

Anti-racist guidance

Catherine Maguire

**Co-Director of Regulation and Standards (Interim)
Social Care Council**

Jane McMillan

**Professional Social Work Officer (Social Care Workforce)
Office of Social Services
Department of Health**

Jemma Henning

Area Organiser, Unison

#Yes2SocialCare / #SCMF2025



Guidance for social care employers - Responding to Racism and Promoting Inclusion



BACKGROUND



Summer 2024

- Homes and businesses were targeted and public discourse around identity and belonging became increasingly hostile.
- During this period, several social care staff who were from racialised minorities or perceived as “not from here” were subjected to verbal abuse and attack from the public, people who use social care services and, in some cases, colleagues.



Working Together

- **Fair Work Forum**
- **Social Care Collaborative Forum**
- **Social Care Workforce Strategy**





Purpose of the Guidance

- Access to knowledge, tools and practical strategies necessary to create and maintain anti-racist workplaces.
- Framework to identify, prevent and respond to racism in all its forms.
- Foster a work environment where diversity is celebrated and all staff can feel safe and thrive.
- Encourage partnership working with others to challenge racism and support staff: including trade unions representing their staff, the Labour Relations Agency and civic organisations supporting racial minority communities.



Practical Tips

- Recognise Racism
- Terminology
- Understanding Racism
- Legal Responsibilities
- Responding to Racist Incidents
- Challenging Racism
- Prevention and Cultural Development
- Promoting Cultural Inclusion
- Staff networks and Support Systems
- Case Studies
- Communication Techniques
- Additional Reading

Social Care Against Racism

- The guidance recognises that building an anti-racist workplace requires more than policy statements.
- It demands sustained commitment, cultural change and the active participation of leaders at all levels.
- This document serves as both a practical toolkit and a call to action,
- The responsibility for combating racism lies with everyone in the organisation, from senior leadership to frontline staff.



Guidance document available at:

Hard Copies contact:

Office of Social Services,
Department of Health,
Castle Buildings, Stormont Estate,
Belfast
BT4 3SQ

Email: oss@health-ni.gov.uk

<https://www.health-ni.gov.uk/publications/responding-racism-and-promoting-inclusion-guidance-social-care-employers>



Diversity in Social Care is our Strength

- We have welcomed more than 7,500 people from 70 countries to work in social care in Northern Ireland
- Maghas film



Care to chat?

A podcast from the
Northern Ireland Social Care Council



Calling it Out – Diversity and Racism in the Social Care and Social Work Workforce
Care to chat? A podcast from the Northern Ireland Social Care Council



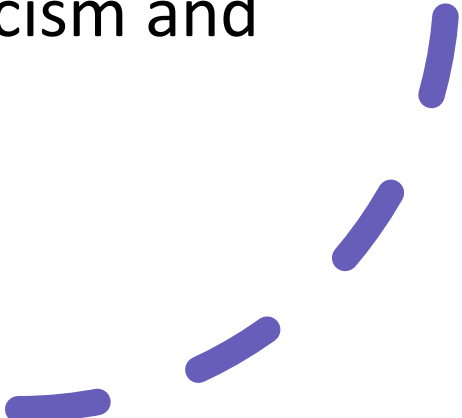
How social work is supporting diverse communities in Northern Ireland
Care to chat? A podcast from the Northern Ireland Social Care Council



[Care to chat? A podcast from the Northern Ireland Social Care Council - NISCC](#)




UNISON

- UNISON represents members across health and social care, including non-statutory providers
 - Growing membership which is increasingly diverse – UNISON NI Black and Migrant Workers' Group
 - As a union, we look to support our membership, standing against racism and discrimination
- 



UNISON

- August 2024 – working with IHCP, GMB and RCN, issued joint statement opposing racism and suggesting measures to support staff
 - Through membership of the Fair Work Forum and SCCF, have contributed to development of this guidance
 - Encourage further discussions between employers and trade unions representing staff on opposing racism and supporting staff
- 



UNISON

- Guidance for employers refers to Joint Declaration of Protection for Dignity at Work and Inclusive Working Environment and its linked model policy – provides a model which can be adopted
 - Next steps – developing resources for the workforce
- 