

Our Anti-Racism Commitments

We are all responsible

For speaking up and speaking out against racism.

For living our values, behaviours and purpose.

For marbling anti-racism into everything we do.

We are all committed

To our learning and development being anti-racist.

To making the places where we work safer, inclusive and representative.

To championing and celebrating our anti-racism achievements.

We are all accountable

For supporting colleagues, children, young people and families we work with who are impacted by racism.

For deleting racism where we see it.

For recognising, reporting, responding to and learning from racism.

We are all responsible

What we will do

For speaking up and speaking out against racism

- Through our Race Equality Network, have a space of psychological safety where an internal conversation can be held about race.
- Amplify the lived experience of young people so that we can increase understanding and influence change on issues that affect the children and young people that we work with.
- We will not walk past and will call out where we see things which do not align with our values and behaviours.
- Work in partnership with external organisations to enable our ambition of inclusive services, and to work towards our strategic goal of belonging.

For living our values, behaviours and purpose

- In making decisions about partnerships we will follow our robust due diligence processes, which places requirements relating to values and practices of the organisations we are looking to work with.
- Strategically agree to a collective group of benchmarking standards across EDI, such as UNISON's Anti-racism charter.
- During recruitment and induction, communicate our anti-racism commitments and actions as part of our inclusion objectives, values and behaviours, and strategy.

For marbling anti-racism in everything we do

- Require the completion of Equality Impact Assessments (EIAs) to capture impact on ethnicity and inform appropriate actions.
- Cascade our Board approved EDI key performance indicators into directorate people plans.
- Collect and understand ethnicity data and use this to inform planning and decision-making.



Changing childhoods.
Changing lives.

We are all committed

What we will do

To our learning and development being anti-racist

- Ensure across our suite of learning we are anti-racist, and seek to cultivate a culture of inclusivity and collective belonging.
- Promote a culture of understanding, empathy and learning from racism which impacts our colleagues and young people.
- Ensure our resources are aligned to our commitments to inclusivity, including anti-racism.
- Embed a learning organisation approach to inclusive service design.

To making the places that we work safer, inclusive and representative

- We will strive to achieve a representative workforce at all levels that reflects the communities we serve.
- Recruitment and selection training has a focus on reduction in bias across our processes.
- Address barriers in recruitment and progression and improve development and internal progression opportunities for Black & Minoritised Ethnic colleagues.
- Publish an annual ethnicity pay gap as part of our wider diversity pay gap report, and take actions to reduce any pay gap that exists.

To championing and celebrating our anti-racism achievements

- Share information on progress, through our current governance forums.
- Recognise, celebrate, and mark anti-racism achievements.



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Changing lives.

We are all accountable

For supporting colleagues, children, young people and families we work with who are impacted by racism

- Develop resources and support mechanisms for colleagues, families, children and young people who experience, report, and receive reports of racism.
- Listen to, learn from and respond as appropriate, to the voices of those who are impacted by racism.
- Make interventions, as appropriate, to prevent further harm when racism is reported.

For deleting racism where we see it

- Through use of EIAs understand and take action where racism may be visible in our systems and processes.
- We will not walk past and will call out where we see things which do not align with our values and behaviours.
- Amplify the lived experience of young people so that we can increase understanding and influence change on issues that affect the children and young people that we work with.

For recognising, reporting and responding to and learning from racism

- We will investigate reports of racism and take appropriate action where racism is identified.
- Publicise policies and processes for reporting racism that are accessible and inclusive.

What we will do



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