



Anti-Racism Steering Group – Terms of Reference

NIROMP is committed to advancing racial equity and justice. Our commitment is to actively promote anti-racist practices. We pledge to challenge racial injustices; to bring about improvements to the care impacting on the lives of children and individuals with care experience.

We believe that every child and young person, whatever their care experience, race, ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background, should have equal opportunities to fulfil their potential. Promoting equality of opportunity, securing better life chances and choices for every child are the pivot around which a fair and caring society should revolve.

Terms of Reference

The aims of the group are to:

- Raise awareness internally and externally of race equality and cultural diversity.
- Identify the intersectional factors that are influential in framing the lived experiences of black and ethnic minoritised children and families who come to the attention of IRO services.
- Consult with and represent the views and experiences of black and ethnic minoritised staff.
- Develop practical solutions to address racism, discrimination and oppression of children, families and staff.
- Strengthen our capacity for supporting the learning and development of IROs and their managers to meet the challenges of working with children and families who experience racial discrimination and marginalisation.
- Identify gaps or issues in policies and practices.
- Collate and share regional and national information relevant to care planning and outcomes for children and young people in care and care leavers.
- Work with, advise and influence senior management on ways to promote race awareness and equality for care experienced children, young people and adults with lived experience of systemic and institutional racism.

- To promote children’s sense of identity within which ever care setting they reside including the promotion of contact/community links and with carers/staff who recognise and challenge racism.”
- Provide opportunities for professional networking and safer spaces for mutual support, challenge and learning.
- Provide a safe channel for communication and consultation between Black, Asian and minoritised ethnic staff and senior management.
- Provide input to organisations and groups looking at the employment issues for Black, Asian and minoritised ethnic staff, with respect to areas concerning recruitment, reverse mentoring, training and career progression.
- Create social and professional events and activities relevant to race equality and cultural diversity.

The outcomes the group are seeking:

- Create safer spaces for IROs and those who manage them to share their perspectives, experiences, and approaches to inclusivity, so we can tackle racism. Safe Spaces will aim to provide a protected environment to enable brave conversations, which may otherwise be avoided as too uncomfortable, to generate action-focussed, meaningful, and tailored outcomes, driven by the people they matter to.
- Address emergent themes and opportunities for regional collaboration in the development of improvements to policy and practice.
- Identify the ways in which racial discrimination and inequities manifest within the IRO workforce, how they present challenges and barriers for IROs, and how they can be addressed.
- Inspire and demand change where necessary, creating solutions and working relationally to implement them.
- Collaborate with researchers to critically analyse the current state of IRO practice from a racial equity lens to identify the issues, barriers that must be addressed, and strengths that can be built upon.
- Strengthen connections and work collaboratively with organisations, networks, individuals, and people with lived experience to implement change.

Membership:

- Sharon Martin – Chair, NIROMP

Nominated Regional Leads

- Karen Cairns
- Paul Nash
- Pritpal Sodhi

Independent Reviewing Officers

- Chris Morrison
- Donald Lindo
- Karnjit Kandola
- Vanessa Britton

Accountabilities/reporting arrangements

- To act as a conduit between the regional and national group
- To promote the good work of the IROs via the Regional and National Managers group.

- To treat with respect and confidentiality the information shared and discussed.
- Any other, as agreed within the group

Frequency of meetings:

- Monthly
- Venue: M-Teams

Review:

- These terms of reference were agreed: March 2021
- Review June 2022