

Norfolk Practice Week



# Building Anti-Racist Practice Through Identity Awareness



**Norfolk**  
County Council



Welcome...

We'd love you to participate but please use the 'raise hand' facility to ask questions and contribute when others are talking.

Please be considerate to others – this should be a safe, open and reflective space to learn.

If you need live captions, click on the 3 dots at the top of your screen.

Please do take 2 minutes to provide us with some feedback – we love to hear what you think. The QR code and link will be provided later.

Some of these Practice Week sessions are being recorded for learning purposes. Your presenter will let you know at the start.

Thank you!



# Outcomes

- Understand identity, power and intersectionality
- Explore racism, disproportionality and differential outcomes
- Strengthen anti racist safeguarding practice
- Recognise systemic barriers and unconscious bias
- Develop practical tools for supervision and decision making



What factors  
contribute to  
someone's



Identity?



# What Shapes Identity?

- Race and ethnicity
- Culture, religion and spirituality
- Gender, sexuality and age
- Disability and neurodiversity
- Class, education, geography and migration experience



# Why Identity Awareness Matters

Identity is the lens through which people experience the world.

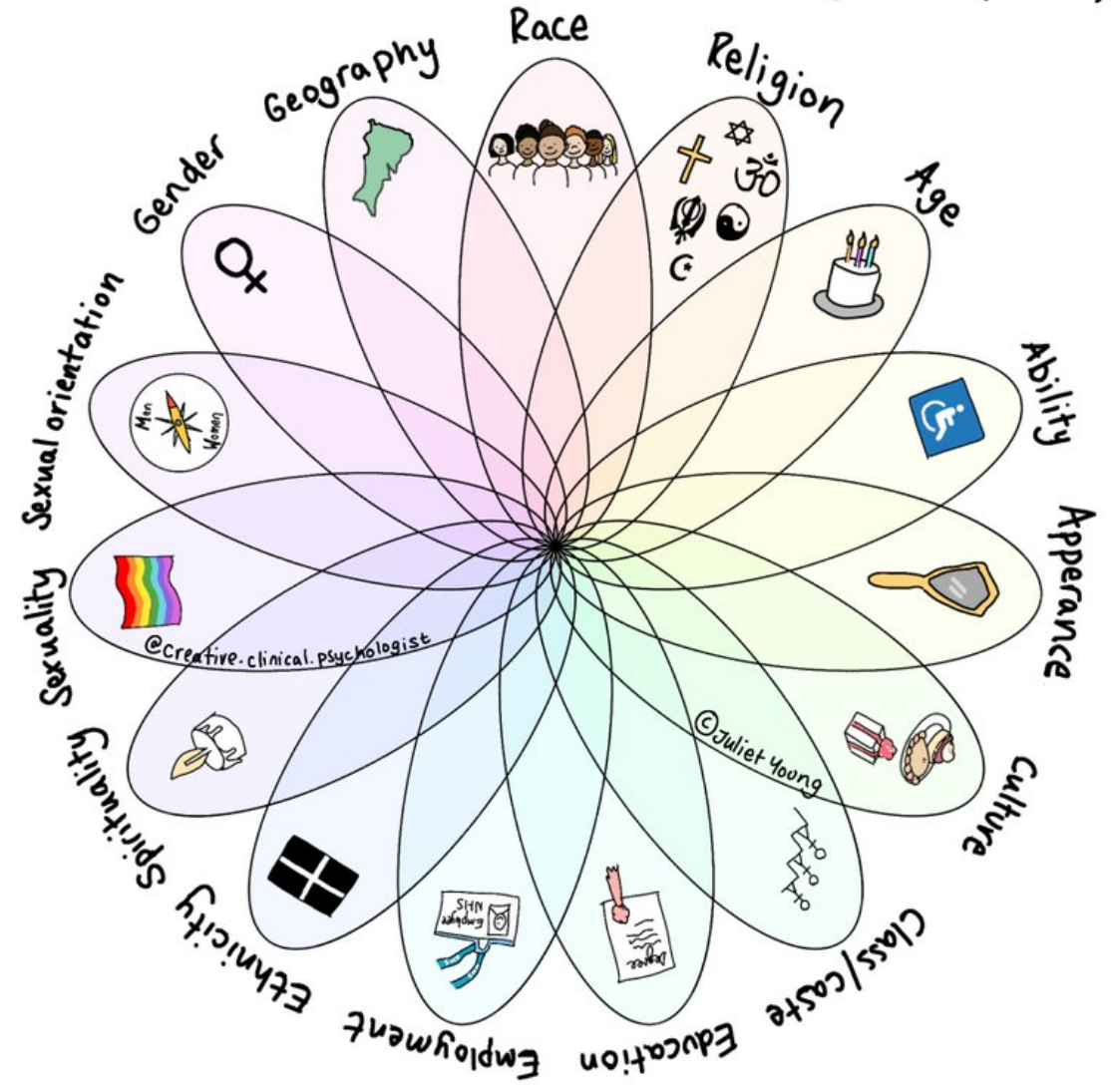
Racism intersects with culture, gender, class, disability, language, migration and belonging.

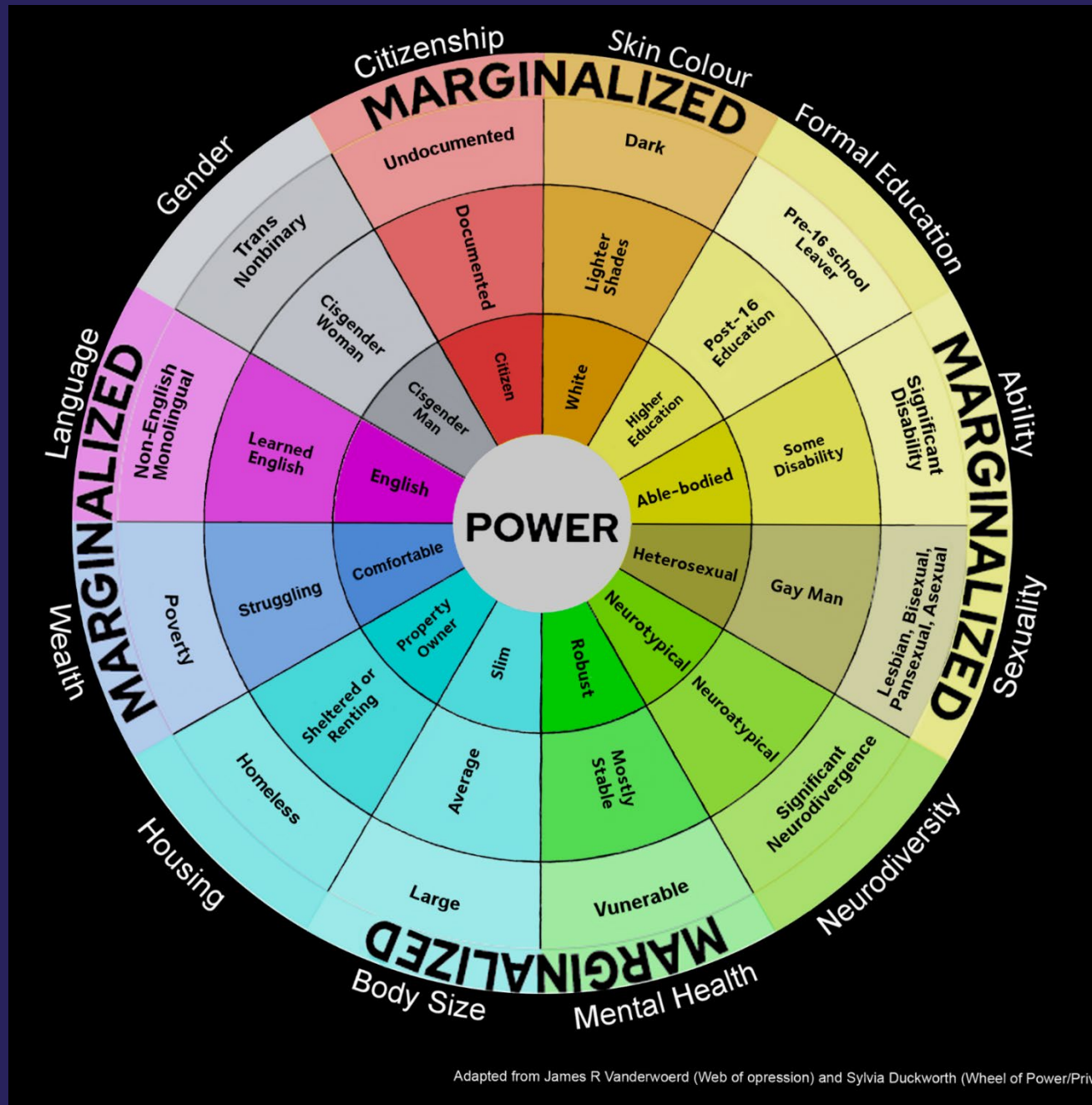
Be mindful of race as a social construct.



# Social GRRRAACCCEESSS

(Burnham, 2012)





Adapted from James R Vanderwoerd (Web of oppression) and Sylvia Duckworth (Wheel of Power/Privilege)



# Working Together to Safeguard Children 2026

## *What the guidance expects*

Practitioners must **actively challenge racism and discrimination**

Recognise how **racism affects trust, engagement and outcomes**

Use data to identify **inequality and disproportionality**

Anti-racist practice is **part of all safeguarding work**

**Key message: Safeguarding requires active anti-racist practice**

# Intent Versus Impact

- Good intentions do not remove harmful impact
- Practitioners may unintentionally reinforce stereotypes or exclusion
- Families often remember impact more than intention
- Reflective accountability strengthens professional relationships

# Understanding Systemic Racism

- Racism is not limited to individual prejudice
- Policies, procedures and organisational culture can create unequal outcomes
- Disproportionality often reflects systemic issues
- Anti racist practice requires individual and organisational change

# Disproportionality and Differential Outcomes

- Black and mixed heritage children are often over represented in exclusion and criminal justice systems
- Some families experience higher levels of surveillance and intervention
- Children from racialised communities may receive different responses to similar behaviour
- Differential outcomes damage trust and long term wellbeing



## Eastern Region Anti-Racist Practice Pledge

Racism affects Black, Asian, Mixed-Heritage and ethnically diverse communities. In all of its forms, it is a persistent and systemic issue requiring proactive and sustained efforts. In the Eastern Region, we are committed to demonstrating allyship in action. We will foster an anti-racist and diverse environment where all individuals, staff, and the communities that we serve are respected and valued. We, as members of the Eastern region, are committed to leading with integrity in the fight against racism.

### We pledge to:

- 1. Demonstrate Anti-Racist Leadership:** Actively promote and model anti-racist behaviours and attitudes within our workforce and communities, setting a positive example for others to follow.
- 2. Promote Anti-Racism:** Actively encourage and support Black, Asian, Mixed-Heritage and ethnically diverse people within our communities and workforce, ensuring that their voices are heard and valued.
- 3. Educate and Raise Awareness:** Promote understanding and awareness of racism and its impacts through continuous education and dialogue.
- 4. Create Safe Spaces:** Establish environments where Black, Asian, Mixed-Heritage and ethnically diverse people and anyone who witnesses racism feels safe to express themselves and report incidents of racism without fear of negative consequences.
- 5. Review and Revise Policies:** We will evaluate and update our policies on an annual basis to ensure they promote racial equity and do not uphold systemic racism.
- 6. Engage with the Community:** Collaborate with community members and organisations to address racism and promote inclusivity.
- 7. Hold Ourselves and our Partners Accountable:** Set clear, measurable goals to track our progress in promoting racial equity and hold ourselves accountable to these standards.
- 8. Support Affected Individuals:** Ensure that systems, procedures, and support mechanisms are in place to prevent racism and assist those affected by racism to actively promote allyship.

Together, we believe that our collaborative efforts will lead to a racially just and equitable society in the Eastern Region where everyone is valued and respected.



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# What does being Anti-Racist mean in Practice?

# Equality Act 2010

## Definitions

- Protected characteristics include race, religion, disability and sex
- Prohibited conduct includes direct discrimination, harassment and victimisation
- Public organisations have legal duties to promote equality
- Rights and responsibilities go hand in hand

Rights and Responsibilities go hand in hand



# Reflective Practice Questions


- What assumptions do I make under pressure?
- Whose voice is missing in this assessment?
- Would I respond differently to another family?
- How confident am I in discussing racism directly?

# How to go about it

- Supervision and monitoring – equity is embedded
- Challenge behaviours
- Use personal development tools
- Use data to monitor performance
- Use reflective space re: anti-racism to gauge the culture and the perception within teams and organisations
- Encourage teams to consider identity and culture
- Supervision- explore bias and equity
- Seek feedback



# Anti- Racism- Everyone has a role to play

- Make a commitment to eliminate racism
  - Report racism whenever it happens
  - Discuss racism at meetings
  - Demonstrate this matters to you personally
  - Be ready to speak up and act if you
  - Make space for people to speak up and share learning
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# Action Plan

- Make a commitment to eliminate racism at work / refresh the commitment
- Put **reporting racist incidents** on the agenda - at meetings / in supervisions
- Demonstrate this matters to you personally
- Be ready to **speak up** and **act** if you encounter racism
- Make space to listen to people with lived experience of racism
- Create safe spaces to share learning – including how racism is being addressed

Please take 2 minutes to  
provide us with some feedback

