

Introducing.....
THE G.R.A.C.E Group

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Group and Regional Ambassadors Committed to
Equality

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In response to the 'Black Lives Matter' movement and the in-humane incidents from May, Compass Community issued the following statement both internally and publicly:

The Compass Community would like to take this moment to express our unity with our black community. We strive to understand inequality and have taken this time to think and reflect upon ways we can uphold and support black voices. Racism will not and cannot be tolerated in our and the wider community.

Compass recognises and respects those effected by intolerance and stands with them in striving to eradicate racism.

The logo for Compass Community Children's Services. It features the word "compass" in a lowercase, sans-serif font with a stylized flame or drop shape above the letter 'o'. Below "compass" is the word "COMMUNITY" in a smaller, uppercase, sans-serif font. At the bottom, the words "Children's Services" are written in a smaller, lowercase, sans-serif font.
Compass
COMMUNITY
Children's Services

Group and Regional Ambassadors Committed to Equality

- **Following the statement's release...we wanted to do more**
- **Staff, Carers and Children echoed this sentiment.**
- **We decided to act & are mobilising to re-address racial inequality within Compass with the aim of making purposeful change within the organisation.**



Formation of 'GRACE'

Since the Group began we have journeyed through different names over the course of the last few months.

BLM

The group initially started as the BLM (Black Lives Matter) Group but reflection took us down a different route due to be the highly political narrative of the BLM group in America

R.A.C.E

Racial Ambassadors Committed to Equality came next but further reflection concluded 'race' can be confusing and often has negative connotations.

G.R.A.C.E

We finally decided on the acronym G.R.A.C.E (Group and Regional Ambassadors Committed to Equality)...GRACE encompassed everything we wanted the group to represent – a sense of coming together, reconciliation but also a commitment to change & working together.



The 'GRACE' Group

- Represents the whole community
- Discusses issues of race equality and how Compass will continue to embed an anti-racist strategy
- The group will use an organisational framework to achieve agreed objectives
- The name 'GRACE' seeks to be an umbrella to develop issues of diversity & inequality ensuring that Compass is an organisation that places equality at the forefront of strategic decisions and practice when caring for children.

Nolly Sileya – Lead Ambassador
RESIDENTIAL

Sandra Berry – Ambassador
RESIDENTIAL

Caroline Stride – Ambassador
EDUCATION

Darren Johnson – Ambassador
FOSTERING - STAFF

Nicola Peyton –HR Rep
STRATEGY

Bernie Gibson – Ambassador
STRATEGY

Lianne Billyard – Project Support
STRATEGY

Shirley Parnell – Ambassador
FOSTER CARER

Laurence Brady – Ambassador
STRATEGY

“A common question is can I join the group? – in essence yes, but we do need a core group of people in a smaller setting”

'GRACE' Support Ambassadors

- The group recognises the importance of providing a safe space for black workers and understands that in acknowledging, discussing and highlighting a need for an anti-racist strategy there can be an emotional impact on individuals & unresolved issues can be awoken
- Representatives within the group have therefore made themselves available to offer additional support and sign-post individuals to ensure their holistic wellbeing is at the forefront of the work we do.

Below is a list of those individuals who have agreed to represent different pillars within Compass and are available to listen, offer support, escalate concerns where appropriate & sign post you to help .

- Caroline Stride - Lead GRACE Ambassador representing Central Services & Education
- Darren Johnson – Lead GRACE Ambassador representing Fostering
- Sandra Berry – Lead GRACE Ambassador representing Residential
- Shirl Parnell – Lead GRACE Ambassador representing Foster Carers
- Nolly Sileya – Chair of Group and GRACE Ambassador

These details and further support can be found on 360 for staff and the Carer Portal for Foster Carers.

(GRACE Sections are present on both platforms)

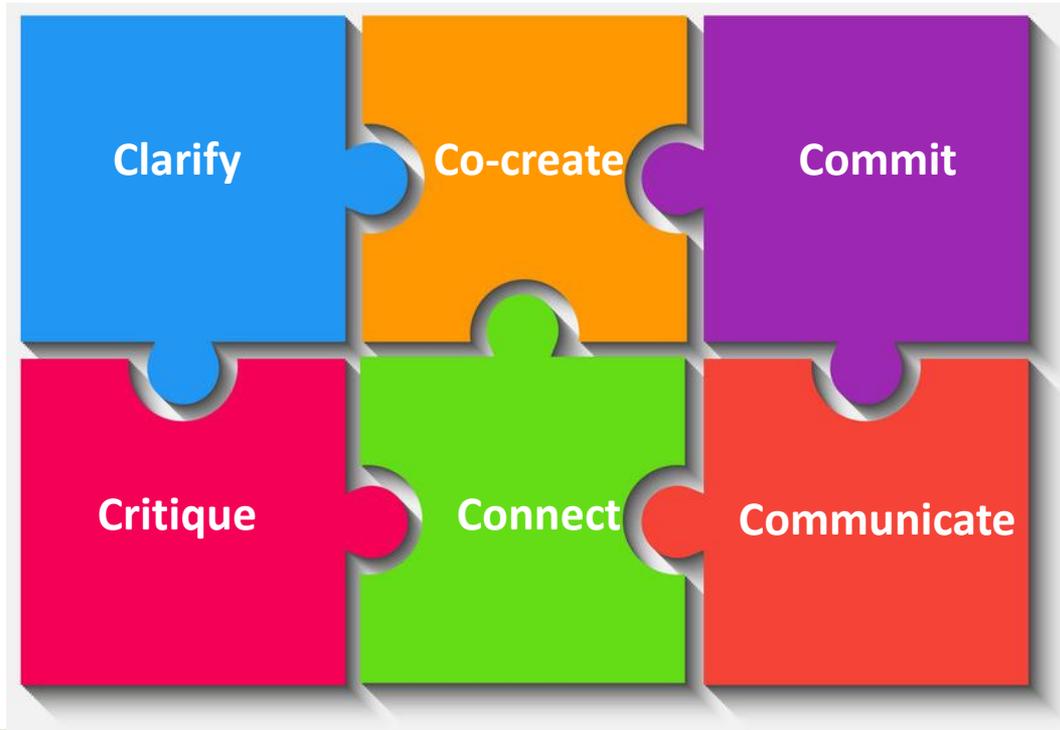
What's the purpose of 'GRACE'

- **To influence, support and advice** the Compass Community in identifying and embedding a strategic plan to address racial injustice and the wider ingrained inequalities which are apparent in society and evident in UK workplaces.
- **To address the root causes of racial inequality (racism)** within Compass with the aim of adopting and maintaining a zero-tolerance approach to workplace discrimination.
- **To support and encourage a culture of acceptance and understanding**, ensuring that Compass Community's People, Policy and Practice reflects inclusion, where there is equal access to work and opportunity and where members of our community reach their potential (regardless of any aspect of their identity, background or circumstance).
- **To support our organisational culture that builds racial literacy and resilience.**

An Anti-Racism Strategy:

Underpinned by the 6 C's

Underpinned by the principles of REACH and with the support of Compass' strategic team. The 6 C's will form a framework upon which the GRACE group will identify 'tactics' to achieve organisational change



STEP 1: Clarify – Planning Stage (Complete)

Clarify...Community Community's stance and values by setting clear expectations of what Compass stands for; maintaining zero-tolerance to racism.

Tactics:

- Understanding the purpose of the group
- Undertaken a review of representation of black workers in the Compass Community
- Roll out core training to understand the impact of unconscious bias and racism
- Implement a questionnaire to gauge the current views from those across Compass.

Racial Equality Survey

This survey to help us gain a clear picture of what is happening within Compass regarding race and equality. By completing this survey, you will be helping us refocus our efforts in tackling inequality and discrimination and utilising the full talents of staff, carers and children across the organisation.

Step 2: Co-create – Moving to Action (Current State)

Co-create: A systemic approach for practical action by working across the organisation: Scrutinise all operational processes, ways of working and people management policies.

Tactics:

- Announce the group and our agenda - Communicate & Engage – Mobilise through team meetings support groups
- Diversity, Equality and an Anti- racism agenda doesn't sit in isolation: its's the golden thread through the organisation - it's a shared responsibility
- Review of how black workers are represented within the organisation by
 - baseline our current position through questionnaire, statistical representation & training
 - Review of policy & procedure
 - Review of Marketing Materials
 - Review of L&D – core mandatory inclusion workshop

Step 3: Commit – Moving to Action (Current State)

Commit: To sustained action through visible leadership and a willingness to change with firm commitment from the top.

Tactics:

- Support at a Senior Level by CEO, Operations Board & SLT
- Introduction of an Independent Advisor to support strategy and offer challenge
- Develop safe spaces to discuss and address issues of inequality & racism through a planned L&D programme of Workshops & support groups – Black Carers Group in Central
- Introduce a core understanding of issues around diversity and inclusion into every meeting agenda

Steps 4 to 6: Embedding – Next Steps

Step 4: Critique

Appraise your people management approach from end to end

Step 5: Connect

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.

Step 6: Communicate

Communicate messages consistently and ensure the conversation is two-way

***We need your help to work with us to
make this work***

No one is born hating another person because of the colour of his skin, or his background, or his religion.

People must learn to hate, and if they can learn to hate, they can be taught to love,

for love comes more naturally to the human heart than its opposite.

Nelson Mandela

