

Northamptonshire Children's Trust

Anti-Racism Statement

Events throughout history have highlighted the devastating impact of racism and racial inequalities in our society, communities and within the workplace. At Northamptonshire Children's Trust we are committed to better understanding the systemic racism and inequalities that are experienced in the everyday lives of Black and Minority Ethnic (BAME) children, their families, carers and our workforce.

We believe that all children have the right to grow up in a safe and loving environment regardless of their race and background and to feel that they are valued as individuals in their own right.

We know that the care and safeguarding of children and families is strengthened through diversity of thought, approach and culture, delivered by a workforce from a range of different backgrounds. We are proud of our diverse workforce and we will make sure that everyone can play their part without fear of words or behaviours that cause offence or pain.

Northamptonshire Children's Trust is committed to being an anti-racist organisation, with zero tolerance of racism and other discriminatory behaviours. We will stand in solidarity with all who experience racism and discrimination. We will create a culture where reporting of discriminatory behaviours is encouraged and swift, appropriate action taken.

The Trust will work in partnership with Black and Ethnic Minority people including children, young people, their families and carers. We will also welcome the commitments made by partner agencies and organisations to work together to become anti-racist in all areas of our work and practice.

The Trust is committed to long term actions and change. Our pledge is to:

- Review our policies and procedures to ensure equality and inclusion is at the heart of what we do.

- Actively encourage the participation and capture the voice of children, young people, their families and carers with regards to all areas work undertaken to actively promote anti-racist practice.
- Educate our workforce on white privilege, use of language, structural racism and unconscious bias, so that all areas of our practice and engagement with families and each other is culturally sensitive and that diversity and difference is respected across all cultures.
- We will not accept or tolerate racism, we will challenge it when we see it and we will support staff to have the confidence and skills to challenge it
- We will create safe conditions to enable our workforce to share any racist or oppressive experiences.
- We will embed an understanding of equality and diversity into everything we do by acknowledging people's different needs, situations and goals, and removing the barriers that limit access and achievement.
- We will support each employee to fulfill their full potential regardless of background.
- The Trust will fulfil its role as one of the leaders to influence partner agencies, private, community and voluntary sectors to adopt anti-racist and diverse practice with families we share a common interest with.
- We will review the findings from our equality and diversity staff survey in order to continue to improve our practice against racism.