

FAO:

Jude Currie,
Chair, SASW Committee

Date

23 March 2021

Alison Bavidge,
National Director, SASW

Dear Jude and Alison,

RE: Anti-Racist Social Work practice in our workplaces and social work education

Thank you for your letter regarding this essential matter.

In addressing the issues, you raised I would provide the following:

1. Explicitly recognise that open acknowledgement of racism is a necessary step towards becoming an anti-racist social work community that is inclusive and values all its members and the people we serve.

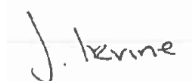
The City of Edinburgh Council does acknowledge that racism affects both our employees and the users of our services. We have an established BME staff network who are supported by the CSWO and met regularly with staff from across services.

2. Commit to including anti-racist social work practice as a central feature in social work education and in the continuing professional development curriculum on offer within organisations employing social workers.

We have recently started a process of reviewing our policies and procedures in respect of how we both address the impact of racism across our organisation as well as how we develop a clearer overview of these events. In addition, we are also reviewing our processes for logging and recording racist incidents as well as health and safety. We recognise that we need to be able to consider whether there are themes emerging or particular area of the city or service areas where racism is of particular concern. The further development of our approach will include further training and development, most particularly for managers in how they respond to reports from their staff or users of our service.

I hope this is helpful and we may well find it helpful to liaise / consult with your organisation as we take this work forward and I will keep you updated on our approach.

Yours sincerely



Jackie Irvine

Chief Social Work Officer and Head of Safer and Stronger Communities