

The Black Care Experience **CHARTER**



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What is The Black Care Experience Charter?

In order to continue to be the change we want to see we've created **The Black Care Experience Charter** a declaration of support and a set of commitments from The Workforces, to improve the Care, Outcomes and Life Chances of the Black Child or Young Person and keep them connected to their Culture, Identity and Heritage as they journey through the Care System.

For context, we identify '**The Workforces**' as all who work within Children's Social Care Services and the Independent and Voluntary Organisations within this Sector.

We believe that implementation of the Charter, will bring to life the legal duty of Care stated in **The Children Act 1989** "*Local Authorities are to give consideration to the religious persuasion, racial origin, cultural and linguistic background of the child to be placed*".

It will also bring to life the legal duty of Care outlined in **The Children Act 1989 Guidance and Regulations Volume 4: Fostering Services** "*Foster Carers should be informed, trained and confident about dealing with issues relating to gender, religion, ethnic origin, cultural background, linguistic background, nationality, disability or sexual orientation, involving external professional advice and support as necessary*".

Implementing this Charter into your Service and Practice will **help to shape a better Care Experience** for Black Children and Young People.

Commit to Implement

1

The Workforces to actively address the systemic racial inequalities and discrimination on every level across their Departments and Service.

Our Why

Left unaddressed this has the potential of continuing to be a hinderance and blocker to anyone seeking to be Culturally Competent.

Left unaddressed this has the potential of having a detrimental impact on the Care received by the Black Child and Young Person in the Care System.

2

The Workforces to be Culturally Competent, on every level across their Departments and Service.

Our Why

Cultural Competency is not a one size fits all approach. It is good practice for these Workforces to understand the inherent barriers faced by the Black Child and Young Person, along with understanding the different cultures, in order to meet and promote each and every cultural need with care and due diligence.

Commit to Implement

3

Both Workforces, to commit to work alongside Services that are culturally specific and competent to work with the Black Community, in a way that is empowering and able to meet their cultural needs.

Our Why

As above in Number 2

4

The Workforces to proactively seek to know and document the ethnicity of each and every Black Child or Young Person being placed in Care.

The Workforces to proactively engage in understanding and promoting their culturally identity and meeting their cultural needs.

Our Why

This will help the Black Child and Young Person have a positive sense of themselves and remain connected to their culture, identity and heritage as they journey through the Care System



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Commit to Implement

5

The Workforces to create a safe, relatable space for the True Voice of the Black Child or Young Person to be heard about how they are experiencing the System.

Once their 'True Voice' has been heard and listened to, where needed, appropriate action must be taken, in real time, without delay and without bureaucracy.

Provide support to help the Black Child or Young Person heal from the triggers that will surface and wounds that will be open in their quest to help bring about change.

Our Why

It is essential that the Workforces create an environment where the Black Child or Young Person feels safe to trust the process to openly express their True Voice, without having to continuously authentic the details of their story.

Budding the Black Child or Young Person with a Mentor they can relate to, will help to create a space for their True Voice to be heard and understood.

It is essential that Black Children and Young People are represented on Children in Care Councils and Advisory Boards, to express their 'True Voice' in a way that does not tick a box, fit an agenda or fit a script.

Expressing their 'True Voice' will help to shape an inclusive, up to date and relevant Care System.

Commit to Implement

6

Create paid* opportunities for Black Care Experienced Care Leavers to Consult, join Advisory Groups, co-produce and deliver training to the Workforces, from a Black Care Experienced perspective.

*Inline with Industry/Sector standard rates of Pay

Provide support to help Black Care Experienced Care Leavers heal from the triggers that will surface and wounds that will re-open, in their quest to help bring about change.

Our Why

The lived experience of Black Care Leavers, will provide valuable insight, to improve the Services and Practices within Children's Social Care Sector.

7

The Workforces to collate real time data on both, the Care Journey and Outcomes of the Black Child and Young Person.

Collate this data without *comparative analysis to other racial and ethnic groups, within the Care System.

*Comparative analysis tends to dilute and negate our experiences.

Our Why

This will see Services within Children's Social Care poised and ready to implement interventions to support the Black Child and Young Person to achieve their best outcomes.

This will see Children's Social Care Sector become relevant and up to date, with what works and what does not work to meet the needs of the Black Child and Young Person.

Commit to Implement

8

The Workforces to create their own Bespoke Policy on how to Care for and meet the needs of the Black Child or Young Person in Care.

Our Why

This will provide a footprint and legacy of best practice for others to follow.



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Sign Up to The Black Care Experience Charter?

Signing up to The Black Care Experience Charter is your commitment to improve the Care, Outcomes and Life Chances of the Black Child or Young Person and keep them connected to their Culture, Identity and Heritage as they journey through the Care System.

If you are part of a **Team, Service, Department** within **Children's Social Care** or part of a Team, Service, Department within the **Voluntary Sector of Children's Social Care** and would like to sign up to our Charter, you must obtain consent from your Senior Leadership Team.

Once consent is given, email us at Office@thetransformedyou.co.uk with your:

- Name
- Name of your Local Authority, Team, Department, Service, Organisation (as is relevant to you)
- Confirmation that you have read our privacy notice for The Black Care Experience Charter and give permission for your personal data provided to be used by the us.

We understand that some aspects of our Charter may already be in place in and across certain Workforces, and so there is no expectation for your Team, Department, Service, Organisation to sign up to our Charter.

We also understand that some aspects of the Charter may not be applicable to your Team, Department, Service or Organisation, and so we ask you to commit to the areas that are relevant and doable to you.

As signatory to the Charter, you will have the opportunity to be a part of wider Roundtable Network of support sharing best practice on how they are making use of the Charter. This will take place on a 6 monthly basis.

Sign Up to The Black Care Experience Charter?

We will also aim to understand how you are making best use of the Charter for the purposes of evaluation and to keep our Charter up to date and relevant.

We will not publicise that you are a signatory to The Charter.

If at any time you no longer wish for your Team, Department, Service, Organisation to be signed up to the Charter, email us at Office@thetransformedyou.co.uk to ask for your details to be removed.



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