



BLACK LIVES MATTER
STRATEGY
AND
ACTION PLAN



#BLM
BLACK LIVES MATTER





INTRODUCTION

The recent murders of Black men and women in America has highlighted that we have similar issues in the UK and this has resulted in protest, debate and reflection about racism being experienced by individuals and groups.

At TACT we have been thinking hard about what more we can do both internally and by using our influence for positive change outside of TACT.

We are all working to ensure that we provide the best possible care and achieve the best possible outcomes for our children. We do this by providing safe and stable homes for our children.

We cannot do this without confronting racism head on. One of the reasons why racism persists is that traditional diversity and inclusion initiatives do not address racism adequately. This is because:

1. Diversity and inclusion (D&I) approaches are not Anti-Racist. Solely focusing on D&I often bypasses the nuances of racism.
2. Anti-Racism work is often not valued in the same way marketing or recruitment might be, for example. It is often seen as an afterthought, which is indicative of why some organisations rely on forming in-house diversity committees of untrained staff to solve structural racism. Anti-Racism is not a health and safety workshop. This work is long term and continuous. It has to be led from the top down. It requires honest, courageous and vulnerable conversations, and it requires the same of leadership. To be taken seriously, it has to be intentionally included as part of our overall strategy to really see sustainable change.
3. The first step is accepting that talking about racism is new for most. This means there will be discomfort, mistakes will be made and false starts will happen. We need to understand that this is part of the process, and we will need to sit in the discomfort as we learn how to have conversations about racism with our staff and foster carers.
4. Racism is learned behaviour. It will not disappear until we take intentional steps to start to unlearn it.
5. The only way we truly start to address it is by acknowledging that, whether you like it or not, it is present, and to recognise all of the subtle ways racism presents itself in your workplace - including assuming your Black colleagues are D&I and Anti-Racism experts because of the colour of their skin.
6. Having the courage to acknowledge and start to examine this, means we can start to address it and change the outcome.

STRATEGY

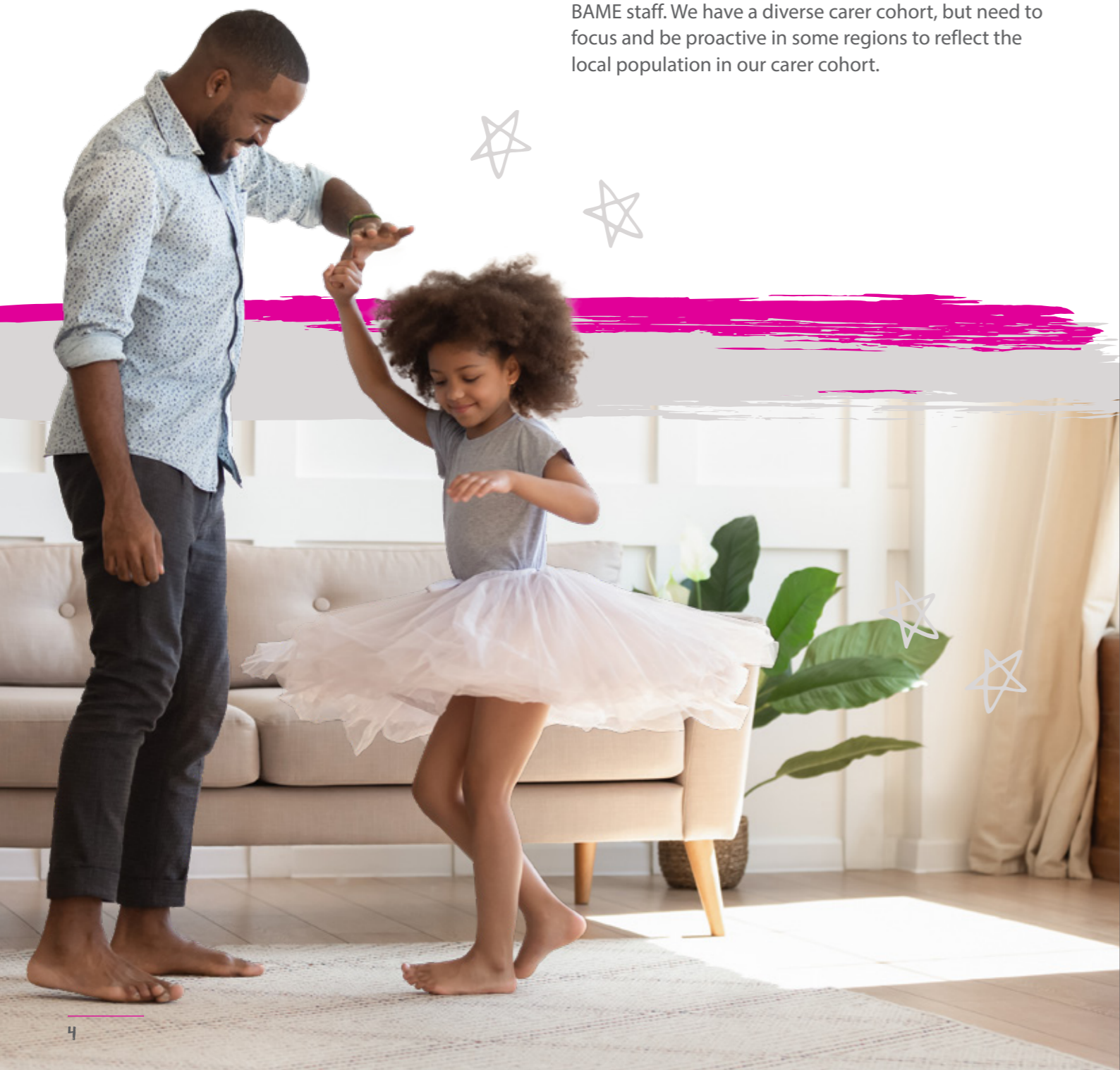
We know that there is more we can do at TACT to promote racial diversity and inclusion across our organisation.

TACT commit to;

- Being a safe space for our Black staff, foster carers and children
- Ensuring a safe space for all staff to have conversations about racism and anti-racism
- Involving and listening to our carers, children and young people and reflecting their views, ideas and concerns in all of our services and public statements

- Ensuring our staff and carer groups are reflective of the communities they serve
- Having difficult, honest and open conversations
- Listening, learning and changing our practice as a result
- Developing bespoke training on racism and anti-racism for all staff and carers and to include staff and carers from all backgrounds in creating this
- Speaking out publicly on issues such as stop and search, institutional racism and discrimination within the care system

We want to ensure that we build on the progress we have made so far, 40% of our Area and Deputy Area Managers are BAME staff, but at SLT level we have no BAME staff. We have a diverse carer cohort, but need to focus and be proactive in some regions to reflect the local population in our carer cohort.



PLAN OF ACTION

We are committed to doing more going forward, and have set out to do the following by September 2021:

- Introduce more explicit anti-racism training into our compliance programme. This will include introducing greater support and training on how to discuss race and promote anti-racism. The conversation about race and racism is wide and far reaching. Learning about it involves a combination of training, listening, reading of books, honest conversations and self-reflection. Training will not be successful if used in isolation, so we need to understand things such as protected categories, unconscious bias, privilege, allyship, what inclusive behaviours are and how we demonstrate them
- Give employees and foster carers from different ethnic backgrounds a voice.
- Get feedback on the lived experiences in the organisation
- Set an expectation for more open dialogue on race and of anti-racism
- In addition to formal policies and processes, introduce a safe, informal system for those on our programmes and employees to raise any experiences of discriminatory behaviour
- Extend our wellbeing offer to explicitly cover those who have experienced trauma associated with racism
- Continue using events such as Virtual Cafés, Social Work Breaks and training sessions to discuss race and anti-racist practice
- Invest more in attracting Black, Asian and minority ethnic background staff and foster carers. We will do this by advertising all jobs through diverse channels and will use job boards which specialise in attracting diverse candidates.
- Use language that is inclusive and use fair and consistent approaches to the recruitment and selection of staff and carers
- Introduce sessions for all employees to better understand microaggressions, stereotypes, and how to actively be anti-racist
- Provide mentorship or coaching for Black, Asian and minority ethnic employees who want to progress to more senior positions either within or outside of TACT
- Engage a Board member to sponsor and support the BLM working group and any other employee voice groups.

NEXT STEPS

We will be reviewing our progress against these commitments and communicating what more we plan to do in the future. TACT are committed to doing even more to create a truly anti-racist organisation and to making our workplaces, programmes and communities inclusive and liberating for Black, Asian and minority ethnic people.

References

<https://www.linkedin.com/pulse/black-lives-matter-why-forming-diversity-committees-staff-nova-reid>

<https://thefrontline.org.uk/racial-diversity-inclusion-action-plan/>

**TO FIND OUT MORE PLEASE
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