

 **Fostering** to Inspire

**Anti-racism
Pledge and Action**

Our Black Lives Matter Pledge



The Black Lives Matter movement has shone a light on the racism and discrimination our Black, Asian and Minority Ethnic colleagues and friends continue to face throughout the world.

We are proud of the diversity of our organisation and we must celebrate this. Staff from minority communities play a fundamental part in, and make a vital contribution to the world of the looked after child.

We don't have to look far from home to see the challenges faced by people from minority communities. Sadly, minority communities are often treated differently and are more likely to have negative experiences in the workplace.

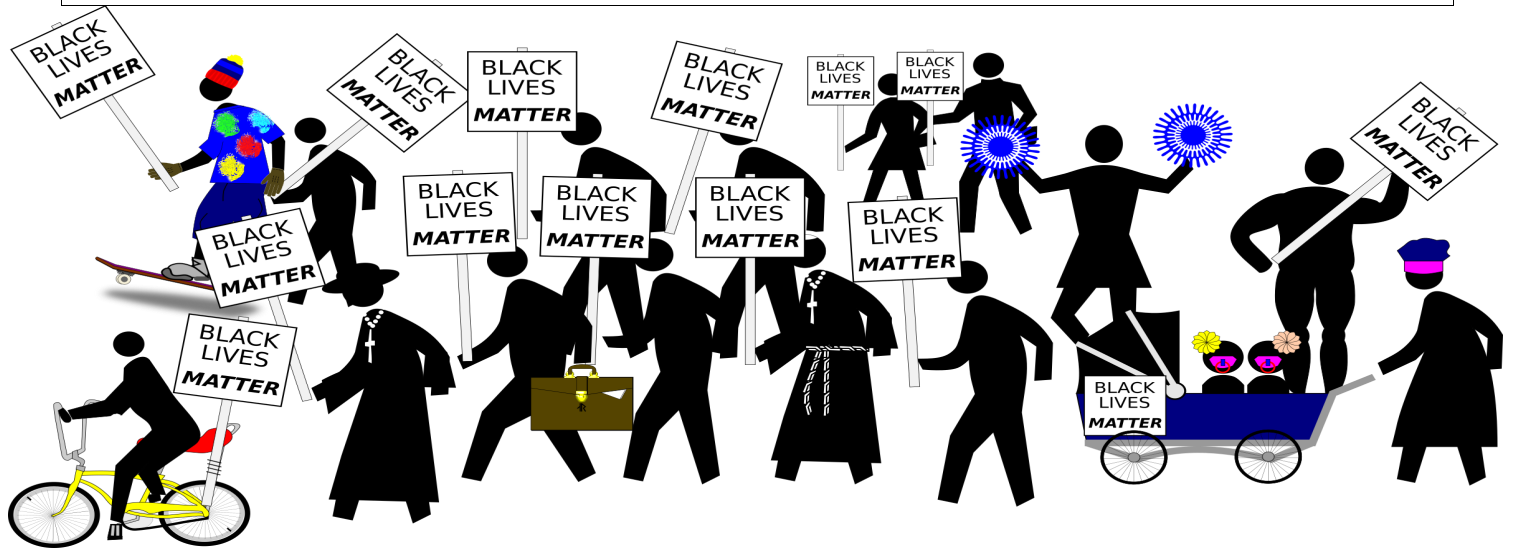
That is simply not acceptable and we are committed to creating a culture of inclusion at Fostering to Inspire with fairness, equity and equality at its heart.

We will not tolerate racism and discrimination in any form and we want Fostering to Inspire to be a place where all staff and foster carers feel safe, protected and listened to. We are committed to doing everything we can to achieve this.

Our aim is for every colleague we work with and every foster carer we support to feel equal and valued. Only then will we have got our culture right.



Our Black Lives Matter Action Plan



We are committed to anti-racism and inclusion in all that we do.

We will:

- ⇒ Provide anti-racism training for staff and foster carers that promotes inclusion, equality and protects against discrimination, White privilege and unconscious bias.
- ⇒ Ensure there is open conversation and discussions about race and anti-racism within the workplace and within foster carer supervisions and training.
- ⇒ Ensure the use of inclusive and appropriate language is used across the organisation.
- ⇒ Ensure any reports of racism or discrimination are handled expediently in accordance with the agency's policies and procedures.
- ⇒ Invest in marketing that attracts Black, Asian and Minority Ethnic staff and foster carers.
- ⇒ Participate within the Regional Independent Fostering Agencies Anti-Racist Working Party that promotes good practice across the sector.

