

Appendix 17: Anti Racist Strategy and Action Plan

BRIGHTON & HOVE

YOUTH SUPPORT SERVICE

ANTI RACIST STRATEGY AND ACTION PLAN

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Introduction

Within the mission statement of the Brighton & Hove Youth Support Service we commit ourselves to equality of opportunity "Youth workers are expected to challenge oppression and inequality. The principles of the Service state that our goal is to provide "An **adequate** and **accessible** Service that is universally available to all young people aged 11 to 25."

It is an accepted fact that Brighton & Hove Youth Support Service is currently not addressing the needs of Black and Minority Ethnic young people in the City. This strategy is an attempt to try and redress the balance and to enable the Service to begin to meet needs not currently being met by looking at ways in which we can provide environments where "safe, constructive and rewarding experiences" can be developed.

Although it is called an anti racist strategy, the emphasis of this paper is on work with black young people, **not** anti racist work with white young people.

Recruitment

The Service needs to recruit more black and minority ethnic youth workers who can act as role models for black and minority ethnic young people and who can deliver youth work which is culturally specific to young people from minority ethnic backgrounds. This will be achieved through:

- Need to recruit more black workers to undertake work with black young people.
- Advertising the posts - The Voice, Asian Times, Mosaic Newsletter, Voluntary Sector Forum, BMECP etc
- Wording of adverts, language and an anti discriminatory statement e.g. 'we encourage applications from black and minority ethnic people.'
- Black and Minority representation within the recruitment processes.

- All workers involved in recruitment to receive training on why and how to implement anti racist discrimination within the recruitment procedure.
- Recruitment ethnic monitoring information should be analysed in order to inform the Service of the effectiveness of our practice and procedures and should be accessible.

Training

Staff development and training are key elements to the recruitment and retention of part time and full time youth and community workers. It is also important that workers working with black and minority ethnic young people receiving training which is specific to the work that they are undertaking. This can be achieved through:

- A commitment from all youth workers to undertake anti racist youth work.
- All workers full time, part time, paid, unpaid, administration, caretakers etc to undertake training around issues of 'race', racism and how that impacts on their work.
- Training which looks at how all structures within the Service reinforce racism and look at ways in which these can be challenged.
- Anti racism should underpin all training from induction to post qualification.
- A more flexible and appropriate training beyond induction and consideration of appropriate venues and timings of training events in order to encourage wider take up of training opportunities.
- The outcome should be a commitment to address racist actions and comments.
- Training designed for black workers, which takes account of a black perspective. In order to address the needs of workers and young people.
- Black trainers leading on the delivery of training to ensure that the black perspective is maintained.
- The development of a career development package.

Buildings

Youth clubs and centres and other community buildings are vehicles for informal education with young people. They can send positive and negative messages to members of the black and minority ethnic young people and communities. We need to ensure that black and minority ethnic young people and adults feel welcomed when using the Service buildings. This can be achieved through:

- Providing an environment which show positive images of individuals and groups from minority ethnic young people.
- Displaying ground rules of the building, which include statements of anti discriminatory practice e.g. racist language not tolerated.
- Racist graffiti to be removed from buildings promptly.

- Health and safety issues being addressed to ensure that all young people feel safe when coming into and leaving the building.
- Posters, leaflets and other written material should be displayed and available in minority ethnic languages particularly with reference to the area and/or programmes provided.
- These factors will also need to be taken into account when using other buildings not owned by the Youth Support Service.

Code of Practice

In order to maintain consistency, there is a need for workers to jointly agree a code of conduct when interacting with young people. This would consist of

- Not making assumptions about black young people, their beliefs and cultural practices.
- Challenging all comments made based on racist stereotyping.
- Making reference to other religions and cultures, which are non-Christian.
- Dealing with all racist incidents promptly and effectively through the procedure laid out in the Procedural Manual and Handbook.

Community Development

It is important to recognise the importance to a community development approach to work with black and minority ethnic young people. Many individuals and groups mistrust formal structures, procedures and organisations. It is important that we listen and take account of the views of the members of the communities as well as the views of young people themselves. This will be achieved through:

- Using community development methodology to provide support to communities in developing their own provisions.
- A mapping and profiling exercise being undertaken by the youth worker who has responsibility for work with Black and Minority Ethnic Young people. The aim of this will be to gain information of the black and minority communities which exist in our area. This should include research into what youth groups already exists within the areas.
- The setting up of a forum, or links into existing structures, which is a group concerned with work with Black young people to be co-ordinated by the Youth Worker responsible for work with Black and Minority Ethnic Young people.
- Providing support to existing groups through the youth worker responsible for work with Black and Minority Ethnic young People.
- There needs to be greater recognition of communities, cultures, infrastructures and dynamics within the diverse minority ethnic communities that exist within Brighton & Hove.

Programmes

For this strategy to be effective a programme of action needs to be planned. The programme will consist of

- Acknowledging that anti racist youth work is not about celebrating diversity.
- Black history month and other events/anniversaries included within youth work programmes, to look at black people's positive contributions to history.
- Consultation with black young people with regards to the programmes they would like in generic and black only spaces.
- All youth work programmes should look at ways in which racism operates within society, how we change the way that racism operates within society and how black and minority ethnic young people are oppressed through lack of power.
- If we refer to Christmas and Easter we also refer to other religious festivals. Alternatively religious festivals be kept out of youth work settings. To develop our policy on spiritual development within all projects.
- An annual conference, celebration, consultation event for Black and minority ethnic young people.
- All staff to support black only programmes by supporting workers and young people to access them.

Monitoring and Evaluation

The strategy will be monitored and evaluated in order to develop the strategy, action plan and the work that is taking place. The youth worker with responsibility for developing work with black and minority ethnic young people will be also be responsible for monitoring and evaluating the strategy. Following the launch of the strategy and action plan each staff team will be responsible for developing the strategy within their own work place.

Monitoring of the strategy will take place at three monthly intervals with each youth centre and project to assess the following criteria.

- Is their Service accessible to Black and Minority Ethnic Young People? If so how? If not why not?
- What action have they taken to encourage use by Black and Minority Ethnic young people?
- What have the results of action been?
- What further action needs to be taken?

The youth worker responsible for work will complete an evaluation report, with Black and Minority Ethnic Young people, in March 2003.

ANTI-RACIST STRATEGY PROGRAMME

	March 2002	April 2002	May 2002	June 2002	July 2002	August 2002	Sept. 2002	October 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003
EVENTS/ NOTABLE DATES	International Women's Day Commonwealth Day World Book Day	Spring Party World Health Day	Intern. Day of Family	Golden Jubilee Refugee Week	Summer Prog. Sickle cell awareness Day	Summer Prog. Sexual Health Week		Black History month World Mental Health Day	Youth Work Week Intern. Day of Tolerance	Winter Party Intern. Day of Disabled People		Chinese New Year
SERVICE LEVEL				Review of Action Plan			Review of Action Plan					Review of the strategy and plan for future

