Leading to Change
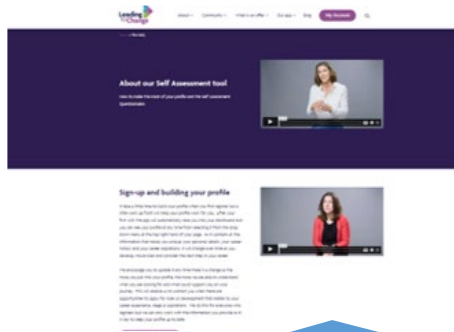Helping you to make a difference

LEADING TO CHANGE
DIVERSITY EVENTS SERIES

'Racism in Social Work: how we respond together'
Thursday 15 June 2023

About The Leading to Change Programme

- The Leading to Change Programme aims to recognise leaders at all levels and offers a range of leadership development opportunities, support and coaching for those working in Scotland's social work, social care and health sectors.

- It is a programme focused on growing compassionate and inclusive systems leadership amongst current and future systems leaders who will role model these values and create an open and welcoming culture that will enable people to thrive.
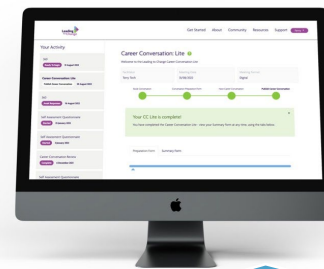
What's on Offer

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Events

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Contact The Leading to Change Programme

- **W:** leadingtochange.scot
- **T:** @L2CScot
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- Find us on Linkedin

- Sign up to stay connected with Leading to Change
- Explore the Leading to Change App

Social Work – 15 June 2023 Event - Overview

- **Theme:** Racism and Discrimination in Practice

- **Audience:** A range of systems leaders across social work including Chief Officers / Directors / HR / Safeguarding / Protection Leads / Line Managers and frontline staff

- **Content:** Format was virtual with a range of speakers followed by breakout room and plenary discussion. Attendees fed back that they liked the mix of short presentations, film, interesting speakers and interactive discussions. Attendees also reported that they felt the virtual event space to be mostly psychologically safe.

- **Baseline:** Pre - Survey questions (74% completion rate) focused on topic understanding, current practice, skills, confidence and experience. Majority of respondents felt they understood what racism and discrimination was with some feeling they had the required skills and experience to help tackle it.

- **Reach:** 82 attendees from a range of organisations including local authorities, third sector organisations, and academic institutions

- **Requirement:** Attendees reported that they required to develop a deeper understanding of racism and discrimination with bespoke and practical examples and resources that would then enable them to view topic through a minority ethnic lens (as opposed to a white lens) and take action in support of minority ethnic colleagues.

- **Impact:** Post – Survey (51% completion rate) found that respondents felt they now understood they role they could play to tackle racism and discrimination. They also reported increased levels of confidence and that they will now act to tackle racism and discrimination. Actions committed to include: talking to teams and managers about learning and sharing resources; practicing active allyship in support of minority ethnic colleagues and service users; calling out racism and discrimination wherever and whenever it occurs; reviewing policies, procedures and practices to ensure they are fit for purpose and work for the minority ethnic workforce; and educating themselves and peers through the lens of a minority ethnic person.

- **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 the three blocks to tackle racism and discrimination. The presentations were also recorded.

- **Reflections for Continuous Improvement:** Review use of technology, and also encourage more survey responses.
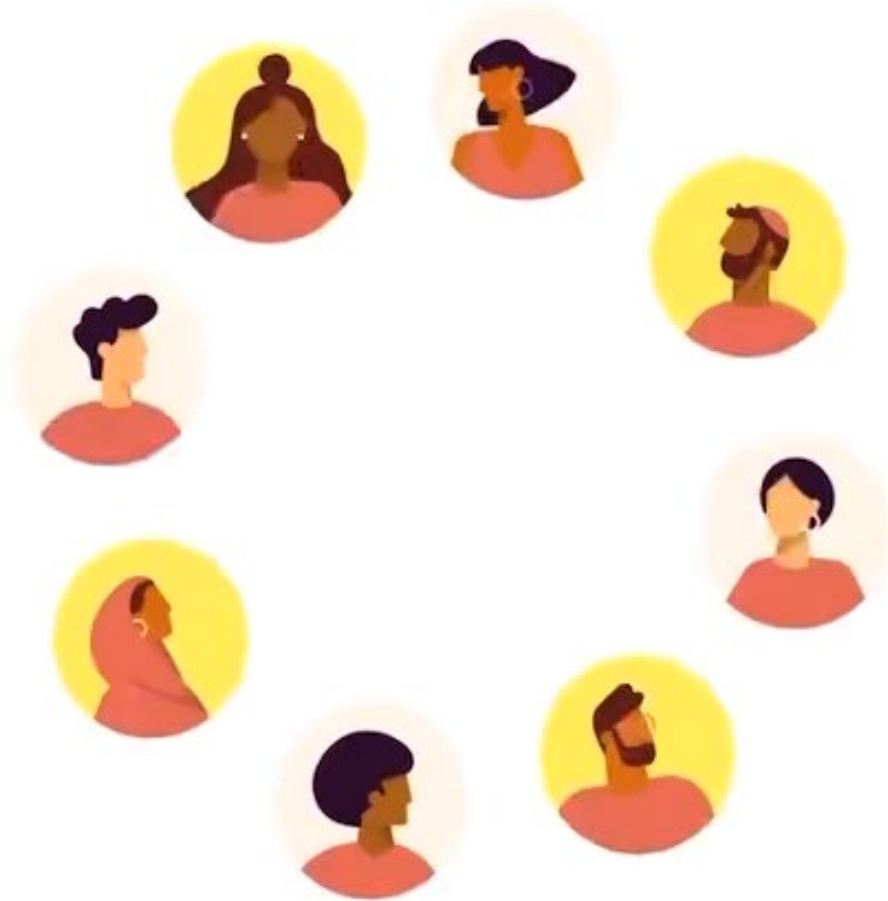
Extracts from the Opening Remarks
Joanna Macdonald, Deputy Chief Social Work Adviser, Scottish Government

- This event specifically focuses on racism in social work and explores how we as individuals and as a collective profession can respond to racism whenever and wherever it manifests. Too often, those impacted by racism have told us about an implementation gap where a racist situation is not responded to in accordance with the established policies and procedures by an employer and service provider.

- Too often, a situation has been met with a response that does not take what has happened seriously leaving those on the receiving end with no or little support. Today, we will hear from a range of speakers who will explore this implementation gap further and help us build our personal and shared understanding.

- In doing so, we must recognise the profound and deep impact and consequences racism can and does have on all those who experience such behaviours. We too must recognise all the forms that racism can encompass and that such behaviours can be demonstrated personally by colleagues and service users as well as structurally through employers, systems and processes. This includes forms of discrimination such as antisemitism, islamophobia and homophobia – all of which must be acknowledged and addressed through taking an intersectional and cross protected characteristic approach.

- The undeniable truth is that racism does exist in social work in Scotland, and the response now requires us all to act – as individuals, as systems leaders at all levels across social work, and as a social work profession as a whole.

- And so we must all act now – as individuals and collectively as a social work profession.

Racism in Scottish Social Work:
a 2021 snapshot

July 2021

Find the report here

Where we are now

- Social Work Anti-Racism Oversight Group
- Leading To Change
- National Social Work Agency

Where do we need to go?

- Listen, learn and act

- Build a climate of trust and confidence

- Culture - change goes beyond writing and reviewing policy

- Change on an individual and system level

"Every voice raised against racism chips away at its power. We can't afford to stay silent."

Reni Eddo-Lodge

SASW
The professional association for
social work and social workers

Equality in the Workplace – Your Rights
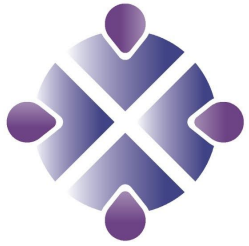
Society of Personnel & Development Scotland

- Equality Act 2010

➢ Protected Characteristics includes Race

➢ Discrimination under the Act means treating someone 'less favourably' than someone else because of a protected characteristic

➢ There is no legal definition of 'putting someone at a disadvantage' but it may include:

   - Excluding someone from opportunities or benefits

   - Making it harder for someone to do their job

   - Causing someone emotional distress

   - Causing someone financial loss

Role of Employers in Law

By Law, all employers must:

- Make sure they do not unfairly discriminate in any aspect of work

- Take steps to prevent discrimination

- Do all they reasonably can to protect people from discrimination by others

- Look after the wellbeing of their employees – this is called a 'duty of care'

Employers can be held responsible for the actions of employees. This is called 'vicarious liability'.

Anyone who discriminates against someone at work is also responsible for their own actions. Discrimination complaints and employment tribunal claims can be made against individuals as well as employers.

Your Expectations of Your Employer

- Provide policies and processes that enable you to raise issues of discrimination confidentially, supportively and confidently
- Take all matters raised about discrimination seriously
- Provide learning to all staff to raise awareness of equalities including unconscious bias and indirect discrimination
- Report on their actions as part of the Public Sector Equality Duty

# Thank You

Racism in Social Work

I waz whitemailed
By a white witch,
Wid white magic
An white lies,
Branded by a white sheep
I slaved as a whitesmith
Near a white spot
Where I suffered whitewater fever.
Whitelisted as a whiteleg
I waz in de white book
As a master of white art,
It waz like white death.

People called me white jack
Some hailed me as a white wog,
So I joined de white watch
Trained as a white guard
Lived off the white economy.
Caught and beaten by de whiteshirts
I waz condemned to a white mass,
Don't worry,
I shall be writing to de Black House.

I have reported racist or prejudicial incidents at varying points in my career...with different authorities, not only in my working life but in my personal life... I have been victimised and harassed for my actions, and my character has been exposed to all sorts of negative accusations to indicate that I was the problem. All of which have impacted on my confidence and identity.

SASW Racism in SW report (2021)

TU Representation
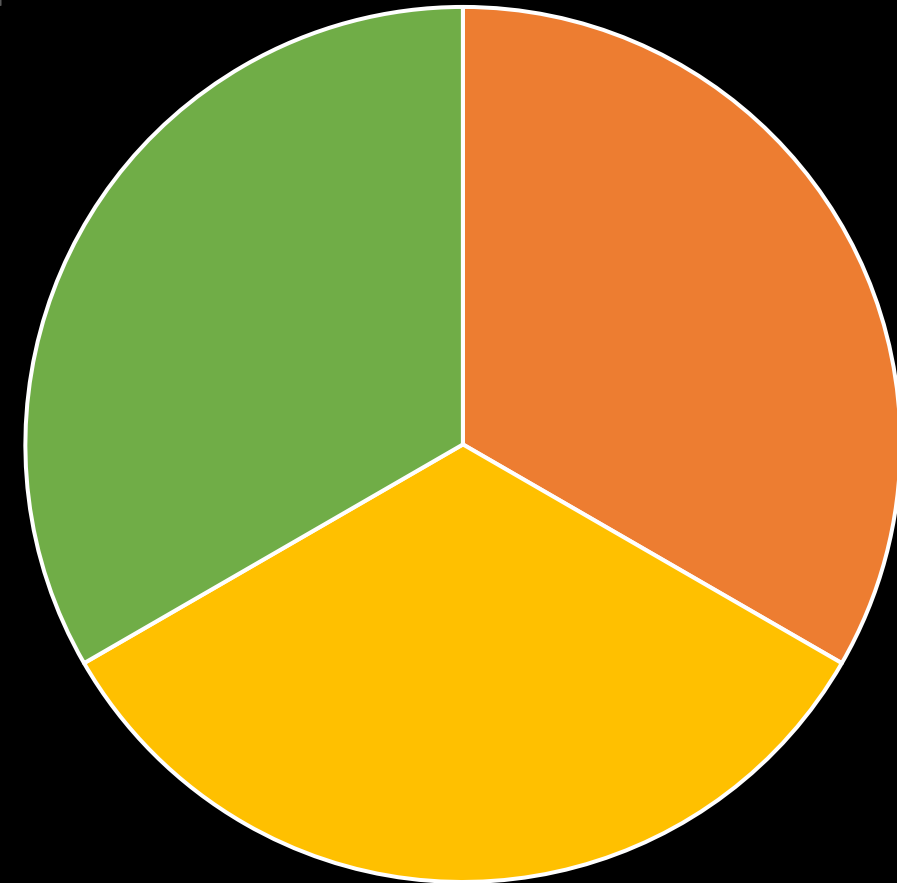
Sex ■ Race ■ Disability ■

[SWU Social Workers Union - SWU Social Workers Union (swu-union.org.uk)](swu-union.org.uk)

swu-admin@swu-union.org.uk

Breakout Discussion

- What has been your experience of responding to racism in your areas of work?

- When have you seen the response to racism working really well?

- When have you seen poor responses to racism?

- What changes do you think could be made to improve responses to racism?

Social Work – Outputs from Breakout Discussion

Three Blocks Required To Tackle Racism and Discrimination in Social Work		
Develop a deeper understanding of how racism plays out in social work settings (workplace, student placement, services) through the lens of the minority ethnic person	Possess relatable and practical resources and examples to understand the problem and to take the right course of action	Review policies, processes and procedures to identify and fill any implementation gaps which includes calling out discriminatory practices and behaviours in both systems and people alike

Racial Justice is required to be demonstrated in:		
Settings	**Experiences**	**Approaches**
• Workplaces • Student Placements • Services	• Identifying and addressing microaggressions • Developing and supporting cultural knowledge and awareness • Increasing and deepening understating, skills and confidence	• Taking a whole systems approach as well as challenging personal behaviours • Capturing lived experiences and using these to inform learning and practice • Ensuring a fair and consistent approach is applied when understanding people, their behaviours through acknowledging their cultural backgrounds and then making decisions on risks and allocating support etc.

Diversity Events Series

Leading to Change

leadingtochange.scot

The Leading to Change Programme is delighted to launch its new diversity events series with the following events taking place over August 2023.

Social Care, Social Work and Health – Inclusive Systems Leadership - *In-person*

The Leading to Change Programme will be concluding the diversity events series with an in-person event in Glasgow.

Key messages, connections and challenges from the previous three sectoral events will be explored as well as highlighting the importance of different types of networks in addressing these important issues.

This event will be for systems leaders from social care, social work and health.

29th August
Glasgow
10:30-15:30

See all of our events at leadingtochange.scot/events

Extracts from the Closing Remarks
Joanna Macdonald, Deputy Chief Social Work Adviser, Scottish Government

- I will ask you to consider three things:

- First, to return to your workplaces and education settings to bring together colleagues at all levels – senior leaders, those in specialist roles, educators, managers and staff to have a discussion about your personal learning from today's event and how through the sharing of the resource pack following this event you can build shared understanding across your teams and organisations about tackling racism.

- Second, to consider what you can do to help fill the implementation gap that too often we hear about but that we must now act to ensure that whenever a racist incident occurs, it is called out, recognised as such, fully investigated and that our minority ethnic colleagues and service users receive a robust response of support and resolution that they are entitled to.

- Lastly, ask what you can do to be an active ally. Tackling racism is not just a fight for our minority ethnic colleagues. It is the fight for us all. We must also remember the intersectional and cross protected characteristic element to this.

- The ask we should all ask ourselves is: what can each of us do to educate ourselves, to empower our minority ethnic colleagues and to ensure that everyone no matter your background is supported, included and feels a sense of belonging in our social work profession?