**BASW Cymru Anti-Racism Group**

**Purpose**

**Our purpose is to acknowledge and address the structural and systemic racial inequality within the social work profession and wider society across Wales. We aim to create a more inclusive and fairer profession which actively promotes equality and celebrates our diverse society.**

**Our group will proactively support the implementation of the Race Equality Action Plan developed by the Welsh Government to stimulate culture change in Welsh Government in public services, in business and in Welsh society. As stated in the report, ‘*The Race Equality Action Plan will aim to transform experiences and life chances of Black, Asian and Minority Ethnic people in Wales and ensure the contribution of Black. Asian and Minority Ethnic people is celebrated, reflected and afforded equal value to their white counterparts’.***

**Aim**

**Our aim is to modernise social work education and practice across Wales by developing robust and proactive anti-racist approaches within social work education, training, and practice. This includes a focus on promoting allyship, social work leadership and multi-agency working.**

**We aim to proactively challenge the deeply embedded structural and systemic racism through discussion with key stakeholders and leadership.**

**We aim to create a learning environment for change by role modelling including and not limited to sharing and creating best practice, creating good practice guides, and promoting inclusivity by celebration.**

**Our aim is to modernise and shape social work education to meet the changing needs of current society by working with universities across Wales to develop safe and effective practitioners of tomorrow.**

**We aim to embed the Race Equality Action Plan for Wales into our work and support the vision for Wales to be anti-racist by 2030.**

**To embed a human rights approach in the work we do.**

**To ensure that the needs and strengths of Black, Asian and minority ethnic communities including Jewish, and Gypsy Romani Traveller communities remain at the forefront in our work.**

**We aim to share and respect the different types of knowledge, living experience, policy levers, past failures and successes, best practice, research, grass roots wisdom, experience of working within and outside the social work profession.**

We aim to proactively collaborate, reflect, and celebrate contributions.

**We aim to champion, support and when necessary, respectfully challenge the work of this group.**

**Group Members**

Our group will be made of up of people with living experience, social workers/practitioners, educators, trainers, leadership and allies.

We will respect each other and be open to learning from each other.

The group will be co-chaired by members – chairs to be confirmed

**Secretariat**

This group will be supported by BASW Cymru.

If you are interested in joining our group, or would like to have an informal discussion about being involved please email Narinder.Sidhu@basw.co.uk