



Quick recap

The group explored the impact of inappropriate behavior and supervision in organisations, particularly concerning children's safety and carers' well-being, while emphasising the importance of creating safe spaces for colleagues to share concerns. The conversation concluded with discussions about rising racism and far-right sentiment in the UK, focusing on its effects on foster care and social work, and the need for ongoing dialogue and education to effectively address these challenges.

Next steps

- Hannah and Harvey to think about what to say to Ofsted, the Department for Education, the children's minister, and government regarding the lack of senior leadership guidance on racism and flag-flying issues.
- Hannah and Harvey to consider drafting a statement from NAFP about the impact of racism and flag-flying on foster children, particularly unaccompanied asylum-seeking children.
- Harvey to arrange meetings with relevant authorities to discuss implications and their role in supporting fostering agencies.
- Team members to continue discussions about how to approach foster carers who are flying flags and having potentially harmful conversations in their homes.
- Team members to implement ongoing conversations about racism and discrimination in their organisations rather than one-time discussions.
- Team members consider reviewing their policies, foster carer agreements, and statements of purpose to ensure they address current issues around racism and discrimination.
- Team members focus on seeing children alone and asking curious questions about their experiences.

Summary

Addressing Inappropriate Behavior in Care



The meeting focused on discussing the impact of inappropriate behaviour and supervision in organisations, particularly concerning children's safety and carers' well-being. Catherine emphasised the importance of creating a safe space for colleagues to share concerns and provided guidelines for respectful communication.

The group explored issues such as the effects of inappropriate behaviour on fostering and referrals, with particular attention to unaccompanied asylum children.

Participants were encouraged to share their experiences and suggestions for addressing these challenges, with an emphasis on personal safety and organisational responsibility.

Political Demonstrations Impact on Youth Services

The team discussed concerns about the impact of protests and political demonstrations on their work with vulnerable children and young people. A member shared her experience of feeling intimidated by the presence of flags in their area, while another member highlighted the need to educate staff about the potential implications of political actions like boycotting certain businesses. A member described a concerning situation involving a carer who has experienced three incidents of racial hate targeting unaccompanied minors in their care, leading to the need for increased safety measures and coordination with local authorities.

Youth Safety and Foster Care Challenges

The group discussed the impact of recent events on young people and foster carers, noting that carers are more concerned about safety and community reactions than the children themselves. Emphasis for the need for organisations to address racial and religious discrimination within social care, questioning staff confidence in challenging hateful narratives and supporting both staff and children from minority groups.

Addressing and Preventing Organisational Racism

The group discussed how to address and prevent racism within their organisation, particularly focusing on fostering carers. A member shared their experience of conducting one-on-one conversations with staff to uncover underlying issues of discomfort and fear, while another emphasised the importance of challenging carers' use of language that could be perceived as racist. The discussion touched on the need for comprehensive assessments of potential foster carers, including



questions about identity and culture, and the evolving nature of these conversations over time.

Understanding Perspectives on Sensitive Issues

Members emphasised the importance of challenging blanket statements and encouraging curiosity to understand people's perspectives, particularly on sensitive issues like flag flying. A member shared their personal and professional experiences, expressing concern about the rapid rise in radicalisation in the UK and its potential impact on young people in foster care. They suggested exploring the views and experiences of colleagues to determine an appropriate organisational response and highlighted the need for foster carers to consider the impact of their actions on others.

Addressing Racism in Foster Care

The group discussed the impact of rising racism and far-right sentiment in the UK, particularly focusing on its effects on foster care and social work. Participants shared personal experiences and professional concerns about how these attitudes could influence children in foster care. The discussion highlighted the need for foster carers and staff to openly discuss and challenge discriminatory views, with a member suggesting that agencies need to more actively embed anti-racism policies and have ongoing conversations about these issues rather than treating them as one-off topics. The group agreed that while policies and statements of purpose are important, they need to be accompanied by meaningful dialogue and understanding to effectively address the problem.

Advocacy Challenges in Social Work

The group discussed the challenges of advocating for marginalised groups, particularly in social work, and the complexities of finding and understanding relevant information. They explored how social media influences young people's views and the importance of education for foster carers in supporting vulnerable children. The conversation highlighted the need for professional credibility and continuous learning in addressing issues of discrimination and marginalisation. The conversation ended with plans to address these topics with senior leadership.