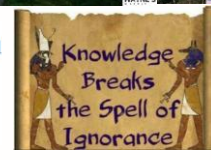
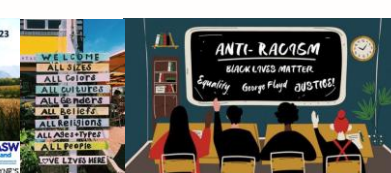
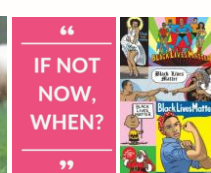
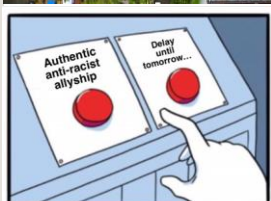
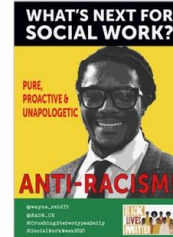
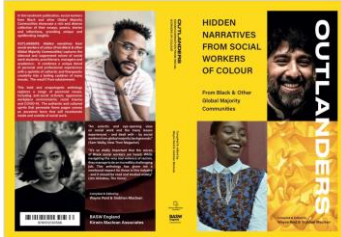


A report on the  
'Anti-racism in Social Work'  
activities across the UK  
(between 27/05/20-26/09/21)



## Thematic feedback from Black Practice Educators (BASW England members) & their experiences of racism

*Collaborating effectively & challenging robustly*



“  
Ask yourself... "What  
will a conversation  
about race, reveal  
about me?"  
MUNA ABDI

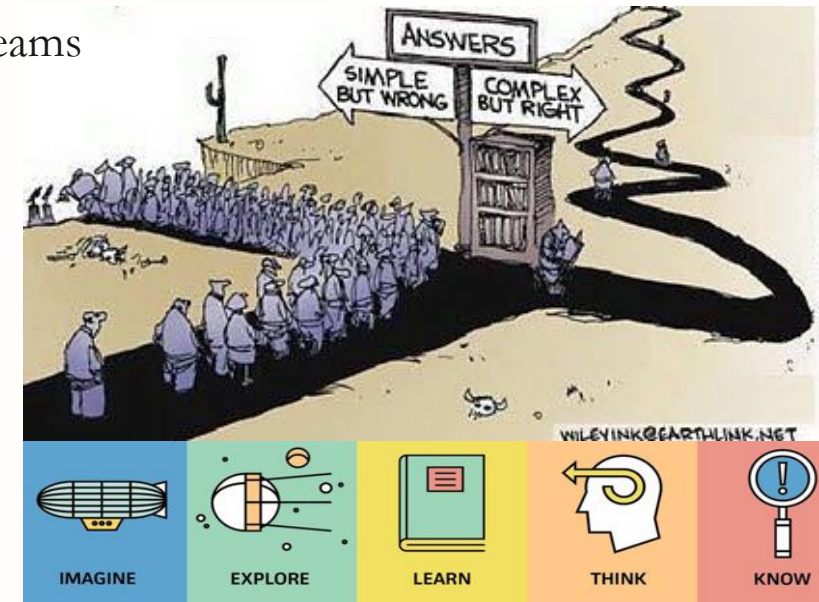


# BASW England

The professional association for  
social work and social workers

# Key messages

- Background & context
- Thematic feedback from Black Practice Educators (BASW England members) & their experiences of racism
- Relevant evidence-based articles
- Points for consideration
- ‘Anti-racism in Social Work’ collaborations, projects & workstreams



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IMAGINE



EXPLORE



LEARN



THINK



KNOW

# Background & context

BASW England is committed to proactive anti-racism, anti-discrimination and anti-oppression, informed by our [Code of Ethics](#) and underpinned by the principles of the [Equality Act 2010](#).

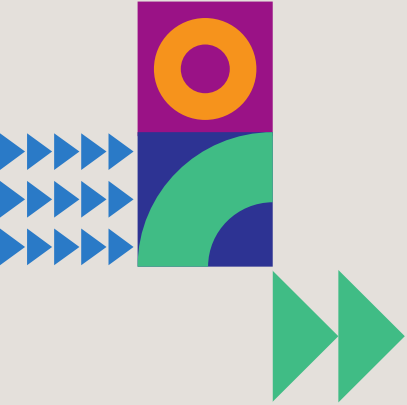
In this presentation, equal weight is applied to qualitative and quantitative data. The contents capture the lived experiences expressed by some Black Practice Educators (BASW members) who have consistently raised issues across a variety of our committees, groups and forums.

We believe “1 voice has equal value to the collective voice”.

## Relevant policy documents

- [BASW UK Statement on Anti-Racism](#)
- [BASW England Statement on ‘Anti-Racism, Anti-Discrimination & Anti-Oppression in Social Work’](#)
- [Social Care Workforce Race Equality Standard: Skills for Care](#)
- [Assessed and Supported Year in Employment \(ASYE\) child and family report 2023-2024](#)





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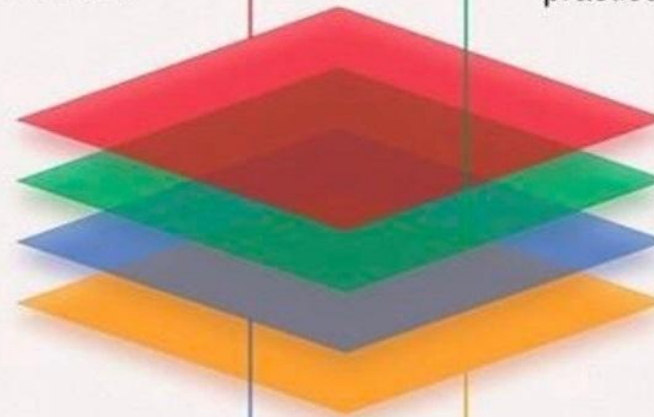
# THE FOUR <sup>OF</sup> DIMENSIONS **RACISM**

## **INSTITUTIONAL**

Policies and practices that reinforce racist standards within a workspace or organization.

## **STRUCTURAL**

Multiple institutions collectively upholding racist policies and practices, i.e. society.



## **INTERPERSONAL**

Racist acts and micro-aggressions carried out from one person to another.

## **INTERNALIZED**

The subtle and overt messages that reinforce negative beliefs and self-hatred in individuals.

*Inspired by  
Race Forward Trainings*

**Slow Factory  
Foundation**

# Thematic concerns reported to BASW England

- Victims of racism (Practice Educators, NQSW's\* and students) are being ignored and subjected to counter-complaints and fitness to practice proceedings
- Some White Practice Educators, colleagues and students evidence limited awareness or interest in the causes, effects and outcomes of racism
- Black Practice Educators are being denied career development and career progression opportunities
- Black Practice Educators are having harrowing experiences during the fitness to practice process (extensive delays, limited responses to requests, lack of advice/support etc)
- Black Practice Educators employment is being adversely affected when they report racism

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\* NQSW's - Newly qualified Social Workers



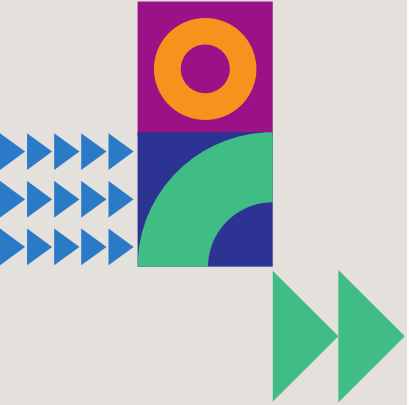
# Thematic barriers to reporting racism

The majority of Black Practice Educators who contacted us either did not report the racism they had experienced or regretted doing so.

People who did not report racist incidents stated that they:

- Did not want to damage relationships with management, colleagues, teams etc.
- Were worried that they would be subject to increased scrutiny and potentially more serious abuse
- Were worried that their employment could be at risk of termination
- Did not believe their claims would be taken seriously or that a fair and reasonable process would be followed
- Lacked meaningful protection and support to challenge racism

*These experiences, whilst qualitative reports, are inconsistent with stated policies relating to equality of opportunity for everyone employed in the social work profession.*



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# A cross-section of relevant evidence-based articles

- Black and ethnic minority social workers disproportionately subject to fitness to practise investigations (2020)
- Over a quarter of social workers faced racism from colleagues or managers in 12-month period, finds survey (2022) \*
- Does discrimination play a role in fitness to practise processes? (2023)
- Black, male and 40-plus social workers disproportionately subject to fitness to practise process (2023)
- Social Work England bids to tackle systemic causes of fitness to practise issues in new strategy (2023)
- Action to tackle fitness to practise inequalities limited by lack of data on social workers, says regulator (2022)
- Delays in fitness to practise process having 'life-changing impact' on social workers, says union (2021)
- Black and ethnic minority workers three times as likely to fail ASYE as white colleagues, figures show (2021)
- Black and ethnic minority social workers have disproportionately high ASYE failure rate, figures show (2021)
- Minority ethnic social care staff face disproportionately high levels of bullying and disciplinaries – study (2024)
- Unfair, unreasonable and damaging to mental health (2024)
- FtP backlog taking 'intolerable' toll on workers' mental health (2024)

The above articles suggest a **willingness** to address the issue, but the **length of time** since their publication and the **lack of action** is very concerning.



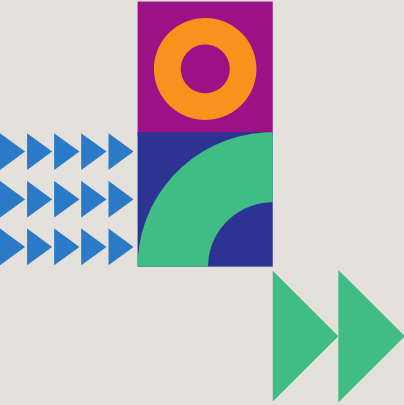
# Points for consideration

- Black Practice Educators reported some hesitation/reluctance to accept students due to not being supported when they experienced institutional and interpersonal racism.
- Based on the experiences outlined above, Black Practice Educators may be less likely to choose Social Work as a long-term career - exacerbating the well-documented recruitment and retention issues.
- Without addressing the issues outlined above, employers and institutions remain oblivious as to why Black social workers do not apply for certain positions - leaving key roles vacant.
- Social Work risks being perceived as a hypocritical profession that is not able to comply with or enforce its own code of ethics or social justice principles - which can be reputationally damaging.
- Actionable recommendations are included in the article ['How to promote an anti-racist culture in social work' \(2020\)](#).

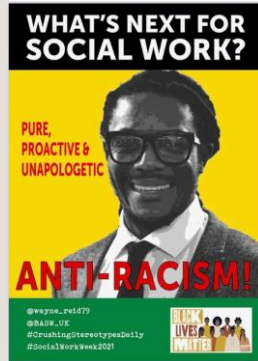
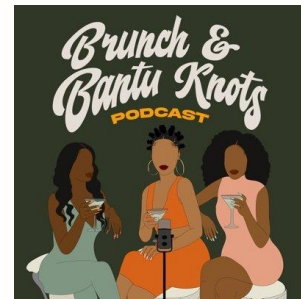
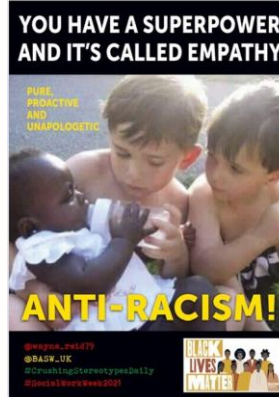
*These experiences, whilst qualitative reports, are inconsistent with stated policies relating to equality of opportunity for **everyone** employed in the social work profession.*



# 'Anti-racism in Social Work' collaborations, projects & workstreams

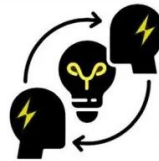


research  
in practice



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**SYNERGY SESSIONS**  
RECIPROCAL COLLABORATION



Make it Plain



Making Research Count



## SOCIAL WORK NEWS

