

Compass G.R.A.C.E (**G**roup. and **R**egional. **A**mbassadors. **C**ommitted. (to) **E**quality)

Journey to Anti – Racism Strategy

Time Frame	Key Conversations/Discussions
May 2020	<ul style="list-style-type: none"> • When the traumatic events of May 2020 took place, we realised the need for us to take an authentic organisational deep dive into our current equalities policies and practices • Compass wanted to get a sense of how carers and children and young people and staff were doing
June/July 2020	<ul style="list-style-type: none"> • We formed a 'RACE' group across each service of Compass (Residential, Education, Fostering (staff and foster carers, HR, Intervention (Therapeutic). • After much discussion, the group renamed itself 'GRACE' because of what it encapsulated about our organisation being regional and groupwide and our commitment to anti -racism and equality.
August 2020	<p>We developed a Group Constitution Created around the 6cs:</p> <ul style="list-style-type: none"> • Clarify – Community Community's stance and values by setting clear expectations of what Compass stands for; maintaining zero-tolerance to racism. • Co-create - a systemic approach for practical action by working across the organisation: <ul style="list-style-type: none"> • Scrutinise all operational processes, ways of working and people management policies. • Commit - to sustained action through visible leadership and a willingness to change with firm commitment from the top.

	<ul style="list-style-type: none"> • Critique - appraise your people management approach from end to end. • Connect - our people by creating safe spaces, systems and times to talk, share experiences and learn from each other ensuring the voice staff, carers and children are heard and where necessary; ensure plans are informed by experts where necessary. • Communicate - messages consistently and ensure the conversation is two-way
September 2020	We carried out statistical analysis of demographics (recruitment of carers, staff retention, children and young people in placements).
Oct/Nov 2020	<p>Created Company Survey - to help us get a clear picture of what is happening within Compass regarding race and equality. The survey would also help us refocus our efforts in tackling inequality and discrimination across the organisation.</p> <p>Ambassadors went to their respective teams to get feedback on anti-racism auditing</p> <p>The main presentation about the GRACE Strategy Group was delivered by our CEO to the Operations Board and then to Heads of Services</p>
December 2020	We created Ambassadors/Points of Contact ahead of the survey going live – this was an extra layer of support for potential re-triggering trauma when thinking about and sharing lived experiences of racism
January 2021	The survey goes live
February	<ul style="list-style-type: none"> • The survey closed with around 800 responses nationally • We began working with an HR Consultant to develop an anti-racist strategy and framework



	<ul style="list-style-type: none"> • We increased representation across the services - Learning and Development, Compliance and Child Participation • We featured the ongoing work on our company wide bi-monthly Community Update
March 2021	<ul style="list-style-type: none"> • We created a Communication Schedule – a GRACE specific newsletter across our online portals for carers and staff • We increased our GRACE social media presence
April 2021	<ul style="list-style-type: none"> • The first draft of the Executive Summary was created • We began to plan for further Core and Regional Ambassadors to represent and support embedding the GRACE Anti-Racism strategy throughout their services
May 2021	<ul style="list-style-type: none"> • Our HR Consultant presented the first draft of the Journey towards Anti – Racism Strategy, Key Steps and the Framework. This was really powerful and re-enthused the GRACE group Core Ambassadors about what it means to be anti-racist and how the personal journeys individuals take forms the foundation of organisation change. • Our next step as a GRACE group is to share the Anti-Racism strategy and framework with the Operations Board and Heads of Services