

Hackney Children and Families Services Anti-Racism Position Statement

CFS Anti-Racism Position Statement

“Hackney’s Children and Families Service is committed to eradicating systemic racism, discrimination, injustice, making anti-racism a foundation of our practice. We will be a voice and force for change, for every child and family that we work for and with, to recognise and address the impact of racism on children and families within our practice, to apply our antiracist principles in all of our interactions with and decision-making about children and to determinedly and actively, demand the same from our partners. We will be committed to calling out racism, discrimination, microaggressions and will ensure that this is addressed at all levels in the council to ensure that children and their families and the workforce are supported and valued.

Within Hackney Children and Family Service, we acknowledge the harm and impact of racism and that the experience of our Black staff and those from other global majority ethnic groups, is not the same as that of our white staff and we are committed to ensuring that all voices are represented and heard at every level providing support to staff who experience work-based racism and microaggressions. To that end, making sure that our workforce reflects the community which we serve, especially at the senior leadership level”.

Our Anti-Racist Action Plan Goals

1. **Inclusive Recruitment and Aspirational Support for Staff:** *Staff workforce is representative of child and family population in Hackney at all levels including at senior leadership levels.*
2. **Anti-Racist Leadership and Practice with Children and Families:** *Leadership and practice with children and families take a pro-actively anti-racist stance to address racism, discrimination and inequality.*
3. **Promoting Anti-Racist Practice to influence broader systems that affect children and families lives:** *Leaders and Practitioners across CFS take action to address structural racism and proactively lead, support and constructively challenge the broader system including in partnership discussions as required.*