

# Anti-Racism - Our Commitment

**Sutton Children Services** is on a journey to embed anti-racism into everything that we do and everything we are. Including Our Workforce, Our Practice, Our Culture and Our Community. Not only is this morally the right thing to do but it also means we will be better equipped to help and support our children and families. Below you will find out more about our Anti-Racism Action Plan and what we are doing to combat racism.



# Anti-Racism Action Plan

**Our Workforce** - To ensure our workforce reflects our community we will:

- Monitor the use and effectiveness of our blind recruitment system
- Have at least one person from an ethnic minority background on our recruitment panels for senior positions and actively encourage applications from underrepresented groups
- Publish our workforce data in line with the Workforce Race Equality Standard (WRES)
- Provide coaching and leadership training to our staff from an ethnic minority background
- Create clear career frameworks for our staff



**Our Culture** - To ensure our culture embraces and welcomes everyone we will:

- Create and/or enhance policies and guidance challenging racism
- Raise awareness and celebrate diversity all year round
- Incorporate anti-racism into our annual workforce survey

**Our Practice** - To ensure our practice is culturally competent and challenges racism we will:

- Encourage all our staff to set Anti-Racism Appraisal Objectives
- Use our dedicated Anti-Racist Practice Lead to support practice
- Provide comprehensive Anti-Racism training to frontline staff
- Include Anti-Racism into our Quality Assurance Frameworks

**Our Community** - To ensure we have a positive relationship with our diverse community we will:

- Lead on engaging with the community and support young people to combat racism
- Be a critical friend, challenge and support our partners efforts to combat racism

For more information about what Sutton Children Services is doing to combat racism, please contact Nashan Wilson, the Anti-Racist Practice Lead at [nashan.wilson@sutton.gov.uk](mailto:nashan.wilson@sutton.gov.uk)