I assume that the black male walking towards me had negative intentions? Did I subconsciously get chatting with the white person on my training day rather than the black person? When shadowing a family assessment, was I more concerned about the controlling nature of the father because he was Muslim? Regrettably, the answer to all these questions was yes.*
- *This was not always easy, no one wants to admit they have racist thoughts, however acknowledging these biases is crucial in the journey towards white allyship. And this uncomfortableness is nothing in comparison to the racism experienced by those from Black, Asian and Global Majority backgrounds’.*
- (E, Daniells, Professional Social work magazine, May, 2022)

Lead Practitioner Role – Resources to begin anti-racist discussions

- https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story
- Why we are using the term Global Majority instead of BAME/BME - https://www.youtube.com/watch?v=D_8bnTiUGl0 – Global majority video
- <https://www.communitycare.co.uk/2022/02/02/my-role-as-englands-first-anti-racist-lead-practitioner/>
- <https://www.basw.co.uk/resources/psw-magazine/psw-online/%E2%80%98it-was-only-when-i-accepted-my-privilege-i-could-progress-white>

Allyship – some reflections and aspirations

- Something to aspire to, a stance, a conscious process that starts with me being alert to my power and advantage arising from being white.
- It isn't a title to be claimed and owned by me.
- It is hard
- Involves feeling the way, checking in, speaking with thought and care, but speaking up
- open heart and mind, broad shoulders

Allyship – some reflections and aspirations

- ‘ A person who learns to hold the tension between being asked to speak up while, at the same time, also being asked not to speak up on behalf of Black folk and people of colour and just listen. To hold the fear of saying the wrong thing, while having a strong desire to say and do something.’ Nova Reid

Allyship – some reflections and aspirations

- My role working with Millie as a white line manager of a Black anti racist lead – throws up an interesting dynamic and a model through which we can begin to explore and make explicit some of the tensions and opportunities to create and model change.
- To learn, metaphorically, when to stand behind Millie, to stand alongside Millie or in front of Millie according to the situation and need – still working it out between us.

Being a better ally – some suggestions

- Take opportunities to speak and act:
 - have the brave conversations, leave space for the voices of Black & Global majority colleagues, notice and address subtle racism
- Inform yourself:
 - reflect on privilege without getting paralysed by shame, learn about different cultural norms & ensure practice routinely considers this, read, watch, consciously choose to broaden cultural range
- Engage in activism
 - Use role and influence, support anti-racist initiatives, stick your head up & comment, amplify Black & Global majority voices

Allyship as a white manager

- What actions am I willing to take that enable this person to feel safe, seen, heard, and appreciated as a human being and as a valued member of our shared community?
- What am I doing to give or create the space and offer the support this person needs to practice self-care, process and unpack their feelings, and heal?
- Have I taken time to process my own emotions, how this event triggered me, and any personal trauma that is being resurfaced so that I don't offload my emotions onto this person?
- Am I asking this person to put my emotional needs and desire for affirmation and knowledge ahead of their own needs?

Allyship as a white manager

- Am I asking this person to “show-and-tell” their trauma to create a teaching moment for me or others?
- Am I burdening this person with a responsibility that is not officially part of their job description?
- If I am asking this person to shoulder additional responsibilities, what am I giving them in return? Am I (or is my organization) compensating them for taking on this burden?
- Taken from article Trauma Informed Allyship by Due Quach, 7 questions to ask yourself to be an ally for people with race based trauma.

Discussion Groups

- What are others doing already?
- What anti-racist practice looks like in your area?
- What are the challenges and barriers to progressing anti-racist practice in your organisation?
- What do you need?
- How do we support each other and learn from each other?

Feedback

- Key themes
- Actions – what 3 things are you going to do over the next 6 months?