

# Anti-Racist Practice

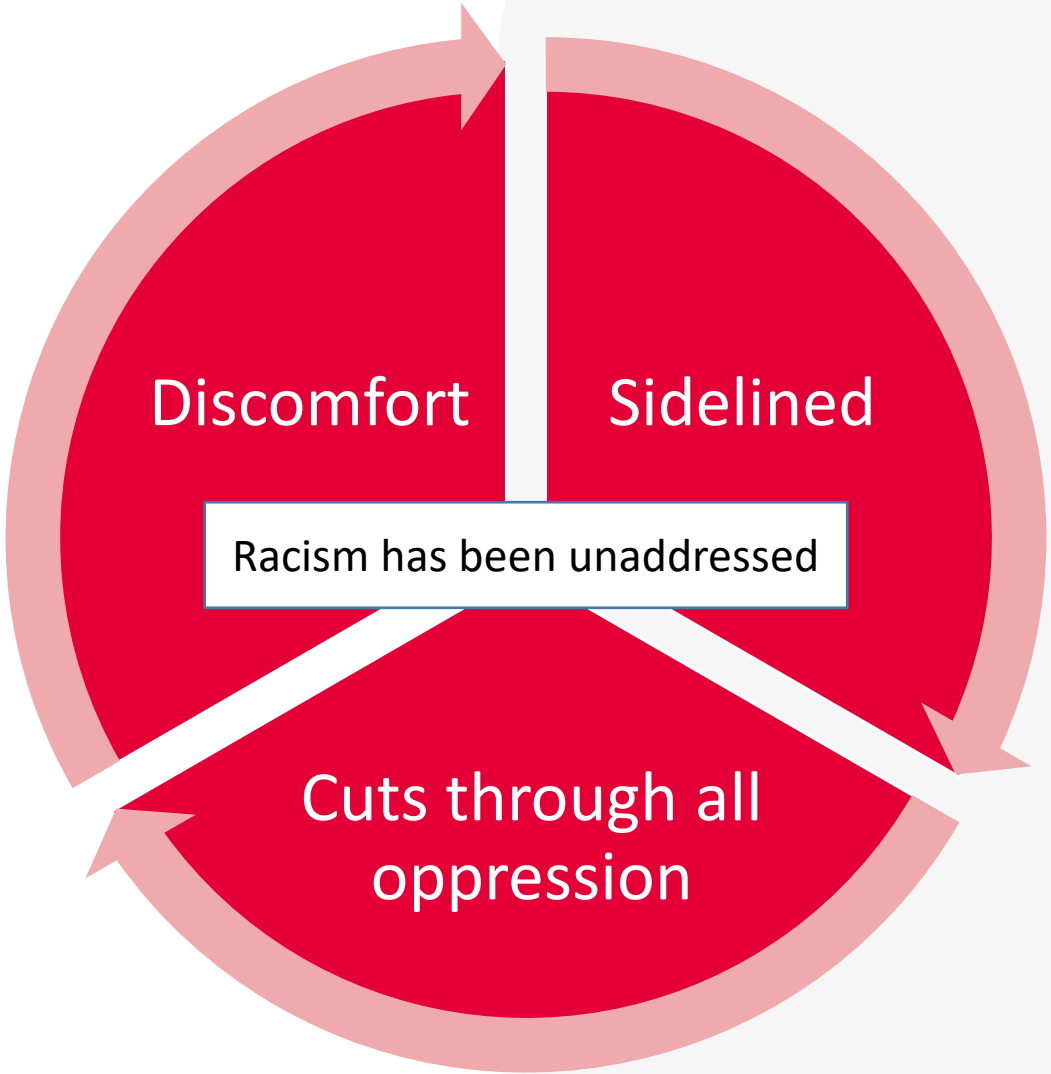
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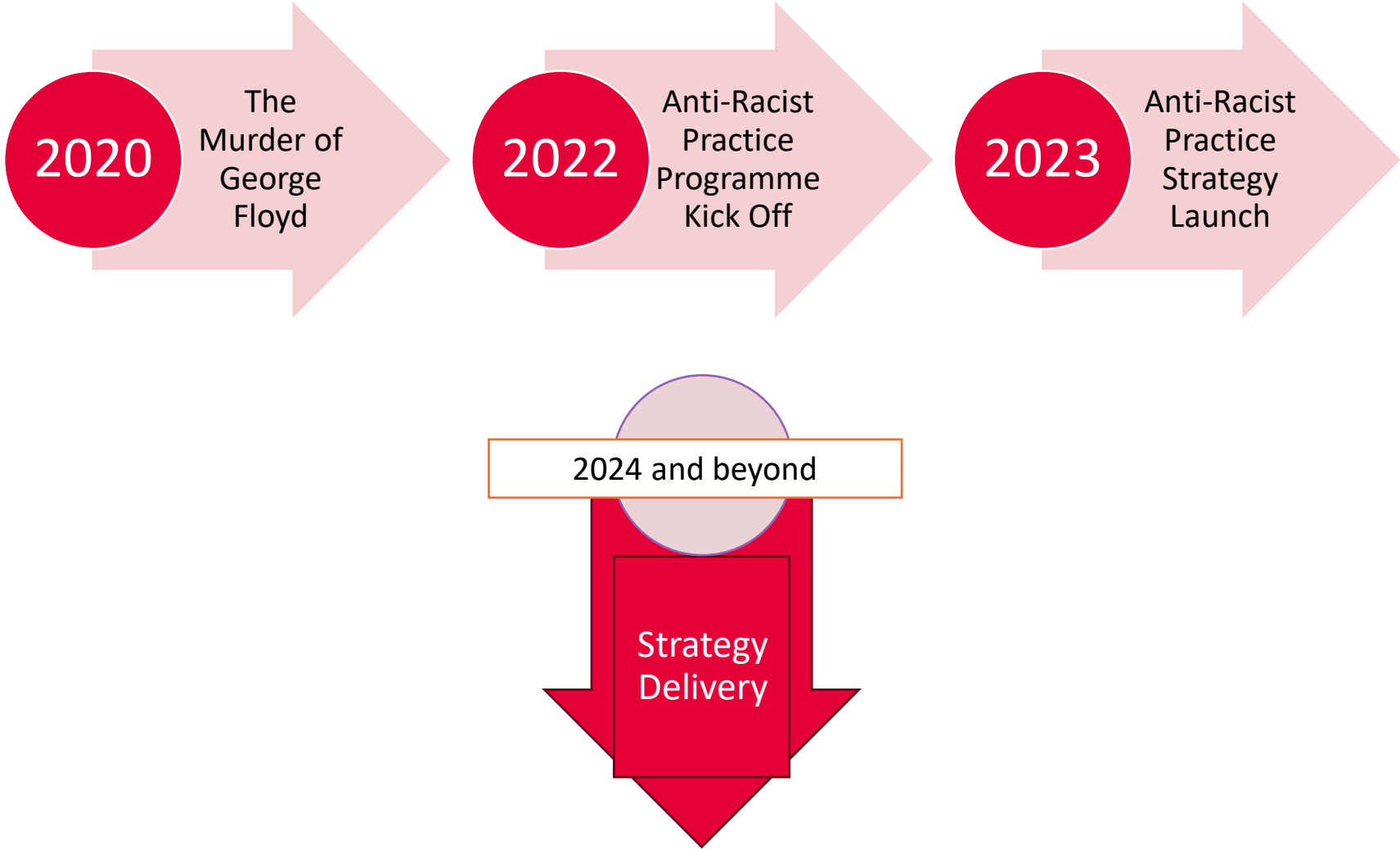
11<sup>th</sup> July 2024

ADCS

# Why Race?



# Anti-Racist Project Summary



# Anti-Racist Strategic Response

## Anti-Racist Practice Strategy 2023-2028

Ethnically diverse families guided towards early help services from first contact

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.

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.

# A Snapshot: Key Achievements

Anti-Racist Strategy

Directors across Children Social Care, Adult Social Care and Education received Anti-Racist Practice Training

Training scheduled for C&F workforce from March 2024 – January 2025

Learning Spaces established; sessions taking place every 6 weeks since the Spring of 2023

Disciplinary outcomes data is at the early stages of tracking

Mosaic: Amendment of ethnicity labels

Race, Ethnicity, Culture and Religion Thinking Tool

# National, Regional and Local Achievements

**Regional:** Children's Social Care East Region Leadership Network – Discussions sparking regional collaboration with Assistant Directors across region to embed anti-racism

**National:** Community Care Contribution to Anti-Racist Practice Panel – How to embed anti-racist practice into Local Authorities

**National:** Research in Practice – How to be an anti-racist leader

**National:** Principal Social Worker Network Joint Adults and Children Conference

**Regional:** Adopt East Anti-Racist Strategy

**Countywide:** 'Unwritten rules' – Multi-Agency Risk Assessment Conference Chair

**Countywide:** Amending Performance Reports to include anti-racist focus

Disproportionality Thematic Audit

# Programme Review: What went well?

## **Broad Organisational Reach:**

The ARP Steering Group raised awareness to include services across ECC.

## **Determination and Belief:**

The support from C&F FLT (Leadership Team) and demonstrated unwavering commitment to driving anti-racist initiatives forward.

## **Stakeholder Engagement:**

Extending influence to partners, MACE, Stay Safe Forums

## **Sustained Momentum:**

ARP initiatives maintained momentum, with regular updates and tangible progress demonstrating commitment to change.

## **Responsive Action:**

Balancing urgency with thoughtful action, the team remained responsive to evolving needs.

## **Knowledge and Awareness:**

The ARP Steering Group prioritised education and dialogue, recognising the critical need for increased awareness.

# Lessons Learnt: What could have gone better?

## Political and Wider Organisational 'Buy-In'

Challenges persist in ensuring alignment with Organisational values and strategic priorities

A lack of urgency regarding anti-racist efforts exists within the wider organisation

## ARP Policy

A cohesive anti-racist approach requires a formal Anti-Racism Policy to ensure clarity, consistency, and accountability across teams, addressing current co-ordination challenges.

## ECC Organisational policies

A specific policy targeting racism under Equality, Diversity, and Inclusion (EDI) is lacking. There are only brief references to ARP in other Organisational policies.

## Unclear Governance Route

Challenges in determining the governance route for ARP were experienced throughout the project

## Benefits realization

Many of the expected benefits requires significant time for behaviour and attitude change to embed, and continuous working with children and families to realise benefits to their full potential

## Endurance vs. Emotional Cost

Fighting racism places a significant emotional toll on staff leading the agenda. Staff must be supported to manage the endurance and resilience required to address systemic challenges alongside the emotional toll of confronting racism

**Ongoing Resourcing challenges:** Securing sufficient resources for anti-racist work remains a challenge. Limited resources and ongoing constraints around funding availability could make this particularly challenging to achieve



*“The recently launched strategy to promote anti-racist practice reflects organisational core values and acts as a blueprint for influencing culture, behaviours, practice and service design. It is already beginning to influence practice positively with children”*

**Ofsted – ILACS Essex County Council - June 2023 (Page 9, 40)**

 University of Essex

## Anti-Racist Practice Project Evaluation

A formative evaluation of Essex County Council's Anti-Racist Practice Service Manager pilot

Authors: Dr Aaron Wylie & Dr Kanamik Kani Khan  
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*“There has been a notable, and for many participants seemingly profound, shift in the perceived safety and acceptability of discussing race and racism within ECC C&F. In particular, the support provided by the ARPSM in facilitating these conversations (practical tools in addition to direct facilitation) has created an environment in which people feel able to make mistakes, learn, and meaningfully reflect on racial identity and racism both within the workforce and in practice with children and families.”*

