



Wandsworth Safeguarding Children's Partnership (WSCP)

Anti-Racist Practice Statement

Core Values

There is no place for racism in our Borough. We stand firmly together with our partners to tackle institutional and interpersonal racism in all of its forms. We commit to listening to our communities and each other, and to monitoring and evaluating our practice. We know that anti-racist practice leads to better outcomes for our children.

We recognise that racism has devastating effects on our communities, particularly on children and families from Black and Global Majority communities. As a Partnership, we commit to fostering safe, inclusive, and supportive environments while actively challenging racism wherever it exists.

We acknowledge the pervasive and harmful impact of both institutional and interpersonal racism. Tackling racism is our shared responsibility, and we stand firmly with our partners to dismantle the structures and practices that perpetuate inequality. By adopting and embedding anti-racist practices, we aim to improve outcomes for every child and family in Wandsworth.

Anti-racist practice goes beyond intentions. It requires conscious action to address the systems, privileges, and everyday practices that contribute to racial injustice—whether intentionally or unintentionally. As a Partnership, we commit to listening, reflecting, and continuously improving our approach to ensure that anti-racism is at the heart of all that we do.

This statement outlines the principles and actions that will guide our work with children, families, professionals, and communities. We recognise that anti-racist practice is not only about the services we provide but also about how we work together as colleagues and partners.

We will hold ourselves and others accountable and challenge racism wherever we see it, whether in the treatment of our children or their families or in our professional interactions.

Our Commitment as a Safeguarding Children's Partnership

1. Acknowledge and Address Racism

- ❖ Accept that racism exists and affects children, families, and communities in Wandsworth.
- ❖ Acknowledge the overrepresentation of Black and Global Majority children in safeguarding referrals, statutory child protection process, children in care, school exclusions, children entering youth justice and mental health services, and work to understand and address its root causes.
- ❖ Commit to recognising and tackling systemic racism, bias, and stereotyping in all aspects of safeguarding work.

2. Cultural Humility and Understanding

- ❖ Move beyond “cultural competence” to embrace “cultural humility,” fostering an attitude of curiosity and a commitment to ongoing learning about the diverse beliefs, practices, and experiences of Black and Global Majority communities.
- ❖ Reflect on our own biases, values, and assumptions and how they shape our perceptions and actions.
- ❖ Strive to deepen our collective understanding of the intersectionality of identity and the ways in which race intersects with gender, class, disability, sexuality, and other aspects of identity to create compounded experiences of discrimination and oppression.

3. Trauma-Informed Practice

- ❖ Recognise that experiences of racism contribute to trauma, which can profoundly impact mental health and family dynamics.
- ❖ Be sensitive to the lived experiences of racism faced by children and families, and ensure that our responses are empathetic, supportive, and trauma informed.

4. Challenging Bias and Stereotypes

- ❖ Avoid making assumptions about race, ethnicity, or culture based on behaviours, appearances, or recorded information.

- ❖ Proactively consider the race, ethnicity, and cultural needs of children and families during assessments, decision-making, and care planning.
- ❖ Address the “adultification” of Black children, ensuring they are always treated as children first and foremost.

5. Inclusion and Representation

- ❖ Ensure that fathers from Black, Asian, and Global Majority communities are included in assessments, planning, and decision-making processes, regardless of whether they are resident or non-resident.
- ❖ Support the recruitment, retention, and progression of staff from Black and Global Majority communities across the Partnership to ensure representation at all levels of leadership and practice.

6. Education and Awareness

- ❖ Commit to ongoing anti-racist training and education for all staff, ensuring that we continually evaluate and improve our understanding and practice.
- ❖ Promote awareness of diverse cultural traditions, practices, and religious observances, ensuring our work is sensitive and inclusive to all families.
- ❖ Recognise and address microaggressions, which perpetuate inequality in subtle but harmful ways, whether intentional or unintentional.

Recognising and Challenging Racism

To create an anti-racist safeguarding culture, we must:

- **Take Responsibility:** Educate ourselves about racism, its history, and its ongoing impact.
- **Speak Up:** Challenge racism, discrimination, and microaggressions in all forms, whether among colleagues, families, or partner organisations.
- **Be Allies:** Actively support and advocate for children, families, and colleagues from Black and Global Majority communities by challenging stereotypes, assumptions, and inequities.
- **Foster Accountability:** Accept that being challenged on our biases or practices can be uncomfortable but view it as an opportunity for growth.

Next Steps and Accountability

As part of this commitment, Partnership will:

- Create safe spaces for staff, children, and families to share experiences of racism and discrimination.
- Develop clear processes for identifying and addressing racial inequality within our policies and practices.
- Collaborate with communities and partner organisations to build trust and ensure our practices reflect the diverse needs of Wandsworth.

We recognise that anti-racist practice is an ongoing journey, and we are committed to continuing this work with integrity, humility, and accountability. Together, we can build a Wandsworth where every child and family is valued, supported, and safeguarded from racism and its harmful impacts.