

Cultural Literacy: Anti-Racist Practice

The vision of the Safeguarding Partnership is:

For every child and young person to be and feel safe, enjoy good physical, emotional and mental health, have pride in their unique identities, feel that they belong and have opportunities to thrive.

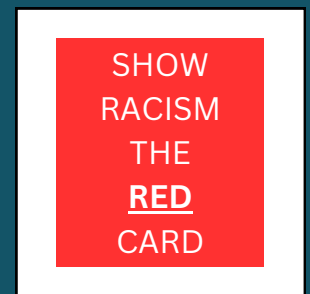
For adults, irrespective of age, race, gender, culture, religion, disability or sexual orientation to be able to live with their rights protected, in safety, free from abuse and the fear of abuse.

In this briefing:

- Anti Racist Practice
- A diverse community
- Intersectionality



Cultural literacy in safeguarding practice enables individual professionals and systems to intervene respectfully and effectively to safeguard people of all cultures, classes, races, ethnic backgrounds, religions, genders, abilities and sexual orientations in a manner that recognises the centrality of identity, culture and lived experience.



Culturally literacy is fundamental to safeguarding practice, it acknowledges, values and celebrates the contributions and experiences of individuals, families and communities.

Culturally literate practice necessitates curiosity, openness, humility and the courage to address and challenge discriminatory words, practices and systems.

To make a child
safeguarding referral
contact the Stronger
Families Hub

To make an adult
safeguarding referral
contact Social Care Direct

What is Anti-Racism?

'There's a big difference between being not-racist and being anti-racist. I know it doesn't seem like it. I know that both of these things seem equally good, but they're not.'

John Amaechi, Psychologist



SHOW RACISM THE RED CARD

Between 16th and 20th October 2023 Hillingdon Safeguarding Partnership will be wearing red to show racism the RED card.

The charity was founded in the 1990s due to the experience of Shaka Hislop, a football player, who was confronted by young people shouting racist abuse. They stopped when they realised he was famous and sought his autograph.

Shaka and team mates began to visit local schools to educate children about racism. From this the charity has grown to be the UK's leading anti-racist education charity. In addition to the direct education of young people and adults, SRtRC produces educational resources, to challenge misconceptions, stereotypes and negative attitudes in society

Wear Red: We Stand Together

**CHANGE HEARTS
CHANGE MINDS
CHANGE LIVES**

SHOW
RACISM
THE
RED
CARD

**16th-20th
October
2023**

A Diverse Community

In 2021 the Office of National Statistics undertook the population Census. This found that there are 305,900 people in the Borough.

The analysis of census data helps to inform how we plan for culturally literate services, now and in the future. It also provides a snapshot of interesting facts and figures that help us to understand a wide range of information about the local community.

1.3% of people
are of
Bangladeshi
heritage

18.7% of people
are of Indian
heritage

5.2% of people
are of African
heritage

1.9% of
people are of
Caribbean
heritage



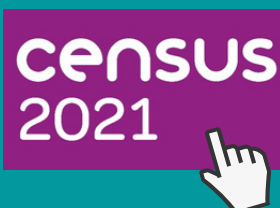
0.2 % of people
are of Gypsy or
Irish Traveller
heritage

1.8% of people
are of Irish
heritage

4.3% of people
are of mixed or
multiple
heritage

1.5% of people
are of Arab
heritage

In 2021, our population was:



- 33.3% Asian: Bangladeshi, Indian, Pakistani, Chinese & Other
- 7.9% Black: African, Caribbean & Other
- 4.3% Mixed or Multiple ethnic groups
- 6.3% Other ethnic group: Arab and Other
- 48.2% White: British, Irish, Gypsy, Roma, Irish Traveller & Other

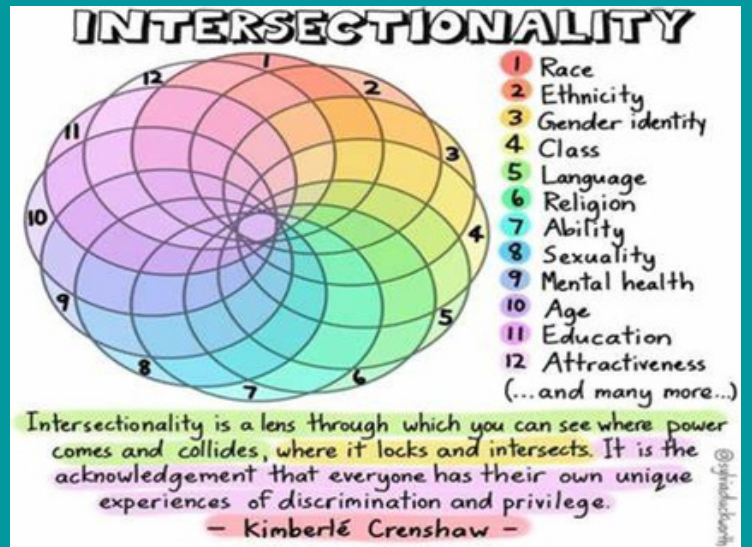
You can find more detailed information by clicking on the census image above

Intersectionality and Lived Experience

What is 'intersectionality?'

Intersectional understanding is an awareness of how one aspect of identity, such as ethnicity, can interact with other aspects of identity such as gender, disability, sexual orientation or class.

Consider how complex your own identity is. What difference has your gender, ethnicity or sexuality made to your life experiences?



Depending on the context, each facet of identity can have a greater or lesser impact, and at times they intersect, reinforcing and perpetuating exclusion and discrimination.

Adultification is a form of unconscious bias where children from Global Majority ethnic communities are perceived as being older, and therefore less in need of protection than other children.

Less than 1% of the 149,540 Section 42 adult safeguarding enquiries undertaken in 2020/21 were under the category of Discriminatory Abuse.

Useful Resources

NSPCC
'Learning'



Local
Government
Association



SEEN



RACE
EQUALITY
MATTERS



ann craft trust

