

A report on the 'Anti-racism in Social Work' activities across the UK

(between 27/05/20-26/09/21)



BASW
England

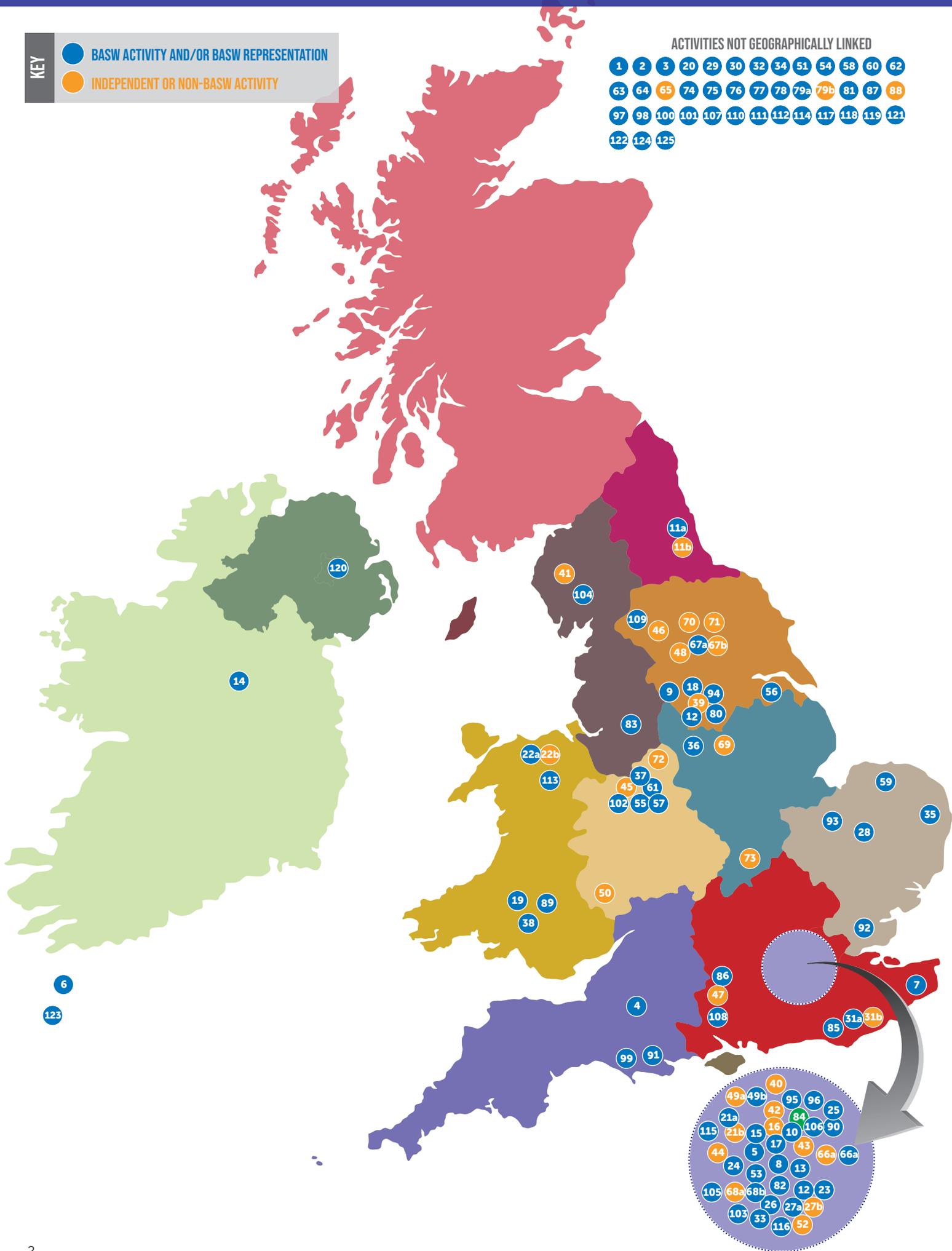
The professional association for
social work and social workers

A map to show the 'Anti-racism in Social Work' activities across the UK between 27/05/20-26/09/21

KEY

- BASW ACTIVITY AND/OR BASW REPRESENTATION
- INDEPENDENT OR NON-BASW ACTIVITY

- ACTIVITIES NOT GEOGRAPHICALLY LINKED
- | | | | | | | | | | | | | |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 2 | 3 | 20 | 29 | 30 | 32 | 34 | 51 | 54 | 58 | 60 | 62 |
| 63 | 64 | 65 | 74 | 75 | 76 | 77 | 78 | 79a | 79b | 81 | 87 | 88 |
| 97 | 98 | 100 | 101 | 107 | 110 | 111 | 112 | 114 | 117 | 118 | 119 | 121 |
| 122 | 124 | 125 | | | | | | | | | | |



Introduction

This report was originally created to mark the 1st anniversary of George Floyd's murder. It reflects the action on 'Anti-racism in Social Work' that has taken place across England (and internationally) over roughly 15-months by BASW England and others. It has been updated to 26/09/21.

This report has been collated and compiled by Wayne Reid (BASW England Professional Officer, Social Worker & Anti-racism Lead Officer). Further resources compiled by Wayne on 'Anti-racism in Social Work' (with free online resources) can be found [here](#). BASW's Equality, Diversity & Inclusion hub can be found [here](#).



This report has multiple uses, including:

- Mapping 'Anti-racism in Social Work' activities and providing a measure for future activities and strategies across the UK.
- The attachments and hyperlinks throughout provide a wealth of resources for organisational development and professional development.
- Each contribution provides valuable insights into actions which can be replicated in other areas.
- Illustrating what the social work profession is doing to tackle racism and inequality.
- Highlighting organisations and regions which have been more/less active on 'Anti-racism in Social Work'.
- Enabling professionals and organisations to make links with colleagues in other parts of the UK on areas of mutual interest.

The list of 'Anti-racism in Social Work' activities below is not exhaustive.

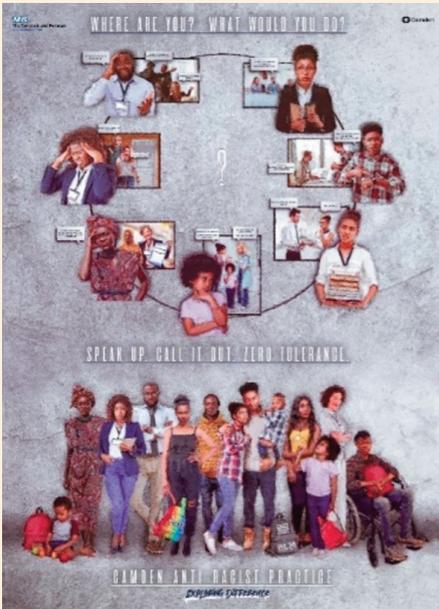
Map number	Activity	Date	BASW activity and/or rep?
1	BASW initial statement regarding the murder of George Floyd https://www.basw.co.uk/media/news/2020/jun/basw-statement-george-floyd	01/06/20	✓
2	The Social World podcast interview with David Niven and Wayne Reid (BASW England) on Black Lives Matter  Listen here	October 2020	✓
3	The first BASW England Black & Ethnic Minority Professionals Symposium (BPS) meeting. The Black & Ethnic Minority Symposium (BPS) & Perrett Laver employment skills 'SMASHING the Glass Ceiling' event www.basw.co.uk/events/black-ethnic-minority-professionals-symposium-bps-smashing-glass-ceiling-employment-skills www.basw.co.uk/media/news/2020/dec/watch-black-ethnic-minority-professionals-symposium-bps-smashing-glass-ceiling www.youtube.com/watch?v=ZTJJuxsZ500 Here is a portfolio with some of the work completed by the BPS:  BPS PORTFOLIO OF WORK COMPLETED	23/07/20 02/12/20	✓
4	Bath Spa University: 'Ordinary Black People Doing Extraordinary Things' podcast interview with Dr Jermaine Ravalier, Wayne Reid (BASW England) & Diana Katoto (Social work student). www.youtube.com/watch?v=XgkKJ9o0uMs&feature=youtu.be www.bathspa.ac.uk/news-and-events/events/bhm-wayne-reid	12/08/20	✓
5	Guardian's Social Lives 2020 event with David Brindle, Wayne Reid (BASW England), Colum Conway (Social Work England), Diane Galpin (Bournemouth University) & Jennie Hale (Wandsworth Children's services) www.youtube.com/watch?v=ogTCmRfz3Kk www.theguardian.com/society/2020/jul/28/online-event-whats-it-like-to-be-a-social-worker-in-2020	09/09/20	✓

Map number	Activity	Date	BASW activity and/or rep?
9	Wayne Reid (BASW England) spoke at the 'Tackling Racism Across the Leadership Pipeline' Sheffield conference. www.youtube.com/watch?v=MvdHUFt04ro&feature=youtu.be	08/10/20	✓
10	'How Does the Social Work?' podcast interview with Yohai Hakak, students from Brunel University & Wayne Reid (BASW England). https://anchor.fm/yohai-hakak	08/10/20	✓
11a	'Anti-racist social work futures' event at the Durham University . Presentation by Wayne Reid (BASW England)	23/10/20 -	✓
11b	<p>Durham County Council have developed an anti-racist practice hub on a learning system for staff to access - this includes links to podcasts, YouTube, articles, research, book recommendations and people to follow online to help people explore this topic at their own pace and expand their sphere of influence.</p> <p>The Council have promoted events such as the Outlanders book launch or virtual webinars and podcasts to raise the profile of anti-racism in the department.</p> <p>Black and ethnic minority staff have been supported to meet regularly and they have formed a staff network. This network meets with the heads of service and has secured funding to take forward some of their ideas.</p> <p>Those in the staff network who have a passion and desire to take projects forward can also access small group coaching for their wellbeing. "We are working with Dr Monalesia Earle in Strengthening practice to provide this."</p> <p>The Council have re-commissioned some multi-agency Gypsy Roma Traveller (GRT) community awareness sessions for staff. "We trialled these last year and feedback was great. The GRT community is the largest ethnic group in County Durham. Last year we offered this for our social care staff. This year it will be offered much wider to all those working with Children and young people in County Durham."</p> <p>One of our Social workers has a particular interest in working relationships with our GRT community. There is now a multi-agency working group representing housing, social work, education, health and members of the settled traveller community (wardens) to explore how to build community cohesion. "The Council have funded two new posts specifically for this purpose in the wider council and we will link in with them."</p> <p>The Council have commissioned Dr Muna Abdi to deliver some racial literacy sessions with our senior leadership team and with our whole service – September 2021.</p>	2020 - Ongoing	✗

Map number	Activity	Date	BASW activity and//or rep?
	<p>Corporate and adult services in DCC are watching this with interest and looking to offer similar more widely to council staff.</p> <p>As part of our trauma informed practice strategy, the Council have commissioned Dr Karen Treisman to deliver 16 workshops and included in these are a focus on identity, life story, racism, intersectionality and cultural humility – structural trauma and how professional practice can contribute.</p> <p>The Assessed & Supported Year in Employment (ASYE) programme has looked at its curriculum to ensure that all voices are heard and represented. "This is a work in progress but we have looked at our bookshelf, resources, themed sessions and the research we draw upon and added in sessions exploring anti-racist practice, poverty and embedded the Mandela model (Tadam) and social graces models in our inductions and action learning sets."</p> <p>The supervision policy has been refreshed and is mindful of our trauma informed commitment. "We have a commitment to anti-racist practice and have embedded tools to assist managers to explore bias and prejudice in a supervision space and we plan to explore this as part of our leadership academy later in the year."</p>		
12	'Anti-racist social work futures' event at the University of Sheffield . Presentation by Wayne Reid (BASW England)	04/11/20	✓
13	'Anti-racist social work futures' event at Hertfordshire Virtual Festival of Practice . Presentation by Wayne Reid (BASW England)	10/11/20	✓
	https://twitter.com/tanya_tavi/status/1326117046472544257?s=20		
	'Anti-racism in social Work' presentation at Hertfordshire ASYE event . Presentation by Shabnam Ahmed (BPS member)	15/04/21	✓
	Anti-racism in social Work' presentation at Hertfordshire County Council . Presentation by Liz Howard (BASW England)	04/03/21	✓
14	'Anti-racism in Social Work' presentation at Irish Association of Social Workers (IASW) . Presentation by Wayne Reid (BASW England)	11/11/20	✓
	https://twitter.com/wayne_reid79/status/1326581127906267144?s=20		
15	Anti-racism in Social Work' presentation at Tower Hamlets Council . Presentation by Wayne Reid (BASW England)	25/11/20	✓
	https://twitter.com/wayne_reid79/status/1331604658108985347?s=20		

Map number	Activity	Date	BASW activity and//or rep?
<p>16</p>	<p>Hackney Children & Families Services</p> <p>Here is a summary of activities:</p> <ol style="list-style-type: none"> 1) "We have published our Anti-racist position statement to set out clearly what we seek to achieve and have asked others to hold us to account to this. 2) We have an anti-racist action plan which consists of 3 key goals in respect of a) Inclusive recruitment and aspirational support to Black staff; b) Anti-racist leadership and practice- which for example includes the development of anti-racist practice standards/ an anti-racist charter; c) impacting upon the wider context affecting the lives of children and families, including constructive challenge to partnership agencies. 3) Black leaders in Hackney Children and Families Services have formed a Promoting Racial Equality Leadership Group to offer peer support and provide constructive challenge back to our majority white senior leadership team. 4) A Group of youth workers in Young Hackney who have a tradition in exploring anti-racist practice and will now be involved in taking forward an ambitious 3 year programme of anti-racist conversations through a programme of Action Learning Sets across the whole of Hackney Children and Families Services. 5) This same group of youth workers developed an anti-racist practice screening tool and undertook a screening exercise with our Children and Families Management Group to identify the level of anti-racist a) knowledge; b) intent; c) concrete action present in the management group who agreed a set of individual actions and next steps which we monitor every 8 weeks at the monthly management group meeting 6) We have recruited to a Diversity and Inclusion Lead who will be taking a strategic lead in embedding anti-racist practice across the service when they start in post on 7th June 2021. <p>In addition to this whole CFS wide work, our youth workers in Young Hackney have:</p> <ol style="list-style-type: none"> 7) In the context of COVID-19 Young Hackney lobbied for all Council staff (with specific consideration given to Black and people of colour) to have vulnerability assessments and more specifically vulnerability assessments that consider how racism and intersecting inequalities impact health inequalities. 8) Following the initial crisis response in the immediate aftermath of George Floyd's murder Young Hackney have established a 'Dismantling Racism in Practice Steering Group' that meets bi-monthly, with a rotating chair to offer long term strategic and operational focus to our anti-racist work. 9) Developed an anti-racist practice screening/self-assessment framework and exercise and facilitated this with CFS leadership. 10) Trialled an embedded 'anti-racist voice' in systemic conversations had through unit meetings. 	<p>2020 - ongoing</p>	<p></p>

Map number	Activity	Date	BASW activity and/or rep?
	<p>11) Completed an audit of anti-racist practice in targeted early help case work where racism was a presenting feature.</p> <p>12) Established a log to document instances of racism both through the work and in the workplace and how this was challenged.</p> <p>13) Revised the emphasis and operational mechanisms of our youth parliament to ensure activism, social change and anti-racism is core to what we are encouraging and facilitating for young people who want to be involved.</p> <p>And finally, just to share that on a Corporate level, Hackney Council has:-</p> <ul style="list-style-type: none"> • Published a motion to take an anti-racist position as a council • Developed an anti-racist action plan alongside its Inclusive Leadership programme • Continuing in its ambitious 10-15 year programme to Improve Outcomes for Young Black Men details of which you can find at https://hackney.gov.uk/young-black-men." <p>Additional information attached here:</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>CFS ANTI-RACISM POSITION STATEMENT</p> </div> <div style="text-align: center;">  <p>ANTI-RACIST PRACTICE (ACTION PLAN DRAFT)</p> </div> </div>		
17	<p>'Anti-racism in Social Work' presentation at the London Borough of Newham Social Care Conference. Presentation by Wayne Reid (BASW England)</p> <p>https://twitter.com/wayne_reid79/status/1334565216479285253?s=20</p>	03/11/20	✓
18	<p>'Anti-racism in Social Work' presentation at Sheffield City Council. Presentation by Wayne Reid (BASW England)</p> <p>https://twitter.com/wayne_reid79/status/1336229050784702464?s=20</p> <p>https://twitter.com/wayne_reid79/status/1336381469632180230?s=20</p> <p>'Anti-racism in Social Work' presentation at Sheffield City Council. Presentation by Rebekah Pierre (BASW England)</p> <p>'Anti-racism in Social Work' presentation at Sheffield City Council. Presentation by Gavin Moorghen (BASW England)</p> <p>'Anti-racism in Social Work' presentation at Sheffield City Council. Presentation by Liz Howard (BASW England)</p> <p>'Anti-racism in Social Work' presentation at Sheffield City Council. Presentation by Liz Howard (BASW England)</p>	<p>08/12/20</p> <p>04/03/21</p> <p>11/05/21</p> <p>01/12/20</p> <p>07/01/21</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>

Map number	Activity	Date	BASW activity and//or rep?
19	<p>'Anti-racism in Social Work' presentation at Cascade Research & ExChange Wales webinar event. Presentation by Wayne Reid (BASW England)</p> <p>https://twitter.com/wayne_reid79/status/1337391202820296705?s=20</p>	11/12/20	✓
20	<p>'Anti-racism in Social Work' presentation at CAFCASS. Presentation by Wayne Reid (BASW England)</p>	14/12/20	✓
21a	<p>'Anti-racism in Social Work' presentation at London Borough of Camden. Presentation by Wayne Reid (BASW England)</p> <p>https://twitter.com/wayne_reid79/status/1351509456706789377?s=20</p>	19/01/21	✓
21b	<p>Camden Integrated Learning Disability Service</p> <p>In Camden, our staff told us that too often, reports of racist abuse of support workers by people needing care and support was not being taken seriously enough and there was a feeling that support workers were expected to tolerate this abuse. Our Social Work teams did not think this was acceptable. We therefore worked with SW teams, our commissioner and our providers to develop a Zero Tolerance to abuse framework.</p> <p>You can see a summary of this work at the London Councils website www.londoncouncils.gov.uk/node/38395.</p> <p>and access the full set of guidance documents on our Adult Social Care Practice guide at https://ascpractice.camden.gov.uk/working-for-camden/equality-diversity-and-inclusion/camdens-approach-to-zero-tolerance/#main</p> <p>Camden Council 'Anti-racist Practice' events Posters by Patriche Bentick (BPS member)</p> 	2020 Ongoing	✗

Map number	Activity	Date	BASW activity and/or rep?
22a	<p>'Anti-racism in Social Work' presentation at Liverpool Hope University. Presentation by Wayne Reid & Maris Stratulis (BASW England)</p> <p>https://twitter.com/wayne_reid79/status/1355159034815512578?s=20</p> <p>www.youtube.com/watch?v=CfBjFyDeMBA&feature=youtu.be</p>	29/01/21	✓
22b	<p>Liverpool Hope University in collaboration with Liverpool City Council has developed Black Access to Social Work: Routes into the Profession for Diverse Communities. (Note: Black meaning in the political sense, all-encompassing).</p>  <p>www.hope.ac.uk/news/allnews/black-access-to-social-work-meet-the-mentors.html</p> <p>www.liverpoolecho.co.uk/special-features/mentors-diversity-liverpool-social-workers-20196010</p> <p>www.youtube.com/watch?v=rkiBeksOcWo</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>BLACK ACCESS TO SOCIAL WORK POSTER</p> </div> <div style="text-align: center;">  <p>BLACK ACCESS TO SOCIAL WORK POSTER</p> </div> </div>	Apr, May, Jun & Jul 2021	✗
23	<p>Skills for Care and Co-Produce 'Anti-racism in Social Work' presentation. Presentation by Wayne Reid (BASW England)</p> <p>www.skillsforcare.org.uk/Leadership-management/developing-leaders-and-managers/Supporting-the-diverse-workforce-within-adult-social-care.aspx#WebinarSeries</p>	09/02/21	✓
24	<p>'Upfront About Social Work' podcast interview with Chris Griffin, Lawrence Silvester and Wayne Reid (BASW England)</p> <p>www.buzzsprout.com/262456/8060794</p>	09/02/21	✓
25	<p>'Anti-racism in Social Work' presentation at Southwark Council. Presentation by Wayne Reid (BASW England)</p> <p>https://twitter.com/wayne_reid79/status/1361357583957848066?s=20</p>	15/02/21	✓
	<p>'Anti-racism in Social Work' presentation at Southwark Council. Presentation by Liz Howard (BASW England)</p>	03/02/21	✓
26	<p>Social Matters Podcast on 'Anti-racism in Social Work' with Eugene, Nadia, Fran & Wayne Reid</p> <p>https://twitter.com/MattersPodcast/status/1365984467815460865?s=20</p> <p>https://podcasts.apple.com/gb/podcast/episode-11-s3-anti-racism-in-social-work-feat-wayne-reid/id1436421996?i=1000511046781</p>	24/02/21	✓

Map number	Activity	Date	BASW activity and/or rep?
27a	<p>Tavistock & Portman NHS Trust webinar presentation: Dismantling institutional racism in social work 20 years after Macpherson with Paul Dugmore, Irene Henderson and Steve Bambrough. Presentation by Wayne Reid (BASW England)</p> <p>www.eventbrite.co.uk/e/dismantling-institutional-racism-in-social-work-20-years-after-macpherson-tickets-142078184675</p> <p>www.youtube.com/watch?v=swUVNK_QayE</p> <p>https://twitter.com/wayne_reid79/status/1367876155148210180?s=20</p>	05/03/21	✓
27b	<p>Tavistock & Portman NHS Trust have commissioned a review of Trust culture and practice and have appointed Dr Yvonne Thompson to lead this review over the next few months.</p> <p>The Trust have committed to becoming an anti-racist organisation and have established a Race Equality Steering Group to oversee the Trust's Race Equality Strategy.</p> <p>The Trust has established a Race Equality Network for staff from Black, Asian and Minority Ethnic backgrounds and a Race Equality Network Allies Group, both of which meet monthly.</p> <p>The Trust are due to pilot a training course for staff in our Education and Training Directorate on Race Equality this term with wider implementation in the following academic year.</p> <p>The Trust have put in place events for staff and students over the past year.</p> <p>The Trust have supported mentoring and coaching in leadership for staff from Black, Asian and Ethnic Minority backgrounds.</p> <p>The Trust have made available mentoring from students whose learning has been adversely impacted by Covid.</p>	2020 - Ongoing	✗
28	<p>Anti-racism in Social Work' presentation at Anglia Ruskin University. Presentation by Wayne Reid (BASW England)</p> <p>https://twitter.com/wayne_reid79/status/1375089102157180929?s=20</p> <p>Here is a list of activities undertaken at Anglia Ruskin University (ARU) in anti-racist social work education and practice. See the update below:</p> <div style="text-align: center;">  <p>SECTION 8 RACE EQUALITY ACTIVITIES – FHEMS - SOCIAL WORK</p> </div>	25/03/21	✓

Map number	Activity	Date	BASW activity and/or rep?
<p>31b</p>	<p>Millie Kerr, Lead Practitioner for Anti-Racist Practice starts in a full-time permanent post with Brighton & Hove City Council</p> <p>First blog on the WRES for social care by Brighton & Hove City Council"</p> <p>Brighton & Hove County Council have created a permanent full-time Lead Practitioner for Anti-Racist Practice post last year and we also have the Anti-Racist Project that we have set up in our Safeguarding & Care branch in 2019 with the following aims:</p> <ul style="list-style-type: none"> • The project will support the development of an anti-racist organisational culture and anti-racist social work practice • The project will identify, challenge and tackle racism • The project will support an improvement in the experience of staff from communities that experience racism so that they feel that Brighton & Hove is a safe and supportive place to work. • The project will also improve social work practice with families from communities who experience racism, making sure that issues around race, culture and ethnicity are considered when we are assessing, supporting and recording our work with families. <p>The project was set up based on learning from feedback from a thematic audit of the support we offer to families from communities who experience racism and feedback from Black and Asian staff in the context of our corporate Fair and Inclusive Action Plan. The Project Board is made up of representatives of staff and foster carers from communities who experience racism, our BME workers' forum, and senior managers. 3 working groups, made up from staff from across our service, have considered: the voice of children, families, and carers; staff support; and how we work with families. The project is only part of the picture in terms of trying to embed organisational change. It is underpinned by the Fair and Inclusive Action Plan and being part of the pilot of the Workforce Race Equality Standards for Social Care along with our adult services. We have also made sure that we arrange regular learning events on anti-racist practice, in conjunction with partners such as Dope Back Dads, Listen Up and the University of Sussex, as well as hosting weekly anti-racist practice discussions for staff and 6-weekly themed practice discussions on issues such as adultification."</p>	<p>16/11/2020</p> <p>22/03/2021</p>	<p></p>
<p>32</p>	<p>Network of Black British Social Workers launch. Presentation by Wayne Reid (BASW England)</p> <p>https://twitter.com/wayne_reid79/status/1379911507908173836?s=20</p> <p>https://twitter.com/wayne_reid79/status/1383403428991299594?s=20</p>	<p>17/04/21</p>	<p></p>
<p>33</p>	<p>Frontline: Stories of Change podcast on 'Anti-racism in Social Work' with Beth Vecchione and Wayne Reid (BASW England)</p> <p>'Anti-racism in Social Work' presentation at Frontline by Wayne Reid (BASW England).</p>	<p>22/04/21</p> <p>29/07/21</p>	<p></p> <p></p>

Map number	Activity	Date	BASW activity and/or rep?
34	Launch of the BASW Equality, Diversity & Inclusion hub : www.basw.co.uk/what-we-do/equality-diversity-and-inclusion-edi-social-work	August 2021	✓
35	'Anti-racism in Social Work' presentation at Suffolk County Council event. Presentation by Wayne Reid (BASW England). https://twitter.com/wayne_reid79/status/1386785592982351877?s=20	26/04/21	✓
36	'Anti-racism in Social Work' presentation at Derby County Council event. Presentation by Wayne Reid (BASW England) https://twitter.com/wayne_reid79/status/1380227183290023936?s=20 https://www.youtube.com/watch?v=Vjyv5uoRCyY	08/04/21	✓
37	'Anti-racism in Social Work' presentation Worcestershire Children First 'Stephen Lawrence Remembrance' event. Presentation by Liz Howard (BASW England). https://twitter.com/lizzyh20/status/1385265028429922306?s=20	22/04/21	✓
38	'Anti-racism in Social Work' presentation at Care Inspectorate Wales event. Presentation by Wayne Reid (BASW England). https://twitter.com/wayne_reid79/status/1392092664888184840?s=20	11/05/21	✓
39	Reflecting for action: why it's time to take anti-racist practice seriously Social Work England Social Work Week 2021 . Presentation by Prospera Tedam. www.youtube.com/watch?v=0gY9XSH0DAc	March 2021	✗
40	Bedford Borough Council Anti-racist practice group across Children's Services open to all workers.	15/04/21	✗
41	Greater Lancashire Teaching Partnership Here is a report detailing some of the work the partnership are undertaking:  GREATER LANCASHIRE TEACHING PARTNERSHIP REPORT	2020 – Ongoing	✗
42	Oxford Brookes University Activities on Stephen Lawrence Day	22/04/21	✗

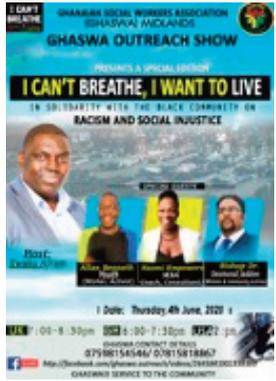
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43	<p>Royal Borough of Kensington and Chelsea Council Anti-racist workshops run by Hia Jordan & Collen Simon</p> <p>Anti-Racist Practice in Social Work</p>	April & May 2021	✗
44	<p>Middlesex University have been working hard to strengthen the offer to students in improving social work education and Social work practice to black people and other marginalised groups. Please see the update below:</p> <div style="text-align: center;">  <p>2020-2021 MIDDLESEX UNIVERSITY SOCIAL WORK PROGRAMMES</p> </div>	2020 - Ongoing	✗
45	<p>Telford & Wrekin Council have set up a Black Lives Matter steering group, which meets monthly. This is attended by front line practitioners, social workers, managers, team leaders and the Chief Executive.</p> <p>The group's achievements include</p> <ul style="list-style-type: none"> • reviewed and collated resources for a BLM page on the council's intranet • led the celebration of Black History Month, • reviewed new training resources around unconscious bias • input in the WME regional review of D&I, • taken part in a workshop for the Council's new Equality and Diversity Strategy, • presented to various groups, • provided safe spaces for conversations to take place, • provided support and action to be taken against racist incidents brought to their attention, • presented to SMT and the Leadership forums. Ongoing presentations to various teams in the council • individual support for employees feeling discrimination <p>Future plans include:</p> <ul style="list-style-type: none"> • contribute to a zero tolerance on racism policy – becoming an anti-racist council • enabling employees and managers to have safe spaces to talk about race and raise issues and find solutions • engaging young people to talk about race • engaging with SMDS re schools • working with libraries re resources for children • a survey of BAME staff • contributing to the Council's recruitment policies and development opportunities for BAME staff • reaching areas of the council who do not have ready access to the intranet • supporting our care providers to effectively engage and support BAME customers 	2020 - Ongoing	✗

Map number	Activity	Date	BASW activity and/or rep?
<p>46</p>	<p>Zoe Thomas (Lecturer of Social Work at the University of Bradford)</p> <p>Articles published as follows:</p> <ul style="list-style-type: none"> • <i>Hair and skin are important to a black child's identity – but many social workers don't understand this</i> [available online at] www.basw.co.uk/resources/psw-magazine/psw-online/hair-and-skin-are-important-black-child%E2%80%99s-identity-%E2%80%93-many-social • https://theconversation.com/hair-and-skin-are-important-to-a-black-childs-identity-but-many-social-workers-dont-understand-this-143146 • <i>Anti-racist social work: 'the struggle is real and you are part of it'</i> [available online at] www.basw.co.uk/resources/psw-magazine/psw-online/anti-racism-social-work-struggle-real-and-you-are-part-it • <i>'We want measurable change': a call to action to end systemic racism in social work</i> [available online at] www.communitycare.co.uk/2021/03/18/want-measurable-change-call-action-end-systemic-racism-social-work 	<p>2020-2021</p>	<p></p>
<p>47</p>	<p>'Anti-racism in Social Work' presentation at Step-Up to Social Work Regional Partnership – Birmingham City University, Wiltshire Council & Birmingham University. Presentation by Rebekah Pierre (BASW England)</p> <p>Wiltshire Council have developed an anti-racism action plan, which includes:</p> <ul style="list-style-type: none"> • Mandatory unconscious bias training for all social care staff who will likely interview potential new staff to counteract biased recruiting was instigated • Social graces training to all social care staff so that staff understand how race and intersectionality interplay • Conducted an audit (based upon SARI) to look at strengths and gaps in our diversity practice with a view to learning • Formulating a Race champion group across children's services – these staff will represent diversity, read latest research and findings and ensure that race and equality remains high on our agenda and feeds into the quality of our practice • Analysing in April with a view to workshops being designed by BAME staff • Promote BAME culture in a monthly newsletter such as through film, music, writing, support groups as well as of course latest research and thinking • Fiona Hayward (PSW) joined out BAME network as an ally • Diversity group set up across the whole council to look at recruitment and other diversity related matters • Think diversity in every area of work, such as ensuring we do not promote stereotypes, marketing approaches for students, Step up and recruitment 	<p>05/03/21</p> <p>2020 – Ongoing</p>	<p></p>

Map number	Activity	Date	BASW activity and//or rep?
48	<p>The Yorkshire and Humber Independent Fostering Providers (IFP) Forum set up an Anti-Racist Working group in November 2020. The forum is developing an anti-racist action plan for IFPs in the region to incorporate into their own organisations. To date they have developed a plan which has been shared with IFPs across the region and wider, commissioned group anti-racist training and now meet quarterly to review the plan and discuss any further opportunities for developing anti-racist practice in fostering providers in the area.</p>	November 2020 - Ongoing	✗
49a	<p>Making Research Count (MRC - supported by the University of Bedfordshire) facilitates the dissemination of research findings between academics, practitioners, carers and users in the field of social work/care. In the year to 31st March 2021, more than 10,000 booked to attend their online events. Below are some of the recent and forthcoming contributions to anti-racism by MRC at the Universities of Bedfordshire and King's College London:</p> <ol style="list-style-type: none"> Resource list on: Working with Racial/Ethnic Diversity www.beds.ac.uk/media/gvin0nu3/working-with-racial-ethnic-diversity-1.pdf Recent practice development webinars: <ol style="list-style-type: none"> Dementia and Ethnicity - Jo Moriarty, King's College London <div data-bbox="619 1064 715 1198" data-label="Image"> </div> <p style="text-align: center;">DEMENTIA AND ETHNICITY</p> Understanding the Needs of Black Children in the Child Protection System. Prof Claudia Bernard, Goldsmiths, University of London <div data-bbox="619 1344 715 1478" data-label="Image"> </div> <p style="text-align: center;">UNDERSTANDING THE NEEDS OF BLACK CHILDREN IN THE CHILD PROTECTION SYSTEM</p> Covid-19 and Domestic Violence: Implications for Women from 'Black and Minority Ethnic' Communities Prof Sundari Anitha, University of Lincoln and Prof Aisha K Gill, University of Roehampton <div data-bbox="619 1691 715 1825" data-label="Image"> </div> <p style="text-align: center;">PRACTICE DEVELOPMENT WEBINAR – COVID-19 AND DOMESTIC VIOLENCE: IMPLICATIONS FOR WOMEN FROM 'BLACK AND MINORITY ETHNIC' COMMUNITIES</p> Forthcoming practice development webinars: <ol style="list-style-type: none"> Safeguarding Black Children: An Introduction to 'Adultification'. Jahnine Davis, University of Bedfordshire <p>For further information, please go to: www.beds.ac.uk/media/mf4dc3ad/2021-04-20-adultification.pdf</p> 	<p>2020 – Ongoing</p> <p>July 2020</p> <p>20/01/21</p> <p>02/01/21</p> <p>24/02/21</p> <p>20/04/21</p>	<p>✗</p> <p>✗</p> <p>✗</p> <p>✗</p> <p>✗</p> <p>✗</p>

Map number	Activity	Date	BASW activity and//or rep?
49b	Anti-racism in Social Work' presentation at Lewisham LA and Goldsmiths Uni of London event. Presentation by Wayne Reid (BASW England) www.youtube.com/watch?v=k8ovraQwmXg	26/05/21	✓
50	Rachel Cawthorn (Student Social Worker at the University of West England) "Whilst I was still on my Year 2 BSc Social Work placement at a residential school for children with additional needs and complex trauma, I took it upon myself to complete an Anti-racist strategy report to highlight the need to be Anti-racist especially in a typically Eurocentric Cotswold location! I did this not for any other reason than because it was right and needed and I felt capable after being inspired by Wayne Reid's article to do it properly. I study at University of West England and they didn't even know I did the report. After it was submitted to the CEO, they asked me to stay on to implement and embed the strategy. So now I get to support the children, young people and staff as a Social Work Assistant until I qualify, which I kindly accepted because I believe any organisation which is open to improving practice and understanding at all times the children and young people must be put first is a place I can work, so ethically I feel comfortable now working here."	2020 – Ongoing	✗
51	18 councils will pilot the Workforce Race & Equality Standards (WRES) designed to tackle "institutional racism" in social work from April 2021. Wayne Reid (BASW England) was part of the working group and is now part of the WRES Advisory group. The selected authorities are: Barking and Dagenham, Bexley, Birmingham, Brent, Brighton and Hove, Bristol, Hertfordshire, Hounslow, Kent, Lancashire, Leeds, Liverpool, Merton, Norfolk, Nottinghamshire, Richmond & Wandsworth, Southwark and Stoke-on Trent. www.communitycare.co.uk/2021/01/04/councils-selected-pilot-equality-standard-tackle-institutional-racism-social-work	April 2021 – Ongoing	✓
52	Sutton Children Services have an Anti-racism commitment and action plan (see below).  ANTI-RACISM – OUR COMMITMENT	2020 – Ongoing	✗
53	BASW England London Local Authority Forum – 'Anti-Racism in Social Work: Sharing Best Practice' event	4/11/20	✓
54	BASW England Relationship-based Practice Week (80-20 Campaign)– 'Examining anti-racist direct practice in children and families social work' led by Gavin Moorghen	2/12/20	✓

Map number	Activity	Date	BASW activity and/or rep?
55	BASW England Black Country branch seminar: 'Anti-Racist social work: Assessing for cultural diversity'	10/12/20	✓
56	BASW England Lincolnshire branch event: 'Anti-Racism in Social Work' 'Anti-racism in Social Work' presentation at North Lincolnshire County Council . Presentation by Rebekah Pierre (BASW England)	18/01/21 25/01/21	✓ ✓
57	BASW England joint branches & Children & Families group - Black Country, Coventry, Warwickshire and Worcestershire seminar – 'Anti-Racist social work: Addressing hidden racism with members of the Gypsy, Roma, Traveller Communities' The BASW Worcestershire branch featured in the Travellers Times for submitting a motion relating to Gypsy, Roma, and Traveller communities which was passed at the BASW AGM on what was described as 'the last acceptable form of racism'. Details are here: Historic motion passed in social work to improve recognition of the human rights of Gypsy, Roma, and Traveller communities Travellers Times	10/11/20 & 21/01/21 September 2020	✓ ✓
58	BASW Ubuntu event : Challenging racism in social work roundtable	24/03/21	✓
59	BASW England Ipswich & Suffolk branch: 'Anti-racism in social work: Do we Practice (or teach) what we preach?'	12/11/20 & 13/04/21	✓
60	BASW ProfDe - 'Cultural competency, diversity and inclusion for Newly Qualified Social Workers' training event BASW ProfDe - Social work post pandemic: 'How can we address the outcomes gap for BAME people?' BASW England event: 'The Missing Voices of Disabled People in Gypsy, Roma and Traveller communities' BASW ProfDe – 'Social Work with Romani and Traveller Children' www.youtube.com/watch?v=wfqAvotpnCo BASW ProfDe – 'Challenging the last acceptable form of racism' https://open.spotify.com/episode/7GRPmlFqi5Sppa9qVtPtOC	13/05/21 23/07/20 08/12/20 02/03/21 15/04/21	✓ ✓ ✓ ✓ ✓
61	BASW England Coventry & Warwickshire branch event: 'Hate Crime, Intersectionality and Social Inclusion'	27/05/21	✓
62	BASW England Children & Families Social Work Forum – Anti-racist practice events	Sept 2020	✓
63	BASW England World Social Work Week event - Anti-racist practice – 'A United States of America perspective' (x3 sessions)	17/03/21	✓
64	BASW England Theory to Practice event: Children and Families - Anti-racist practice in children and families social work	05/05/21 & 19/05/21	✓

Map number	Activity	Date	BASW activity and/or rep?
65	Ghanian Social Workers Association 'I can't breathe, I want to live' event	04/06/2020	✗
	Ghanian Social Workers Association 'From school to prison' event	15/05/2020	✗
	Ghanian Social Workers Association 'No to racism' event	17/05/2020	✗
	Ghanian Social Workers Association press statement regarding racism and racial injustice (below)	2020	✗
	  PRESS STATEMENT REGARDING RACISM AND RACIAL INJUSTICE		
66a	Think Ahead Alumni Network held a six week 'Becoming an anti-racist social worker' series in Feb 2021. It was a massive success and some of the mental health social worker alumni's have now started similar series in their workplaces.	Feb 2021	✗
66b	'Anti-racism in Social Work' presentation at Think Ahead by Wayne Reid (BASW England). www.youtube.com/watch?v=pqb8MFV3Fto	29/06/21	✓
67a	'Anti-racism in Social Work' presentation (Part 1) at Leeds City Council by Gavin Moorghen (BASW England).	19/04/21	✓
	'Anti-racism in Social Work' presentation (Part 2) at Leeds City Council by Gavin Moorghen (BASW England).	19/05/21	✓
67b	<p>Leeds City Council</p> <p>The documents below represent the position of the BAME Staff network and the achievements we have made since July 2020. The documents demonstrate the will and commitment to working towards reducing the racial discrimination.</p> <p>Leeds City Council are currently working on a Memorandum of Understanding - Zero Tolerance of Racist Abuse in Social Care (covering both Children's and ASC services) and BAME Activity Plan:</p> <p> LCT - BAME ACTIVITY PLAN NOVEMBER 2020</p> <p>BAME Staff network position statement below:</p> <p> BAME STAFF NETWORK POSITION STATEMENT  IMPLEMENTATION OF SOCIAL CARE WORKFORCE RACE EQUALITY STANDARD (WRES) - 1 APRIL 2021</p> <p>Involvement in the Workforce Race & Equality Standards (WRES) www.communitycare.co.uk/2021/01/04/councils-selected-pilot-equality-standard-tackle-institutional-racism-social-work</p> <p>Improving the experience and outcomes of Black, Asian and Minority Ethnic colleagues at Leeds City Council:</p> <p> IMPROVING THE EXPERIENCE AND OUTCOMES OF BLACK, ASIAN AND MINORITY ETHNIC COLLEAGUES AT LEEDS CITY COUNCIL</p>	Jul 2020 - Ongoing	✗

Map number	Activity	Date	BASW activity and/or rep?
<p>68a</p>	<p>Ealing Council Ealing Children’s Equality, Equity and Empowerment group</p> <p></p> <p>EALING CHILDREN’S SERVICES, EQUALITY, EQUITY AND EMPOWERMENT GROUP MEETING – 5-2-2021</p> <p>Introduction to Black History event</p> <p>Children’s Services Equality, Equity & Empowerment Group strategic plan</p> <p> CHILDREN’S SERVICES EQUALITY, EQUITY & EMPOWERMENT GROUP THEMED STAFF FEEDBACK AND STRATEGIC PLAN - DECEMBER 2020</p> <p> CHILDREN’S SERVICES STAFF EQUALITIES GROUP TOR</p>	<p>Ongoing</p> <p>Feb 2021</p> <p>Dec 2020 - Ongoing</p>	<p>✘</p>
<p>68b</p>	<p>‘Anti-racism in Social Work’ presentation at Ealing Learning Disabilities Service. Presentation by Liz Howard (BASW England)</p>	<p>07/07/21</p>	<p>✓</p>
<p>69</p>	<p>Nottinghamshire County Council’s Discharge to Assess service have started to have discussion sessions regarding anti-racist practice and what this means on the front line.</p> <p>“We are one of the Councils who are part of the pilot to address this issue and measure progress. As a team we really wanted to take it seriously rather than pay lip service with fancy statements and corporate strategies (no more questions- just actions please).</p> <p>We had a preliminary session back in January 2021 where we discussed a TED talk by Nova Reid, shared resources, books, films, documentaries we had seen to start on a journey to educate ourselves and rewrite/relearn what we have learnt about our own history in the UK.</p> <p>We then invited Practice Educator, trainer, Senior Practitioner Veronica Bell (BPS member), to come and deliver 2 separate sessions (to make the groups smaller and facilitate more meaningful discussions), to start to think about what it means to be an Ally, the responsibility this carries and the issues we need to start to address both within our own practice but also as a Local Authority.</p> <p>We’ve just had the first of these and below are the PowerPoint slides and a very rough outline of some of the areas we talked about. People gave practice examples and talked about how they felt. Some people acknowledged the discomfort they felt discussing this issue.</p> <p>We are aware that this is going to be a long hard process (though also exciting, developmental and creative) and are determined to keep it on the agenda.”</p> <p> ANTI RACISM: WHAT’S IT GOT TO DO WITH ME?</p> <p> ANTI-RACISM TRAINING SESSION 1 NOTES</p>	<p>2020 – Ongoing</p>	<p>✘</p>

Map number	Activity	Date	BASW activity and//or rep?
70	<p>University of York's research into the experience of students from a minority ethnic background on placement was undertaken in partnership with North Yorkshire and supported by the Placements Work stream of the York, Urban and Rural Teaching Partnership.</p> <p>A webinar about the research findings is planned for 24th June 2021.</p> <p>An equality, Diversity and Inclusion Action Plan is currently in development.</p> <p>North Yorkshire County Council more widely is developing a corporate response to equality, diversity and inclusion</p>  <p>Practice Educator newsletter incorporates some of this information (pages 12-13)</p> <p>FORUM ISSUE 47</p>	2020-Ongoing	✗
71	<p>"In North Yorkshire Health and Adult Services (HAS), a working group formed organically last year, when like-minded people started discussing their concerns around racism. The diverse group, now called the Anti-Racist Practice Working Group, has representation from senior management, frontline social care practitioners, Human Resources, Participation & Engagement, Provider Services, Inclusion & Diversity, Quality Assurance & Contracting/Service Development and Public Health. All members have a passion to see the promotion of anti-racist practice and positive change within the organisation."</p>  <p>NORTH YORKSHIRE HEALTH AND ADULT SERVICES (HAS)</p>	2020-Ongoing	✗
72	<p>Compass Community</p> <p>Attached below is a summary report and a presentation:</p>  <p>GRACE JOURNEY TOWARDS ANTI-RACISM</p>  <p>GRACE GROUP SLIDES</p>	2020 - Ongoing	✗
73	<p>Northamptonshire Children's Trust</p> <p>"Northamptonshire Children's Trust is keen to share the work it has done over the past year to promote equality, diversity and anti-racism.</p> <p>Below are further details on:</p> <ul style="list-style-type: none"> • A draft of the Equalities Strategy • A draft of the Anti-Racism Statement • The Terms of Reference for the Equalities Forum"  <p>NCT TERMS OF REFERENCE EQUALITIES FORUM</p>  <p>DRAFT NCT ANTI-RACISM STATEMENT</p>  <p>DRAFT NCT EQUALITIES STRATEGY</p>	2020 - Ongoing	✗

Map number	Activity	Date	BASW activity and/or rep?
74	'Anti-racism in Social Work' presentation webinar for Social Work Student Connect: www.youtube.com/watch?v=tkgHLHxP-HY&feature=youtu.be	16/07/20	✓
75	BASW podcast interview with Anthony Dhadwal (BASW Senior Press officer) and Wayne Reid (BASW England): www.youtube.com/watch?v=45dl0rDY9fw	30/09/20	✓
76	BASW webpages containing resources to support Black & Ethnic Minority social workers www.basw.co.uk/black-asian-and-minority-ethnic-resources		✓
77	Announcement of Wayne Reid's role as BASW England's 'Anti-racism Visionary' on Twitter: https://twitter.com/wayne_reid79/status/1355192614388170755?s=20	29/01/21	✓
78	New staff (Shantel Thomas & Narinder Sidhu) join BASW as organisation steps up commitment to anti-racism and wider equality, diversity and inclusion action www.basw.co.uk/media/news/2021/mar/new-staff-join-basw-organisation-steps-commitment-anti-racism-and-wider-equality	31/03/21	✓
79a	Wayne Reid (BASW England) is nominated for the National Diversity Awards: Positive Role Model https://twitter.com/wayne_reid79/status/1386688985909665794?s=20 https://twitter.com/SocialWorkEng/status/1387052996048130050?s=20	26/04/21	✓
	Wayne Reid (BASW England) is nominated for the Britain's Multicultural Business & Community Champion) Awards: <i>Social Activist of the Year</i>	26/04/21	✓
	Wayne Reid' article 'How to promote an anti-racist culture in social work is selected for #DiverseEd's Top 10 Blogs of 2020-21: www.diverseeducators.co.uk/diverseeds-top-10-blogs-of-2020-21	August 2021	✓
79b	Ahmina Akhtar (Social Work England) is nominated for the National Diversity Awards: Lifetime Achiever Award https://twitter.com/AhminaAkhtar/status/1386673290601766914?s=20	26/04/21	✗

Map number	Activity	Date	BASW activity and/or rep?
80	Femi Oluwole supports the 'Anti-racism in Social Work' movement. https://twitter.com/wayne_reid79/status/1389164682355871752?s=20 https://twitter.com/wayne_reid79/status/1390631916190289924?s=20	May 2021	✓
	Wayne Reid interview with Femi Oluwole: Part 1: https://twitter.com/Femi_Sorry/status/1434882586455707650?s=20 Part 2: https://twitter.com/Femi_Sorry/status/1434884081393754112?s=20	06/09/21	✓
81	Lee Jasper supports the 'Anti-racism in Social Work' movement. https://twitter.com/wayne_reid79/status/1392510202382061570?s=20	May 2021	✓
82	'Anti-racism in Social Work' presentation at Lewisham County Council . Presentation by Gavin Moorghen (BASW England)	23/03/21	✓
83	'Anti-racism in Social Work' presentation at Staffordshire University . Presentation by Gavin Moorghen (BASW England)'	13/04/21	✓
	Anti-racism in Social Work' presentation at Staffordshire University . Presentation by Liz Howard (BASW England)	17/11/20	
84	'Anti-racism in Social Work' presentation at Islington Council by Wayne Reid (BASW England).	28/04/21	✓
	Islington Council has launch its Challenging Inequality Strategy . Action plan To support the Adult Social Care commitment to the corporate Challenging Inequalities Programme, we have developed an action plan with five strands: 1. Developing and engaging our networks: whilst we have a number of reference groups that are working well, we know that current engagement is not consistently representative or fully inclusive of all service user groups or our diverse population. We also know there is a lack of representation of BAME service users in some forums. 2. Safety and belonging: we want to better understand the experiences and perceptions of safety for our service user groups. Issues such as disability hate crime and 'Mate' crime targeting vulnerable adults are particular issues for ASC. 3. Clear and accessible choices: recent feedback from residents and service users has highlighted the need to make our offer more coherent and accessible and we also know there is an issue around digital exclusion for some of our service users. 4. Right support at the right time: we know that there are health and care inequalities and Adult Social Care has an important role to play in addressing this to ensure all of our service users are able to benefit from our strength-based approach.	2020 - Ongoing	✗

Map number	Activity	Date	BASW activity and/or rep?
	<p>5. Quality and consistent services: feedback tells us that opportunities and services need to be consistently equal and inclusive.</p> <p>"We have already made good progress to better understand our communities by creating the Citizens Voice Network, a network of service users and carers who are helping us to improve services by telling us their lived experiences."</p>		
85	'Anti-racism in Social Work' presentation at East Sussex County Council by Rebekah Pierre (BASW England).	12/01/21, 20/01/21 & 29/04/21	✓
86	'Anti-racism in Social Work' presentation at Five Rivers independent fostering agency by Liz Howard (BASW England).	20/05/21	✓
87	'Anti-racism in Social Work' presentation at National Association of IRO's Partnership (NIROMP) Wayne Reid (BASW England).	27/05/21	✓
88	Zimbabwean UK Social Workers Association (ZUKSWA) Conference	12/05/21	✗
89	'Anti-racism in Social Work' presentation at CAFCASS Wales by Wayne Reid (BASW England) https://twitter.com/wayne_reid79/status/1394683278590939139?s=20	18/05/21	✓
90	'Anti-racism in Social Work' presentation at London Borough of Barking & Dagenham by Liz Howard (BASW England).	08/10/20	✓
	'Anti-racism in Social Work' presentation at London Borough of Barking & Dagenham by Wayne Reid (BASW England).	13/07/21	✓
91	'Anti-racism in Social Work' presentation at Focus Social Care by Rebekah Pierre (BASW England).	15/10/20	✓
	'Anti-racism in Social Work' presentation at Focus Social Care by Liz Howard (BASW England).	11/11/20	✓
92	'Anti-racism in Social Work' presentation at Essex University . Presentation by Liz Howard (BASW England)	24/11/21	✓
93	'Anti-racism in Social Work' presentation at Cambridgeshire . Presentation by Liz Howard (BASW England)	25/02/21 & 18/08/21	✓
94	'Anti-racism in Social Work' presentation at Chrysalis Foster Care Consortium . Presentation by Liz Howard (BASW England)	03/03/21	✓
95	'Anti-racism in social Work' presentation at Oxfordshire County Council . Presentation by Liz Howard (BASW England)	16/03/21	✓

Map number	Activity	Date	BASW activity and/or rep?
96	'Anti-racism in social work' presentation at North East London Teaching Partnership . Presentation by Liz Howard (BASW England)	15/04/21	✓
97	BASW England ran an ethnic majority panel event looking at the impact of Covid-19 on marginalised communities in Malawi and India led by Gavin Moorghen (www.basw.co.uk/social-work-time-covid-19-international-lessons-practice).	March 2021	✓
98	The BASW England 80-20 campaign ran world aids day workshops learning from a social worker who practiced in the context of post-apartheid south Africa, specialising in working with black orphan children diagnosed with HIV and AIDs led by Gavin Moorghen www.basw.co.uk/media/news/2020/dec/watch-vodcast-story-hope-and-humanity-world-aids-day-2020	December 2020	✓
99	BASW England Pan Dorset Network Meeting: anti-racist practice in social work www.basw.co.uk/events/basw-england-pan-dorset-network-meeting-anti-racist-practice-social-work	15/07/21	✓
100	The independent review of children's social care response steering group for BASW England set out a ten-point test for the review and its recommendations with an anti-racism as one of the ten (see www.basw.co.uk/ircsc-priorities). This is an ongoing piece of work.	May 2021 - ongoing	✓
101	BASW England ran anti-racist practice workshops featuring Mitt Joyner (President of the National Association of Social Workers) (World Social Work Month: Mit Joyner talks about social work in the USA, racism, and Covid-19 - YouTube).	08/03/21	✓
102	'Anti-racism in Social Work' presentation at the Wolverhampton Borough Council (Part 1). Presentation by Imitiaz Kala (BPS member) 'Anti-racism in Social Work' presentation at the Wolverhampton Borough Council (Part 2). Presentation by Imitiaz Kala (BPS member)	20/01/21 03/02/21	✓ ✓
103	'Anti-racism in Social Work' presentation at the Woking Borough Council . Presentation by Liz Howard (BASW England)	03/02/21	✓
104	'Anti-racism in Social Work' presentation at the Wigan Council . Presentation by Imitiaz Kala (BPS member)	10/03/21	✓

Map number	Activity	Date	BASW activity and/or rep?
105	'Anti-racism in Social Work' presentation at the Wokingham Borough Council . Presentation by Gavin Moorghen (BASW England)'	31/03/21	✓
	Anti-racism in Social Work' presentation at the Wokingham Borough Council . Presentation by Rebekah Pierre (BASW England)	08/04/21	✓
106	'Anti-racism in Social Work' presentation at the London Borough of Havering . Presentation by Shabnam Ahmed (BPS member)	15/04/21	✓
	'Anti-racism in Social Work' presentation at the London Borough of Havering/North East London Teaching Partnership . Presentation by Wayne Reid (BASW England) https://www.youtube.com/watch?v=UctA9i76FQQ	05/07/21	✓
107	'Anti-racism in Social Work' presentation at the Social Work Education Anti-Racist Network (SWEARN) group meeting. Presentation by Wayne Reid (BASW England)	15/04/21	✓
108	'Anti-racism in Social Work' presentation at the Aidhour Limited . Presentation by Rebekah Pierre (BASW England)	12/05/21	✓
109	'Anti-racism in Social Work' presentation at the Calderdale Council . Presentation by Rebekah Pierre (BASW England)	14/05/21	✓
110	The social work in disasters campaign group for BASW England (led by Gavin Moorghen) designed a series of CPD modules which provide learning for social workers delivering services to minoritised groups who are disproportionately impacted by disasters	January 2021-ongoing	✓
111	BASW England ran a Holocaust Memorial Day event. Attendees heard from speakers with lived experience of racial profiling and who have witnessed genocide (Holocaust Memorial Day - Using the past to inform future practice for social workers).	January 2021	✓
112	BASW England Domestic Abuse practice guidance published, which has a specific chapter on supporting Black and minoritized victims of domestic abuse.	28/04/21	✓
113	'Anti-racism in Social Work' presentation at the Manchester City Council. Presentation by Liz Howard (BASW England)	02/06/21	✓
	Early Help Service	20/07/21 & 25/08/21	✓
114	Recording for the Triple A Chinwag talk show with Wayne Reid, Andrew Thompson, Liz Howard, Maureen Mguni & Rachael Rooke www.youtube.com/watch?v=4_123G3BwIY	July 2021	✓
115	'Anti-racism in Social Work' presentation at What Works Centre by Wayne Reid (BASW England). www.youtube.com/watch?v=h5iu7PRDehU	30/06/21	✓

Map number	Activity	Date	BASW activity and/or rep?
116	'Anti-racism in Social Work' presentation at South London Together by Wayne Reid (BASW England).	15/07/21	✓
117	Introduction to Paulette Forbes' presentation on Black Lives Matter in Fostering & Adoption www.youtube.com/watch?v=1kHf_eH_pqA	13/07/21	✓
118	Brunch & Bantu podcast – Anti-racism in Social Work, OUTLANDERS & allyship with Wayne Reid https://open.spotify.com/episode/0l9kx52VlBuBpQl7ChYg5l?si=DbQuYl8zT2uPivv0VmAWYg&dl_branch=1&nd=1	30/05/21	✓
119	'Anti-racism in Social Work' Wayne Reid interview with Philippa Michael (Empower My Voice) www.youtube.com/playlist?list=PLmrlcFqe8KDi49BcstUvVX4Ed5tnLnVnv	20/05/21	✓
120	Belfast Health & Social Care Trust podcast panel discussion with Wayne Reid on 'Anti-racist in Social Work practice' https://soundcloud.com/bhsctemnetwork/anti-racism-in-social-work-practice	01/06/21	✓
121	Wayne Reid interview with Dez Holmes (Research in Practice): <i>Racism, intersectionality, privilege, power, fragility and allyship</i> www.researchinpractice.org.uk/all/content-pages/podcasts/racism-intersectionality-privilege-power-fragility-and-allyship	22/07/21	✓
122	Social Worker Matters podcast Wayne Reid interview with Dr Sylvia Smith https://open.spotify.com/episode/2ljlXPz9rVxCblFc0uxqaB?si=Qxl8mBRWSCOBFU25C8jgKg&dl_branch=1	11/08/21	✓
123	Doin' The Work podcast (USA) - <i>Anti-Racist Social Work in England</i> - Wayne Reid https://dointhework.podbean.com/e/anti-racist-social-work-in-england-wayne-reid	06/09/21	✓
124	Clive Lewis MP supports the 'Anti-racism in Social Work' movement: https://twitter.com/wayne_reid79/status/1433427791073009669?s=20	02/09/21	✓
125	<i>Black Lives Rising</i> book review by Wayne Reid www.voice-online.co.uk/opinion/2021/09/15/black-lives-rising-review www.basw.co.uk/resources/psw-magazine/psw-online/powerful-stories-about-lived-reality-black-people-must-be-heard	September 2021	✓

Analysis & reflections from the author

BASW England have championed 'Anti-racism in Social Work' on a scale unrivalled by any other organisation within the profession. The above activities, although not exhaustive, highlight the proactive role that BASW has plays in educating, empowering and equipping the profession. This has involved working in partnership and effectively collaborating with a range public, private and voluntary sector organisations in various social work settings to further the 'Anti-racism in Social Work' movement.

Special thanks to Liz Howard, Bekah Pierre and Gavin Moorghen (BASW England Professional officers) and other BASW colleagues and the wider organisation for allocating the time, space and

resources to support me in leading the charge on 'Anti-racism in Social Work'. Salute to all the brothers, sisters, allies and comrades across the UK and beyond. I believe our collective actions on anti-racism, underline social work's commitment to the fundamental values and ethics of social justice.

I hope this report robustly answers critics that state "nobody is doing anything about the racism in Social Work." We know there is much work to be done on 'Anti-racism in Social Work' within UK and the world. Hopefully this report provides a helpful and substantial contribution to the fight for racial equality.



Recommendations

It is time for social work leaders to properly support 'Anti-racism in Social Work' by meaningfully and purposefully moving this agenda forward. The movement could be supported through:

- Establishing a mandatory 'anti-discriminatory national framework' that is universal across social work.
- Social work regulation explicitly re-introducing anti-discriminatory, anti-oppressive practices and anti-racist values and ethics into the professional and qualifying education and training standards. This should also involve partnership working between key stakeholders (including BASW) to enforce these values and ethics across the professional landscape. Key aims/objectives should be to: ensure consistency, introduce mandatory requirements, emphasise 'anti-racist' values and be universally applicable to all social workers like the Professional Capabilities Framework and the professional standards.
- Social Work employers implementing protections and support for Social Workers of colour, as outlined in this article.
- Organisations committing to something similar to the 'Anti-racist Commitment Framework': www.communitycare.co.uk/2020/07/17/promote-anti-racist-culture-social-work
- Organisations that have developed action plans being held to account through logical and transparent review mechanisms.
- Organising an 'Anti-racism in Social Work' roundtable for key stakeholders to properly engage, explore mutual interests and agree future allied actions on this issue.

We hope this report is helpful and received in the constructive spirit with which it is intended.

We all know that organisations are at times avoidant of these issues, but as social workers we must recognise that silence on racism is complicity with the oppressors and oppressive regimes. BASW will not remain silent on this issue and we implore you to do the same.

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