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# Anti-racist supervision matters

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Safeguarding Lead Practitioner

School of Shabs

BPS

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BASW England



# Our Social Work backgrounds

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## Shabnam

- Registered Social Worker / Safeguarding Lead Camden
- Team manager Roles
- NIHR Career break award – Fellowship with Kings supporting Professional Doctorate study
- School of Shabs- Educator / Facilitator / YouTube
- Associate with Research in Practice
- Practice educator / Dols assessor / Mentoring
- Proud member of the BPS

## Wayne

- Professional Officer, Social Worker & Anti-racism Visionary (BASW)
- Supervising Social Worker (*private fostering Social Work*)
- Young Person's Advisor (*supporting care leavers*)
- Duty & Assessment Officer (*child protection*)
- Adult Mental Health (*community support / intervention*)
- Youth Offending Service (*court work and community intervention*)
- Probation Services Officer (*intensive supervision & surveillance*)
- Placements Officer (*private fostering administration*)

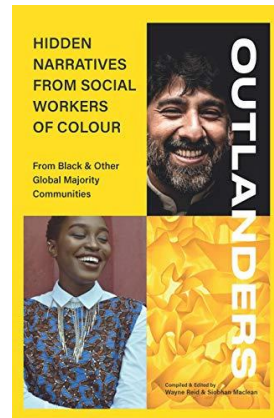
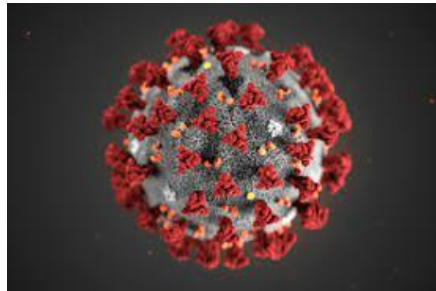


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## School of Shabs (SOS)



research  
in practice



# The Black & Ethnic Minority Professional Symposium (BPS)



The BPS is a safe online space for Black & ethnic minority social workers to educate, empower and equip themselves to navigate the various institutional and structural obstacles they face as professionals. The BPS role-models Black and ethnic minority excellence, professionalism and unity. The aims and objectives of the group are to:

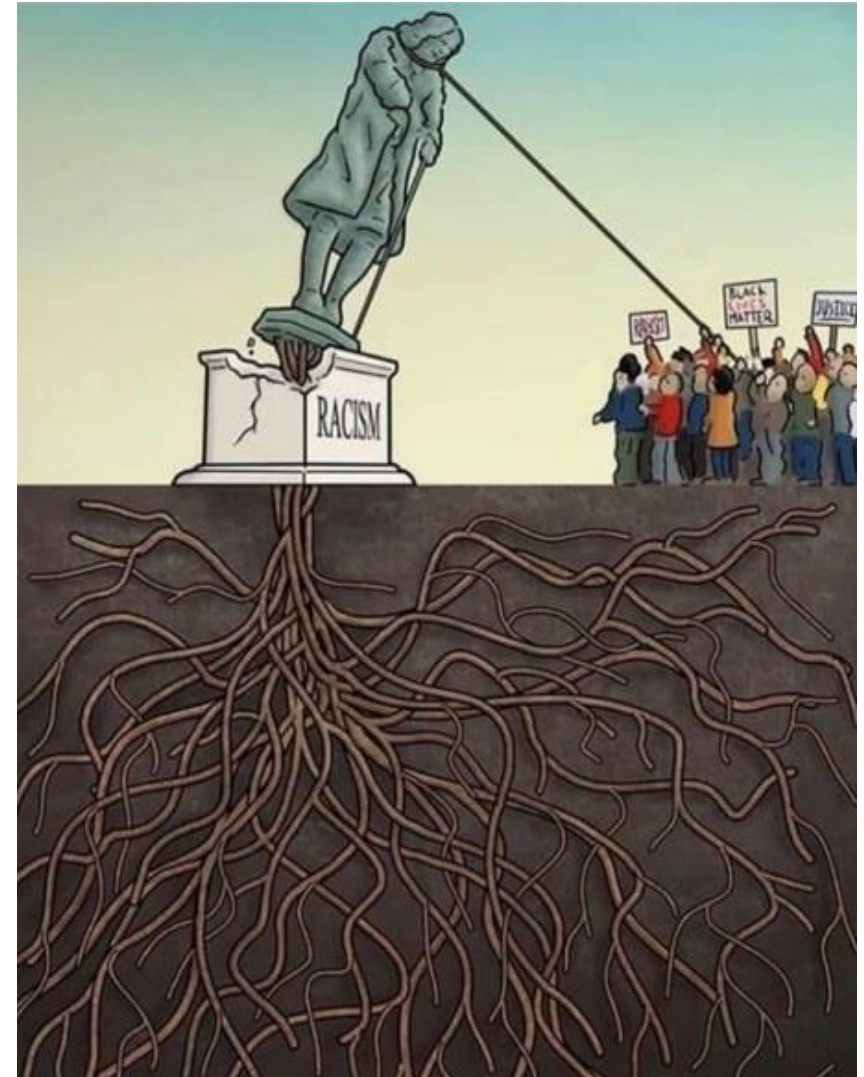
- Provide a safe space for Black and ethnic minority social workers to offload
- Establish a caucus that generates strategies and tactics to influence social work policy, practice and education
- Role-model Black and ethnic minority excellence, professionalism and unity
- Evaluate existing frameworks and systems within social work to improve the impact they have on Black and ethnic minority social workers
- Partner with relevant external agencies and organisations to promote Black and ethnic minority empowerment and professional credibility

# What is anti-racism?

‘Anti-racism’ is a belief that all races and ethnic groups are equal and deserving of the same opportunities. But the most important part of anti-racism is the next step, which is to do something about the existing inequality.

Anti-racism is the active dismantling of systems, privileges, and everyday practices that reinforce and normalize the contemporary dimensions of white dominance. This, of course, also involves a critical understanding of the history of ‘whiteness’.

Ibram X. Kendi, *How to Be an Antiracist*



# BASW position statements

BASW UK adopts the definition from the Equality and Human Rights Commission and recognises that race can mean colour, or nationality (including citizenship) and covers all ethnic and racial groups.

This means groups of people who all share the same protected characteristic of ethnicity or race. BASW recognises that certain groups in society – particularly Black, Asian and other Minoritised Ethnic groups in the UK (such as but not limited to Jewish and Gypsy, Roma and Traveller communities) experience specific, pernicious and structural forms of racism.

## Relevant statements

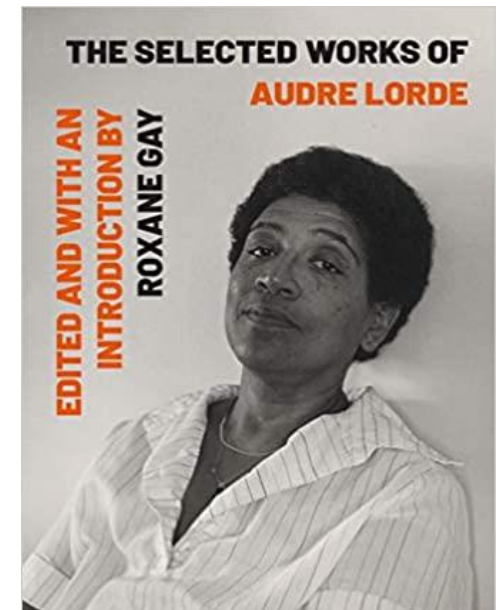
- Anti-racism
- Equality, Diversity & Inclusion
- Against antisemitism, anti-Jewish discrimination and hatred
- Anti-Gypsyism and Gypsy, Roma and Traveller rights

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*“I have come to believe  
over and over again that  
what is most important to  
me must be spoken, made  
verbal and shared, even at  
the risk of having it bruised  
or misunderstood.”*

“  
IF NOT  
NOW,  
WHEN?  
”



*relational activism*

# Anti-racism and supervision

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*“Aspects of power, gender, ethnicity, race, cultural and geographical locations; possession of different forms of capital, economic, social, cultural and symbolic, education and managerial barriers all impact on relations in supervision”  
(Beddoe, 2015 p. 150)*







## SUPERVISION TEMPLATE

### Record of personal supervision discussion between Supervisor and Supervisee

- This form is a record of the supervision with social care staff to record discussions and actions that take place during that session.
- Both parties should sign the form and each keep a copy stored securely for future reference.
- If this is the start of a new supervisory relationship, a supervision agreement will need to be read and signed by both parties. Your organisation may have a agreement template available, but it is highly recommended that this is edited and co-produced, to ensure it is person centred and relevant to the individual.

**Staff member:** .....

**Supervisor:** .....

**Date:** .....

**Start time:** .....

**End time:** .....

<p><b>Agenda</b></p> <p>Provide the opportunity for supervisee to contribute</p> <p>Both supervisor and supervisee come with their agenda items</p>	
<p><b>Health and wellbeing</b></p> <p><b>Example prompts below:</b></p> <ul style="list-style-type: none"><li>• Physical and mental health</li><li>• Sleep</li><li>• Feelings</li><li>• Stress</li><li>• Work life balance</li><li>• Self-care</li></ul> <p>The discussions should include any impact and barriers around protected factors -i.e., race / disability discrimination</p> <p>Support identified / action plan</p>	

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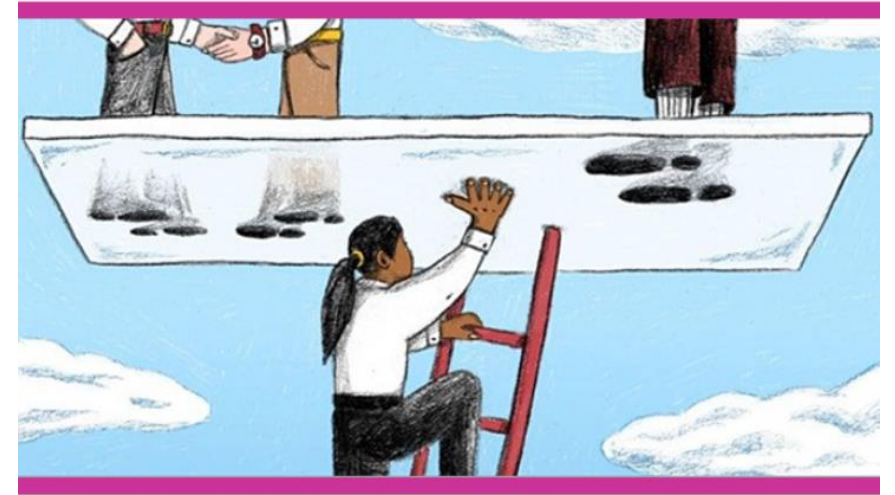
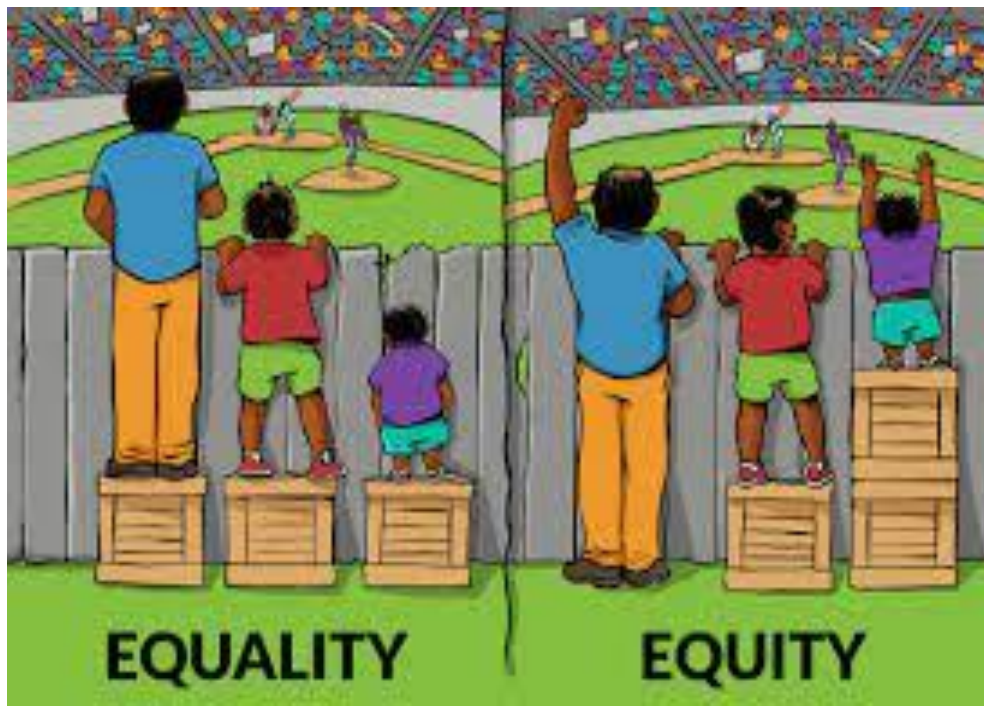


# The realities of racism in the workplace

- A [survey from the What Works Centre](#) found that over a quarter (1,958) of social workers across England experienced racism from the people they worked with over a 12 month period.
- 1 in 10 experienced racism from colleagues or managers at least 5 times in 12 months. This was 31% amongst black social workers and 28% among Asian respondents.
- 1 in 5 report increased anxiety, and 13% worsened Mental health, 1 in 10 had considered leaving their jobs and 8% leaving the profession altogether.
- “The results paint a picture of widespread racism that has a serious impact on people’s mental health and career progression” Anna Bacchoo (What Works for Children’s Social Care Director of Practice)
- Studies reporting Black and ethnic minority students reporting racism in the workplace and lack of support.

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- Work place racism is a real career barrier for Black and Ethnic minority staff
- Ethnic minority women remain under-represented in leadership positions across organisations in the UK



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**“MAKE  
FEEDBACK  
NORMAL.  
NOT A  
PERFORMANCE  
REVIEW.”** Ed Batista

The 6 R's of Supervision – Ahmed (2020)



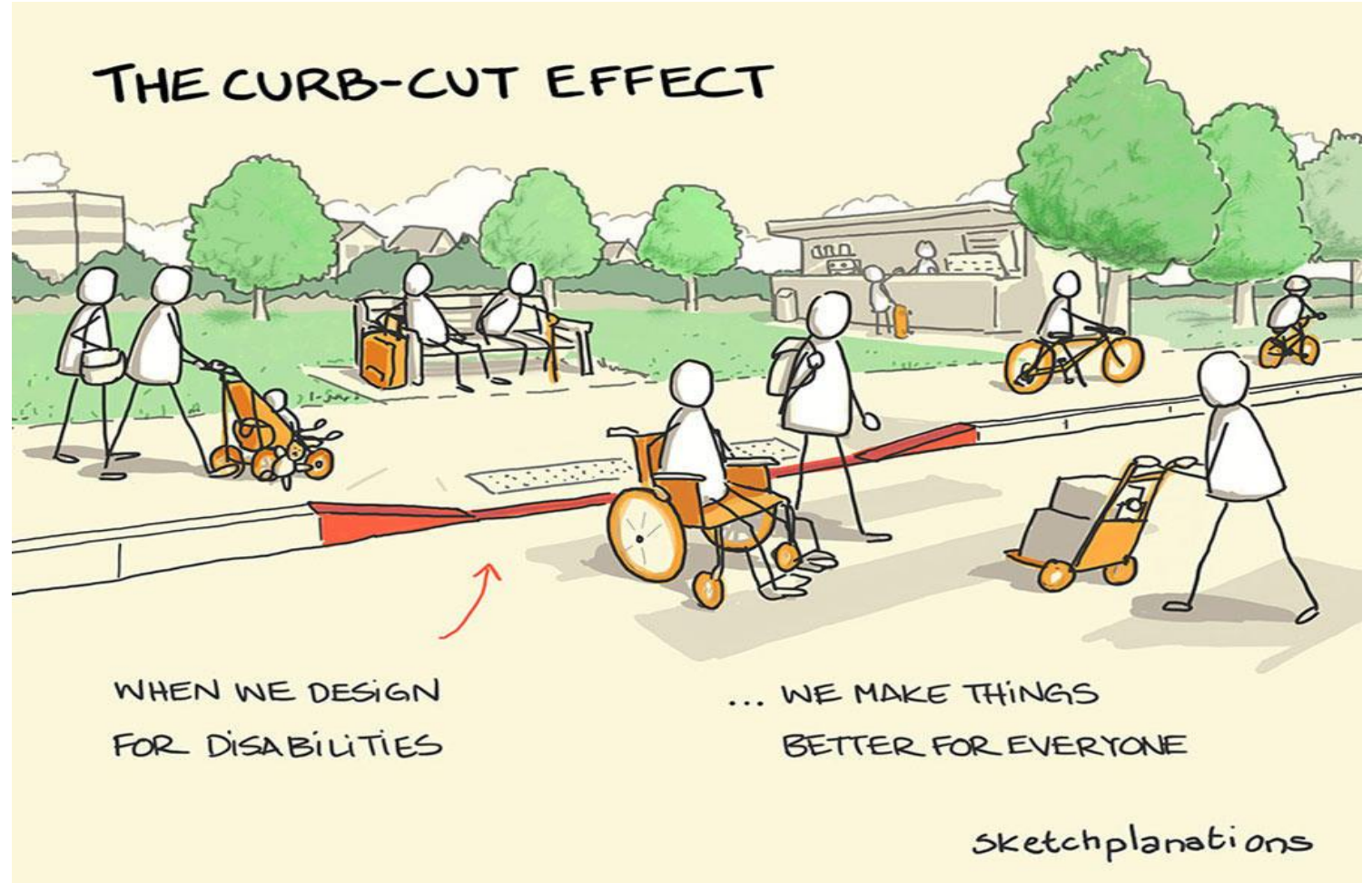
Long-standing [concerns](#) that Black and ethnic minority students and NQSW's are disadvantaged through the learning processes.

Skills for care data – 53% of BME practitioners on the ASYE year failed in 2018-19, despite representing 26% of the cohort.

All supervisors and supervisees will operate with blind spots and have topics that are difficult to contemplate and talk about. Supervision is not considered a benign space.

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Models of supervision are currently practiced in a Western paradigm, where organisational cultures may exclude less dominant voices.

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# Questions?

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**PSW**  
NETWORK



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### Questions for the PSW's:

- What connections/involvement do the PSW Networks have with the Social Care Workforce Race & Equality Standard (WRES)?
- What current models for supervision are being used?
- Is their scope for the Anti-racism supervision templated to be endorsed?
- What is the appetite for anti-racist, anti-oppressive and anti-discriminatory values and ethics amongst PSW's?
- Is there scope for future collaboration with the BPS & SOS?

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