Leading to Change

LEADING TO CHANGE DIVERSITY EVENTS SERIES

Active Allyship in Practice Across Social Care
HRVF
31st May 2023

Agenda

- Session context
- Fiona Steel
- Reactions/Q&A
- Prepare and move into groups discussions
- Main group for plenary

Diversity Coffee Connect — Leading to Change

About Us

- Leading to Change is designed to instil core values of kindness, compassion and collaboration amongst systems leaders at all levels across Social Care, Social Work and Health

- Building a community who want to connect and engage across teams, organisations and sectors to share experience and ideas

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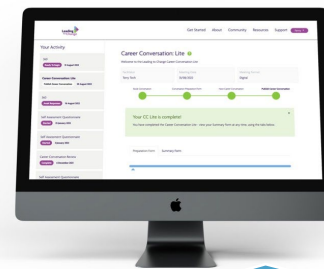Helping you to make a difference

What's on Offer
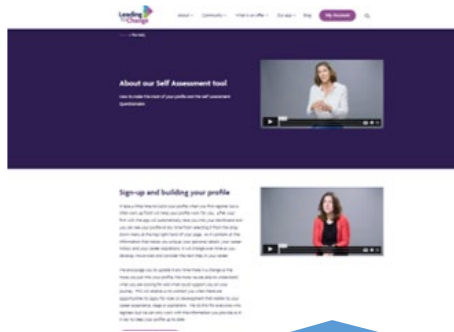
Website

Events

Coaching and Mentoring

Resources

Programmes

App

Leadership Development Emails

Our key activities

- **Leadership Links** – masterclass style sessions with experts in their field

- **Blog series** – both equalities and leadership focused

- **L2C Community Events** continues to build an emergent and inclusive community, providing inspiration and space for individuals to reflect on their own and collective leadership

- **L2C Diversity Events Series** – Racism and discrimination in policy in practice (SW) and Inclusive Recruitment (Health) with a final all sectors event

Diversity Coffee Connect

Diversity Coffee Connect
Leading to Change

"to provide a safe environment for you to have the space to connect with others within health, social work and social care sectors and explore the context of equality, diversity and inclusion together through informal conversation."

Evaluation

- Opportunity to focus then review
- Pre survey to baseline
- Post to understand impact and learning

Social Care – 31 May 2023 Event - Overview

- **Theme:** Active Allyship in Practice

- **Audience:** Invited to participate in a scheduled HR Voluntary Sector Forum meeting to an invited audience

- **Content:** Format was an in-person Diversity Coffee Connect session with Fiona Steel, Acting National Director for Scotland, Action for Children presenting on personal and organisational practice of active allyship.

- **Baseline:** Pre - Survey questions (91% completion rate) focused on topic understanding, current practice, skills, confidence and experience. As individuals, participants were scattered across the range (strongly agree to strongly disagree) and as a group they were mostly neither agree or disagree leaning towards somewhat agree. Participants wanted to build their understanding and confidence while access resources to support this. Some participants wanted a definition of active allyship.

- **Reach:** 23 HR professionals from 12 organisations plus 2 students including one who will shortly move from working in social care to working in health. Participants enjoyed the variety of presentation, speaker element and group discussions. 14 more sign ups to L2C mailing list.

- **Impact:** All participants with one expectation felt the space was a psychological safe space. Post – Survey (91% completion rate) found that participants had positively shifted towards the strongly agree rating in terms of topic understanding, confidence levels, and intention to practice. Participants shared their proposed personal actions to go back to their organisations to review recruitment practice and EDI policies; instigate challenge and change to behaviours, cultures and practices; engage staff at all levels and from all backgrounds; and role model active allyship on a personal basis.

- **Output:** An Insights Pack of the session to share with all participants and to support the sharing of learning across health, social care and social work. The development of an active allyship formula along with key questions to engage further with the social care sector through the L2C Social Care and Social Work Sub Group.

- **Casestudies and Examples:** Action for Children Scotland – see insights pack; Youth Link Scotland – Support for employee with dyslexia; Blackwood Group – has an EDI strategy; Crossreach – has a group looking at EDI issues in their organisation ; Ark Housing – has an employee voice group and trying to diversify its membership

- **Reflections for Continuous Improvement:** Slight adjustments to baseline survey plus improve framing of psychological safety aspect. Continue to listen to the social care sector by responding to their needs when designing and delivering interventions. Continuing to take an evidence based approach.

Our theme

- Active Allyship in practice across Social Care

Active Allyship in Action for Children

Fiona Steel – Acting National Director

12-Sep-23

We are family

Action for Children

Our vision

Every child and young person in the country has a safe and happy childhood and the foundations they need to thrive.

Our values

Ambitious

Passionate

Collaborative

Inclusive

Our mission

We protect and support children and young people by:

- *Providing practical and emotional care and support.*
- *Ensuring their voices are heard.*
- *Campaigning to bring lasting improvements to their lives.*

Action for Children Equality, Diversity and Inclusion

Key aim to support a diverse workforce

Links to Well-being strategy

Links to recruitment and retention

Scotland Anti racism action plan

NAC, SLT sign off and commitment to workplan, strong CSM engagement.

Summary of Key suceses

15

Active Allyship – A personal journey

What does Allyship mean to me?

Why is Allyship important?

Allyship is a Relationship

Impact of Allyship

Formal/Informal

Personal Experience

15

Allyship in Action for Children

Breakthrough Network membership and Events

Breakthrough Mentorship Programme

Developing your Potential Leadership Programme

Active EDI networks

Allyship in the Workplace

Thank you

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actionforchildren.org.uk

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Feedback

- What is your reaction to what you have just heard?
- What questions do you have?

How did you get buy in for EDI and Active Allyship given the organisational foundations (Methodist church) of Action for Children?

Our organisation has committed to core values including inclusion and the promotion of equality, diversity and inclusion. We still have links to our founders as in the Methodist Church and acknowledge and celebrate our heritage however the organisations current values are not tied into the Methodist Church. We have a number of staff networks which engage staff in active allyship and we have a faith partnership approach ensuring that we have positive relationships across a range of religious networks.

How do you drive systems change in recruitment and progression practices?

Our Head of Recruitment sits on the Scotland Equality, Diversity and Inclusion group and has regular meetings with our Head of Inclusion. Ideas about how to change recruitment and or learning from other initiatives are fed through these groups and change has been achieved through agreement. For example moving the diversity and inclusion statement to the top of the advert.

How do you get first level managers input and buy in?

Our Scotland EDI group has a wide membership including staff and managers and we promote and discuss our actions and agenda across our meeting structures and so there is a lot of interest and buy in which we are steadily building on. Senior Leadership role model the buy in and this is replicated by other managers.

Can you expand on the case study you shared?

I used the example of R to show how you can adopt an active allyship role where you see an opportunity to use your position to maximise opportunities for a staff member or employee. Initially my role was about induction and support to R settling into the organisation however recognising her potential I was able to look at and her encourage her to access different opportunities. As stated on the day this was a more informal allyship approach with me stepping in to support where needed. An example was when funding of one service ended I encouraged and supported her to apply for a different manager job and transfer her skills to that role. Her subsequent manager also took an allyship role.

Session Process

- Overview of conversation ***starters***
- Stay in your small group tables
- If required, introduce each other in the room – no facilitator but a 'moderator' may check in to your conversation
- Issues? Put your hand up and we will come and help
- Countdown to coming back into the main room
- Feedback/plenary

Our Conversation Starters

- Have you noticed times when you could have been an active ally?

- Have you taken this opportunity?

- What impact do you think you could have by being an active ally?

- Do you feel confident to be an active ally within your workplace?

- Do you feel you have the skills, language and behaviours to be an impactful active ally, if not then what might you need?

At your tables

When you come back, we will ask you to share what opportunities or key pieces of thinking you have identified in your conversations

As you progress your discussions please feel free to take notes on the flip charts

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- Do you feel confident to be an active ally within your workplace?

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What opportunities or key thinking did you identify through your conversations?

1 per table

Leading to Change

Social Care – Outputs from Breakout Discussions

Active Allyship in Social Care Formula

Individual Behaviour Change + Collective Culture Change = Whole Systems Change

Whole System Group	Key Question
For Scottish Government	How do we better understand and support the Social Care sector to navigate the varied complexities faced to utilise investment, resources and case studies to embrace individual behaviour change, collective culture change and systems change (active allyship in social care formula)?
For CEO's & Directors	How do we get better at sharing practice and collaboration to use the active allyship formula to embed active allyship in practice in our organisations and across the sector?
For HR Professionals	How do we use the active allyship formula to foster the building of trust with the minority workforce so that the majority workforce is empowered and supported to demonstrate active allyship in practice?
For Line Managers	How do we use the active allyship formula to identify, recognise, listen to and value the lived experience in our teams and organisations to support learning and development related to active allyship?

Resources available

- Recognise that this may have raised some issues that you recognise in yourself or others.

- National Wellbeing Hub: https://wellbeinghub.scot/

- Coaching for Wellbeing: https://wellbeinghub.scot/resource/coaching-for-wellbeing-a-digital-coaching-service-for-all-health-and-social-care-staff/

- Other national services: https://wellbeinghub.scot/national-services/

How to Find Out More

Website: https://leadingtochange.scot/

Follow us: https://twitter.com/L2CScot

Like us: https://www.facebook.com/L2CScot/

Email the team: hello@leadingtochange.scot

Keep in touch: Leading to Change weekly email