



# ANTI-RACISM REPORT



**The purpose of the survey was to better understand the scale and nature of racism in social work and where there are examples of good anti-racist practice that we can build upon.**

The respondents were 1958 social workers in England (from both adults' and children's social care) and the survey focused predominantly on experiences of the workforce rather than the experiences of people who have a social worker and their families.

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# Introduction

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The social work profession has always identified anti-oppression as a core value. However recent discourse about structural and institutional racism has led to voices within the sector demanding action to address racism experienced by the workforce and create a truly anti-racist profession. When referring to anti-racist practice, we mean practice which opposes racism, promotes racial tolerance and takes action to reduce racism. The purpose of this project was to better understand the scale and nature of racism in social work and contribute to the development of an anti-racist profession.

The project was developed by the Anti-Racist Steering Group, composed of representatives from the Adults and Children's Principal Social Workers' Network, the Department for Education, Social Work England, Office of the Chief Social Workers Department of Health and Social Care and What Works for Children's Social Care. The Steering Group sought to gain a better understanding of social workers' experiences of racism by conducting a national survey, followed by a series of engagement events to reflect on the findings and plan next steps.

The survey was hosted by What Works for Children's Social Care. The respondents were social workers in England (from both adults' and children's social care) and the survey focused predominantly on experiences of the workforce rather than the experiences of service users / families. The engagement events were hosted by Social Work England and co-facilitated by Principal Social Workers from local authorities in England.

# Survey

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## Methodology

### Survey Development

The survey was developed by the Anti-Racist Steering Group with contributions from the co-chairs of the National Adults Principal Social Worker Network, Jenefer Rees (Principal Social Worker for Adults in London Borough of Islington) and Simon Homes (Principal Social Worker for Adults in Isle of Wight Council). The Steering Group is chaired by:

- Farrah Khan (Principal Children and Families Social Worker in Leeds City Council)
- Sharon Davidson (former Principal Children and Families Social Worker in Surrey County Council).

The group devised an initial set of questions which were refined in consultation with researchers from What Works for Children's Social Care to phrase the questions in a clear and valid way.

The survey was a combination of multiple choice questions, which allow us to monitor the prevalence of racism and initiatives to address it, and text box responses which give more nuances about those experiences and initiatives. The questions covered the following topics:

- The participants' / their colleagues' experiences of racism within the workplace, and the impact of those experiences.
- Organisations' efforts to address racism.
- Perspectives on what can help address racism in social work.
- Demographic characteristics including gender, age, ethnicity and disability.
- Information about the participants' job role e.g., years of experience, whether they are employed on an agency contract or on a permanent basis, whether they predominantly work with children or adults.

Please see Appendix A for the full survey questionnaire. The survey was hosted on the survey platform Qualtrics.



Survey participants were also invited to take part in a focus group discussion to review examples of good anti-racist practice.

### **Timings and sample**

Social Work England, one of the representatives on the steering group, distributed the survey through a dedicated newsletter to over 81,000 recipients, supplemented by a separate email to their stakeholders, and through their social media channels. A media release was also shared with sector press, leading to articles being published in Social Work News, Social Work Today and Community Care. Additionally, Social Work England's Regional Engagement Leads promoted the survey through their local networks.

The survey was live from 17 June to 11 August 2021 and received 1,958 responses, which is approximately 2% of all social workers. Of these, 457 indicated that they would be open to participating in a focus group discussion.

### **Quantitative analysis**

The analysis of the multiple-choice questions was quantitative and focused on the response frequencies and proportions of each choice from each question. Missing values were identified for each question and excluded from the final analysis.

In the Findings sections, we present descriptive statistics for the survey using graphs and visualisations. These are complemented by descriptive tables in Appendix B.

The demographic characteristics and information about the participants' role allowed us to check if the sample was representative of the social work workforce, with respect to age and ethnicity. These questions enabled us to compare answers provided by different ethnic groups, an important comparison considering the focus of this survey on racism. We also conducted Friedman tests to check for significant differences between subgroups' responses. Finally, we ran Nemenyi post-hoc tests to investigate pairwise differences for the subgroups which have significant differences (see Appendix C).

### **Qualitative analysis**

As there were a large number of text responses, we selected a sample of these for analysis. To do this, we stratified the sample by ethnicity, sampled 10% of filled text responses from those identifying as White or preferring not to state their ethnicity, and sampled 20% of text responses by those identifying as Asian, Black, Mixed or Other. Given the focus of the survey on experiences of racism, we considered it important to oversample those identifying as Asian, Black, Mixed or Other.

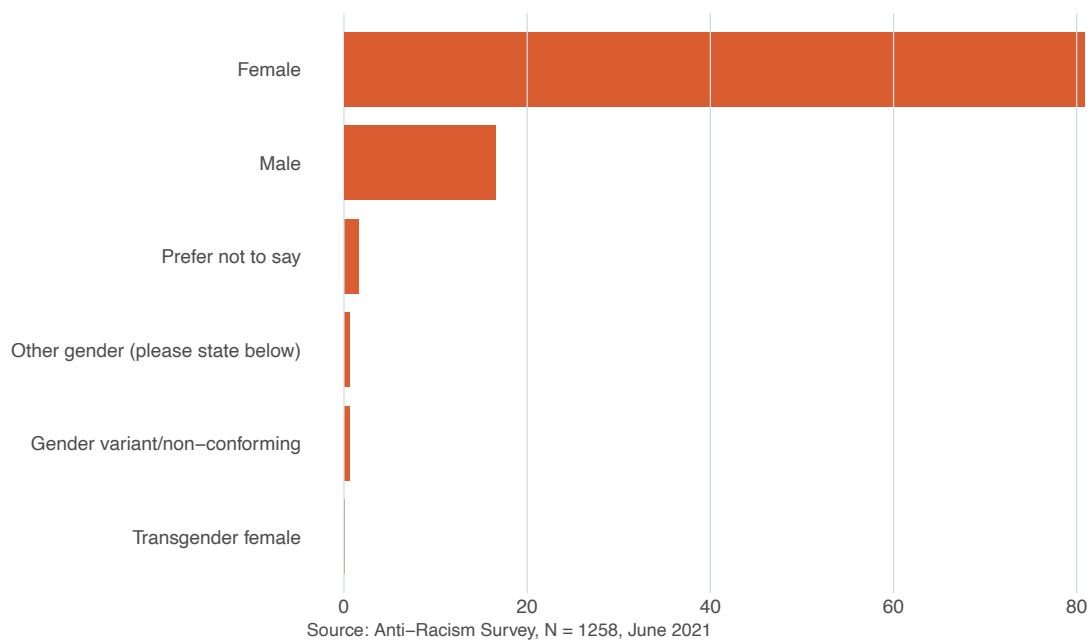
The responses were analysed using a thematic approach, identifying key themes in experiences of racism and strategies to further anti-racist practice. We used NVivo software to assist with the analysis. This involved data familiarisation, labelling the data with descriptive codes and identifying themes.

# Findings

## Respondent Demographics

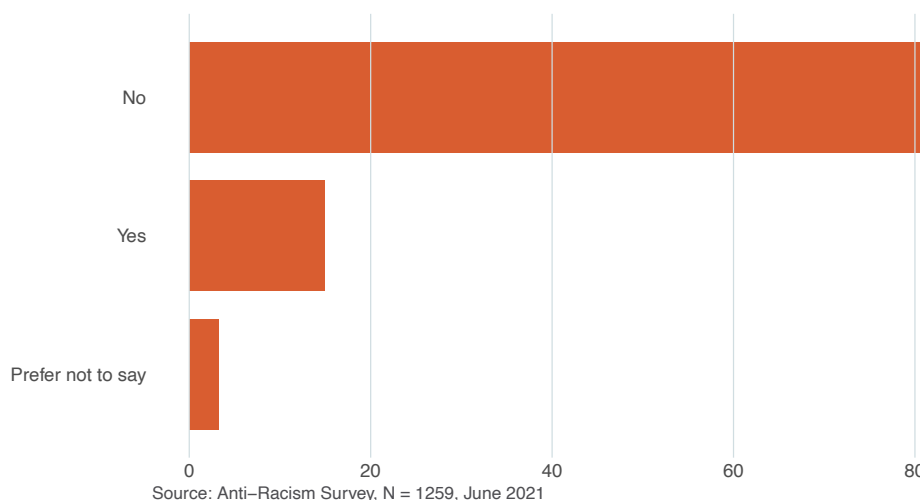
Of the total number of participants, 81% of respondents identified as female and 16% as male which reflects the split in the social work workforce (Figure 1).

**Figure 1: Proportions of gender representation among survey respondents.**



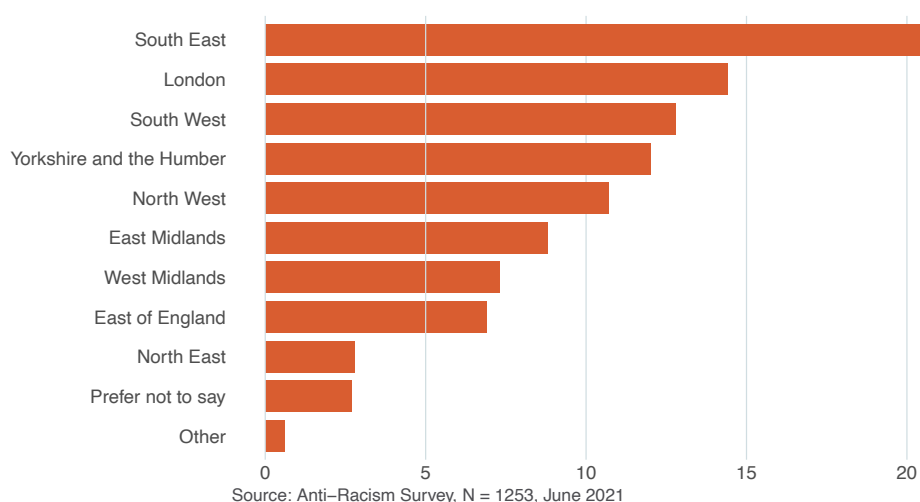
In the sample, 22% of social workers were 30-39 years old, 26% 40-49 years old and 32% 50-59 years old. In addition, most of the respondents did not consider themselves to have a disability (Figure 2).

**Figure 2: Proportions of individuals who consider themselves to have a disability, those who do not and those who preferred not to say**



Respondents came from all regions across the country with the majority coming from four regions: 21% from the South East, 14% from London, 13% from the South West and 11% from the North West (Figure 3).

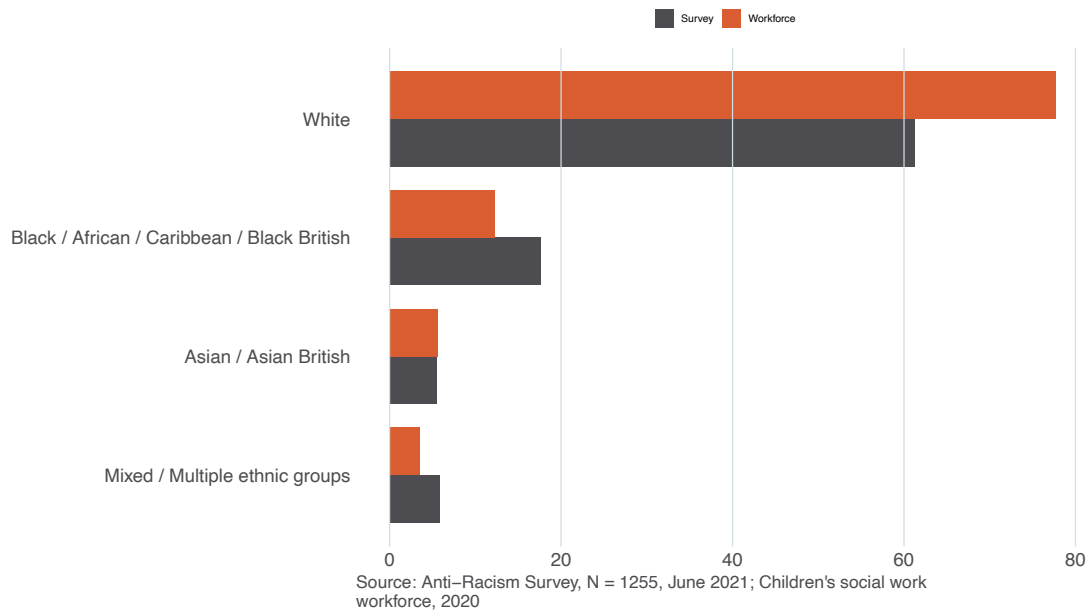
**Figure 3: Distribution of respondents across regions in the country**



When asked about ethnicity, 41% of respondents identified as White, 11% as Black / African / Caribbean / Black British, 4% identified as Asian / Asian British, 4% as part of Mixed / Multiple ethnic groups and 2% as belonging to Other ethnic groups (Figure 4). 38% of respondents preferred to not disclose their ethnicity. Those who answered 'Other' provided a variety of answers, giving more detail than the responses available would allow.

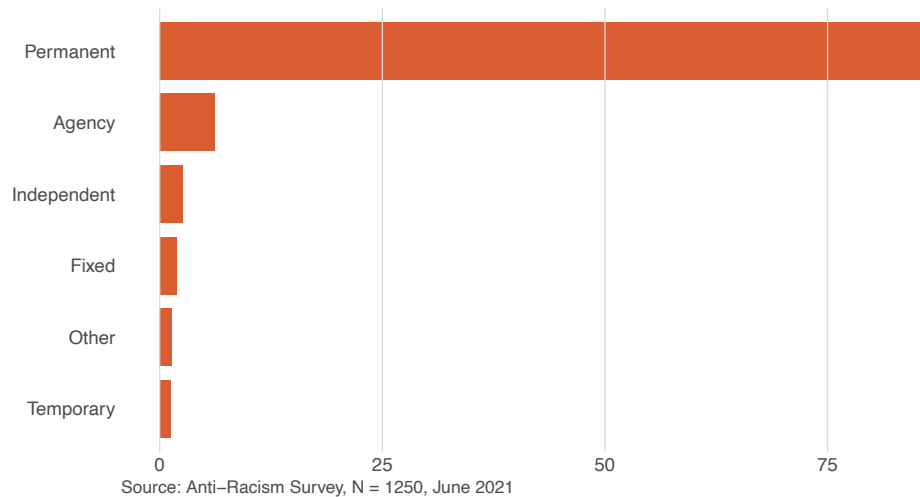


**Figure 4: Distribution of ethnicities among respondents and within the workforce**



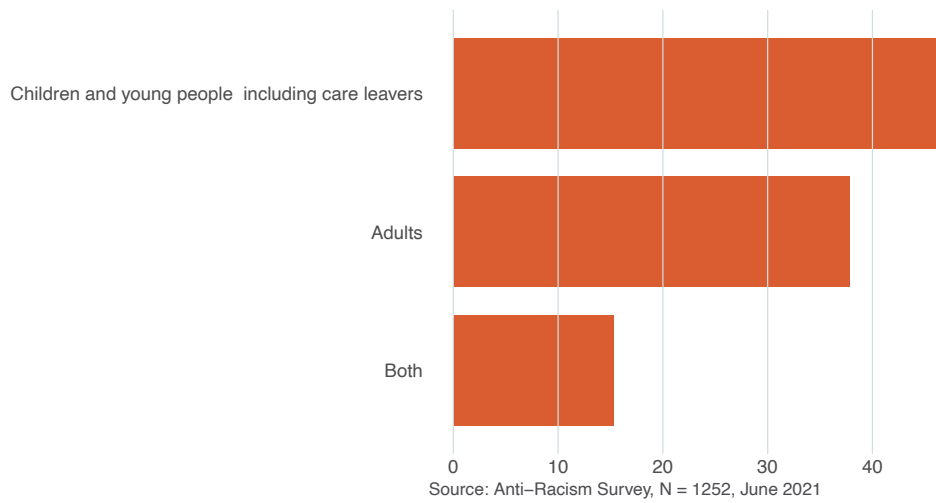
As shown in Figure 5, the majority of respondents were employed on a permanent basis, followed by individuals employed by an agency (Figure 5). The remaining respondents worked independently or were employed on fixed or temporary contracts. Those who answered 'Other' were unemployed at the time, retired or in voluntary roles.

**Figure 5: Proportions of each type of employment among respondents**



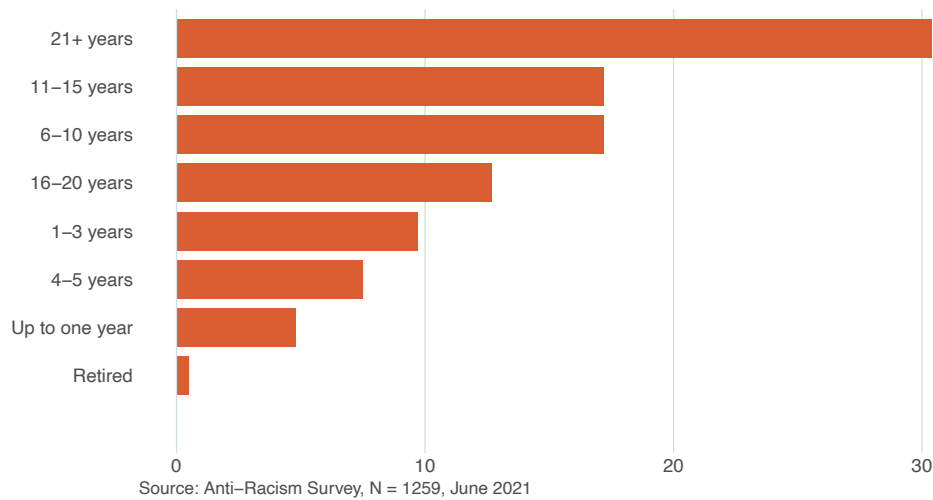
When grouping the respondents according to the services they provided, we learned that 47% worked with children and young people including care leavers, whereas 38% worked predominantly with adults and 15% worked with both groups. These results are illustrated in Figure 6.

**Figure 6: Proportions of social workers according to the services they provide**



Lastly, Figure 7 revealed that over 30% of respondents had more than 21 years of experience, whereas the lowest proportion of respondents were new to the profession, with up to one year of experience. A small proportion of respondents were retired individuals.

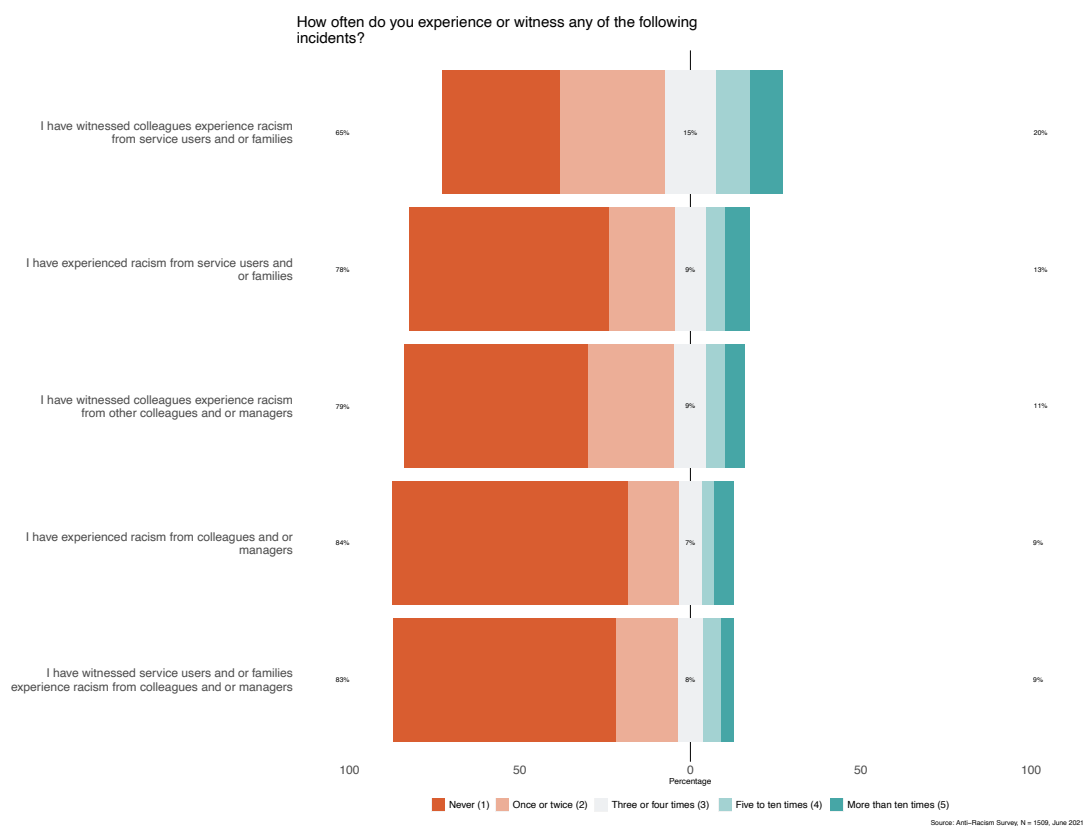
**Figure 7: Proportions of respondents according to their years of experience in the profession**



## Experiences of racism

Overall, when asked whether they had witnessed or experienced incidents of racism, approximately 28% of respondents reported experiencing racism from colleagues and managers themselves at least once, whereas 37% reported experiencing racism from service users and families at least once. A further 31% reported witnessing racism directed towards service users / families from colleagues and managers one or more times. Notably, 58% of respondents witnessed colleagues experience racism from service users and / or families at least once, whereas 42% witnessed colleagues experience racism from other colleagues and managers at least once (Figure 8).

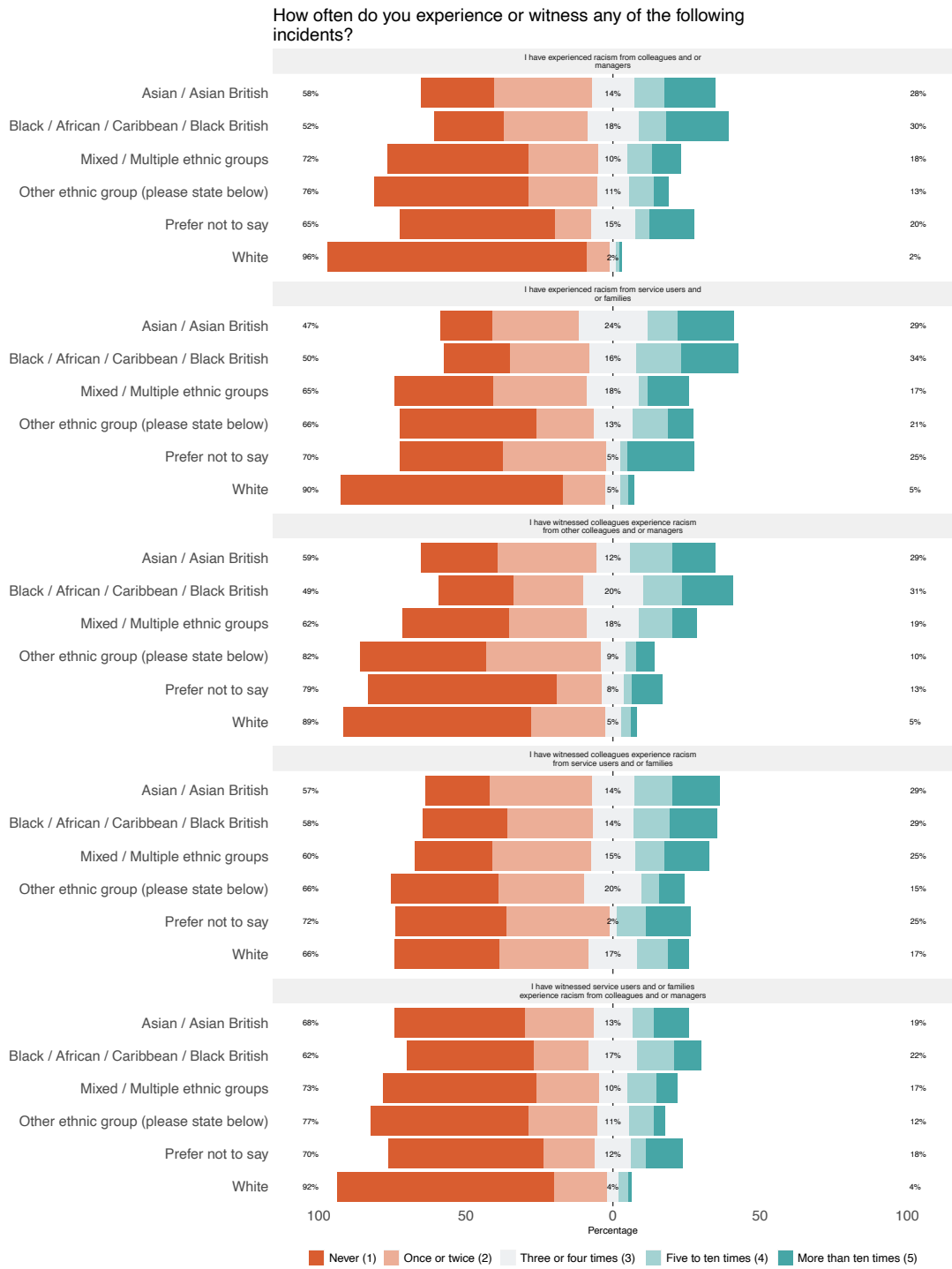
**Figure 8: Proportions of each answer to the questions pertaining to respondents experiencing or witnessing incidents of racism**



These experiences varied considerably by ethnicity (Figure 9). Social workers who identified as Black / Black African / Black Caribbean / Black British or Asian / Asian British reported experiences of racism from colleagues or their manager one or more times in far greater numbers than their White colleagues or those who indicated their ethnicity as Other.

In addition, 77% of social workers identifying as Black / Black African / Black Caribbean / Black British and 80% identifying as Asian / Asian British reported incidents of racism from service users and/or families at least once, compared with 54% of social workers who indicated their ethnicity as Other, or 25% of social workers who identified as White.

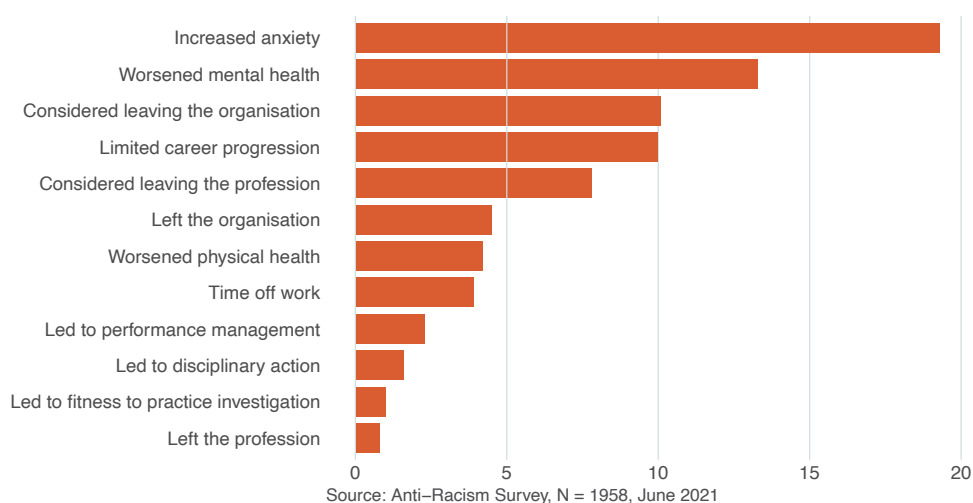
**Figure 9: Proportions of each answer to the questions pertaining to respondents experiencing or witnessing incidents of racism by ethnicity**



Next, respondents were asked about the impact that racism in the workplace had on them. 19% of respondents reported an increase in feelings of anxiety, and 13% reported that such experiences had worsened their mental health. What is more, 10% revealed that they had considered leaving their organisation because of their experiences of racism and 8% had considered leaving the profession (Figure 10).

Whilst we did not collect turnover data in this survey, the finding that 8% of social workers are considering leaving the profession due to their experiences of racism suggests that this may be a driver for turnover rate.

**Figure 10: Proportions of each response regarding the impact of racism on respondent**

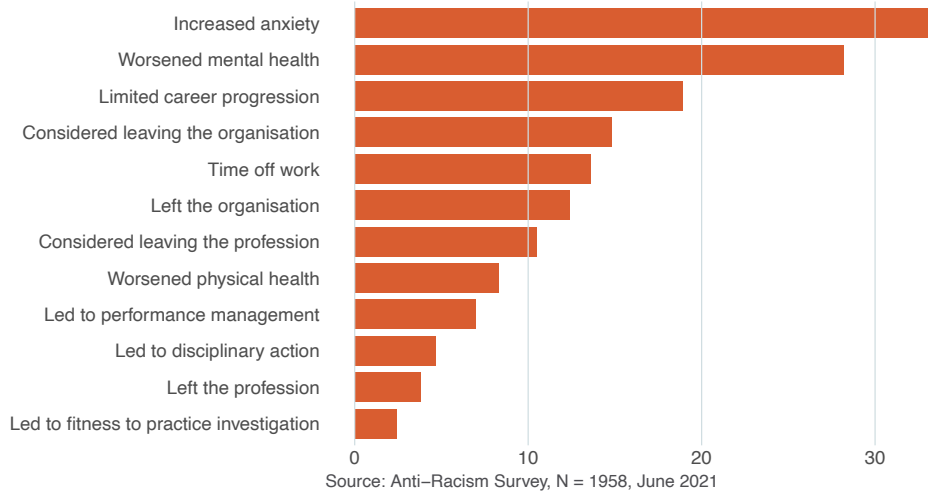


Respondents were also asked about the impact such incidents had on their co-workers. We observed that, when relating the impact these experiences had on their colleagues, a higher proportion of respondents selected multiple options, compared to relating to the impact these incidents had on themselves. This could be because when describing how others were affected by racist incidents, there is a wider range of experiences to consider, compared to when only considering one person (themselves). Likewise, the majority of respondents are White, so it's to be expected that incidents of racism would affect their Black, Asian and Minority Ethnic colleagues more than they would affect themselves.

Specifically, 34% of respondents revealed that experiences of racism in the last 12 months had increased their colleagues' anxiety and 28% said that such incidents had worsened their colleagues' mental health. As a result of experiencing racism, 15% of respondents believed that their colleagues had considered leaving their organisation and 10% of respondents believed that their colleagues had considered leaving the profession (Figure 11).



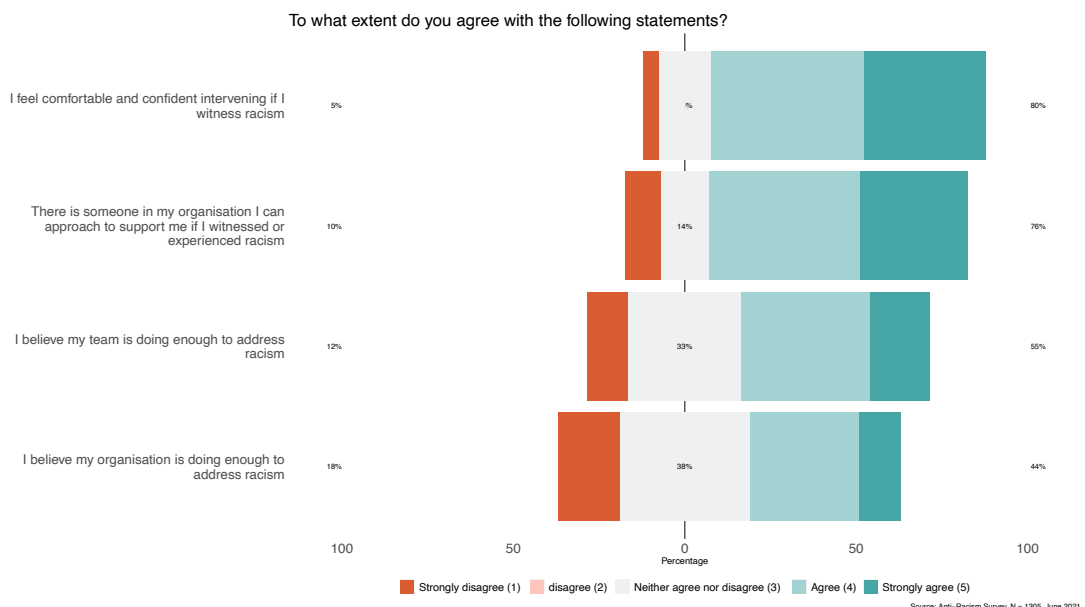
**Figure 11: Proportions of each response regarding the impact of racism on colleagues**



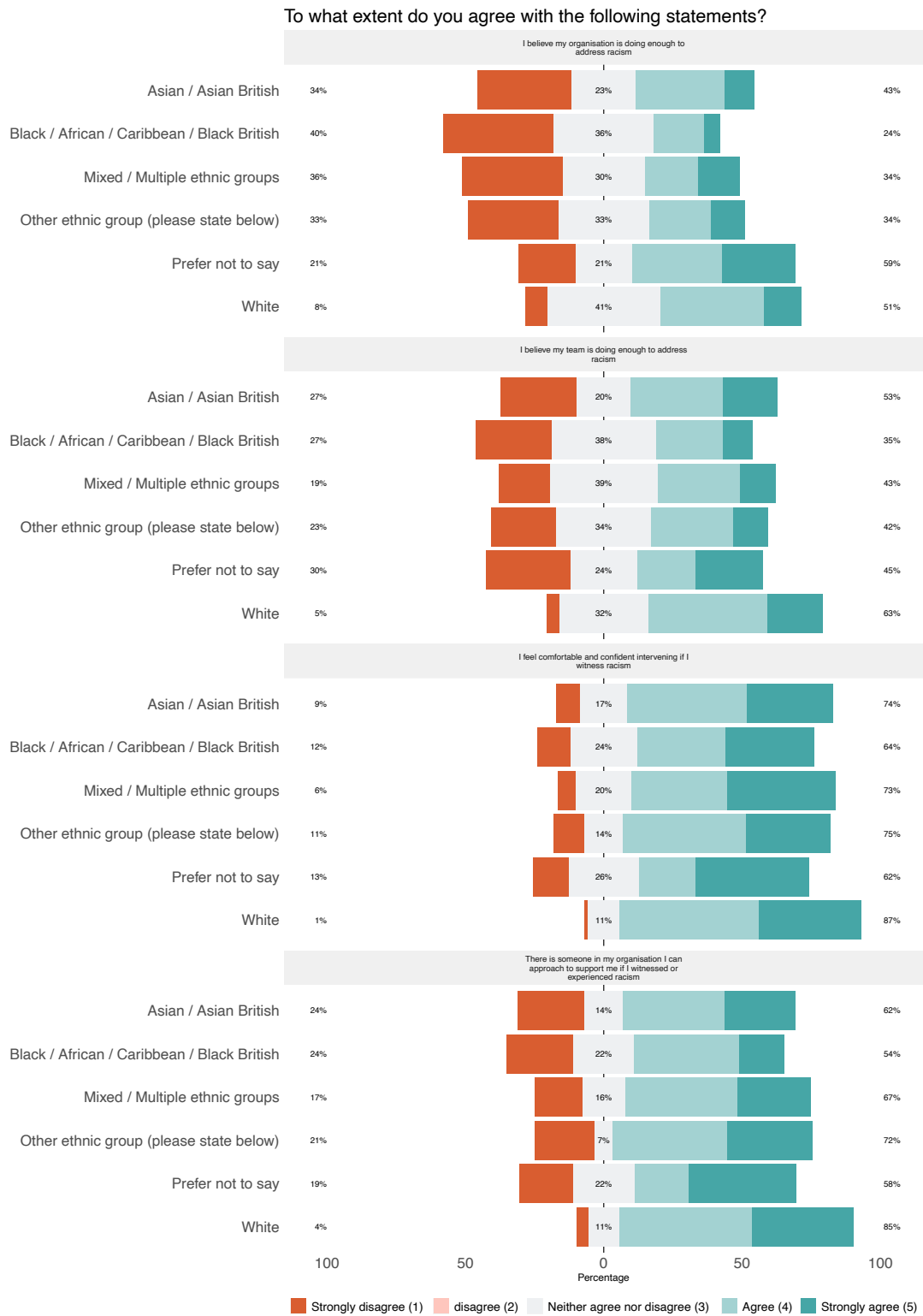
When asked about different ways of combating and reducing incidents of racism in their organisation, 80% of respondents agreed or strongly agreed that they felt comfortable and confident intervening when they witnessed racism. 76% felt that there was someone they could approach for support if they witnessed or experienced racism. Although they reveal participants' confidence, these results rely on hypothetical scenarios and individual perception of what a racist incident entails. Therefore, they may not be entirely reflective of reality. Additionally, 18% of individuals disagree or strongly disagree that their organisation does enough to tackle racism (Figure 12).

We also observed considerable variation in responses by ethnicity. Of all social workers identifying as Black, Black African, Black Caribbean, or Black British, 39% disagreed or strongly disagreed that their organisation was doing enough to tackle racism, compared to 34 % Asian or Asian British, and 8% White respondents (Figure 13).

**Figure 12: Proportions of each answer to the questions pertaining to combating and reducing racism**



**Figure 13: Proportions of each answer to the questions pertaining to combating and reducing racism, by ethnicity**



## Qualitative Analysis

Besides the questions that asked for categorical answers, social workers were also asked several open text questions. They reflected on:

- experiences of racism and their impact.
- existing organisational strategies to address racism.
- areas that require improvement.
- and hopes for the profession in addressing this problem.

These questions are presented in Table 1 along with the number of responses used in the qualitative analysis of each question.

**Table 1: Open text questions and the number of responses used for the qualitative analysis of the answers**

Question	Number of responses
Please tell us about any racism you have witnessed or experienced in social work in the last twelve months.	112
What impact, if any, do you think racism has had on you in the last twelve months?	54
What impact, if any, do you think racism has had on any of your colleagues in the last twelve months?	57
Does your organisation have any of the following in place to address racism?	61
If you have personally experienced racism, what would you hope your colleagues and employer would do?	86
What factors would make you feel more comfortable intervening if a colleague was experiencing racism?	115
What are your hopes for the profession in addressing racism?	64
Finally, if you have any comments regarding this survey or research, please share them here.	53

### Question 1: Please tell us about any racism you have witnessed or experienced in social work in the last twelve months.

First, participants were asked to relate any experience of racism they had witnessed or experienced in social work in the last twelve months. Of the total number of responses, 112 were used in this analysis, selected using the protocol presented in the methodology section of this report. Participants' answers to this question are grouped into themes and presented below.

### Higher workloads and greater scrutiny

A pattern in responses reflects that social workers from ethnic minorities typically experience increased scrutiny and negative assumptions about their skills based on their ethnicity, despite having higher assigned workloads. When race is specified in the answers, Black social workers are overwhelmingly the subjects of reported incidents.

For example, several respondents reported that Black social workers in particular were allocated higher caseloads or more complex cases:

***“As a Black sw I have been allocated more complex cases and compared to a White sw. It has been difficult to progress as a Black worker and have had to work ten times harder to prove that I am more than capable to execute my duties despite being Black worker.”***

Additionally, one social worker discussed how this results in “Black co-workers being overloaded and then criticised for underperforming.” Another practitioner shared that their work was more scrutinised than the work of White colleagues.

### Lack of career progression

Social workers repeatedly referred to cases where opportunities for career progression were either denied or unavailable to individuals from ethnic minorities. Instead, according to the respondents, White candidates appeared to be prioritised for these opportunities:

***“I have seen several incidents where Black and Asian colleagues including myself seem to be treated unfairly compared to White colleagues. For example, Black colleagues have been rejected for promotion when they appear to have as much or more experience than White colleagues who have been promoted.”***

### Racial abuse and discrimination

Social workers also described incidents of overt racism, where they either witnessed colleagues being subjected to racial abuse or discrimination from service users or other colleagues, or were themselves the targets of such behaviour. They described being “racially abused verbally by families” or experiencing derogatory comments from colleagues which were “downplayed as banter”. Several respondents described incidents where people accessing services requested a new social worker due to the social worker’s ethnicity or religious beliefs.

Other social workers experienced doubt from people accessing services around their origin of birth. For example, one respondent described a situation where a service user was “implying that I was not British in the context of ‘foreigners coming to the UK’”.

Some social workers shared instances where Black and Asian colleagues were treated unfairly by managers and other colleagues. One social worker revealed that their “manager [was] refusing to ensure her Black staff [were] paid properly.” Another

commented that their Black colleagues have had their “contracts terminated without cause.” A lack of acknowledgement of the “increased risks to certain ethnic groups” during the ongoing COVID-19 pandemic was also emphasised by several social workers.

### **Microaggressions and unconscious bias**

Social workers shared that a large proportion of racism witnessed is “more of a passive racism” in which “people [are] not recognising the impact of their statements or actions on people from Black and minority ethnic groups.” Several social workers reported “frequent microaggressions” in the workplace derived from unconscious biases:

***“I have been ‘commended’ for my ‘gentle and articulate’ approach to my practice. I wondered whether a White colleague would have those qualities highlighted. It was further compounded by the commentator highlighting that if she hadn’t seen me online, she wouldn’t have believed I was Black because of my accent.”***

### **Attitudes towards the Black Lives Matter movement**

Opinions about organisational attitudes and responses following the murder of George Floyd were also disclosed. One practitioner commented that when issues were raised in light of the Black Lives Matter movement, “emails were not addressed or acknowledged by senior management.” Another respondent reported a reluctance within their team to discuss “difficult” topics. One social worker described how their local authority sent a statement in response to Black Lives Matter which included the phrase “all lives matter” (which is commonly interpreted as dismissive of the concerns of the BLM movement). Several complaints were raised by staff, but no formal apologies were given.

### **Question 2: What impact, if any, do you think racism has had on you in the last twelve months?**

When describing the impact that incidents of racism had on them, several social workers shared the emotional toll of discrimination they have experienced which, in some cases, led them to consider leaving the profession. For example, one respondent reported being “left with feelings of anger and helplessness.” We also encountered several statements from social workers who experienced distress due to witnessing their colleagues experience racism.

As a consequence of racist incidents, several social workers described changing teams or even exiting the workforce, and experienced financial difficulties as a result. One shared that “after 30 years I could not tolerate anymore”. Several social workers explained that they were treated differently from White colleagues, and that their reputation was undermined or under attack. Two social workers shared that they had been subject to employment tribunals which were related to “assumptions” and “preconceived ideas” made about them.

Positive outcomes were also noted, as several respondents shared they have enhanced their understanding of the impact of racism in the last 12 months, including developing



skills in how to respond. However, this has not been easy for everyone, as learning about such a complex, multi-faceted subject is a long process. For example:

***“I’ve spent a lot of time, a lot of my own personal time, trying to unpick and understand how to address the problem of racism and unconscious bias. It feels like an uphill struggle, or wading through mud”***

### **Question 3: What impact, if any, do you think racism has had on any of your colleagues in the last twelve months?**

Social workers were also asked to reflect on the impact that experiences of racism had on their co-workers. We noted recurrent references to colleagues feeling demotivated, and cases where experiences of racism contributed to a “loss of confidence” impacting negatively on energy levels as workers were having to contend with additional obstacles. Others shared that they felt unappreciated. One social worker commented that their colleagues were “made to feel worthless, hopeless.”

Two social workers felt negatively impacted by the underrepresentation of minority groups within their organisation. One practitioner shared that she had only worked with one Black woman in a team. Another shared insight into representation within management:

***“This is a clear issue when you look at senior management. I am often in a room full of White middle class women.”***

Others felt that they could not identify the impact of racism on colleagues, stating that remote working makes such assessments difficult. However, as one social worker highlighted, that does not necessarily indicate that there was no impact:

***“I’m not aware of any, but that doesn’t mean it hasn’t happened or had any impact. Just that I’m not aware.”***

### **Question 4: Organisational policies to address racism?**

Social workers were given this list of policies:

- an equality, diversity and inclusion strategy,
- a forum for Black, Asian and minority ethnic workers,
- an identified role or person to promote anti-racism,
- a reporting structure for racism.

They were then asked whether their organisations had any of these policies already in place. Additionally, they were given the opportunity to elaborate on any of these options, as well as discuss others in an open text box.

Many social workers highlighted various support forums, policies, and strategies in place to promote anti-racist practice. Some respondents raised concerns surrounding inclusion, inadequacies in procedures, and organisations expressing their support, but failing to deliver any meaningful actions.

### **Support networks and forums**

Social workers described various forums and peer networks for Black, Asian and Ethnic Minority colleagues. Some respondents shared that they offered, or were currently developing, reciprocal peer mentoring programmes for minority groups. However, concerns surrounding inclusion were discussed by one social worker who shared:

***“I don’t feel that as a Jew, I have a place in the BAME forum.”***

Another practitioner proposed that it is not enough to provide spaces for minoritised colleagues, but that “White managerial structures also have to open up their network to promote and challenge each other.” Additionally, they highlighted that Black social workers should not be positioned as educators of “institutional difference and discrimination” for White colleagues.

### **Organisational strategy and training**

Respondents also discussed some of the ways that their organisations are promoting anti-racist practice through strategy and training. For example, one social worker shared that they have “Values Champions” in their organisation. One practitioner referred to frequent information and awareness raising strategies and means of receiving support.

However, several respondents shared concerns regarding the organisations’ current equality and diversity strategy. One practitioner commented that anti-racist, unconscious bias and equality and diversity training are not mandatory requirements within their local authority. Another felt that their current organisation’s strategy diminishes anti-racist practice:

***“I think whilst we have an equality and diversity strategy, the issue of anti-racist practice is diluted within...and therefore the detail and unique needs for a strategy to address structural, direct and indirect racism (sic) lacking considerably.”***

### **Question 5: If you have personally experienced racism, what would you hope your colleagues and employer would do?**

#### **Improve policies and reporting procedures**

Some social workers shared that various mechanisms are in place within their organisations, such as an anti-discrimination and equal opportunities policy. Further, the option of “raising the issue with a manager” or “approaching your union or association” featured frequently in the responses.

However, one emerging issue emphasised repeatedly is the inadequacy of HR policies and the need for “more robust reporting structure[s].” One social worker stated that there are no mechanisms for anonymously reporting racist behaviour within the organisation. One practitioner felt unable to trust these processes and questioned why they are not promoted within the organisation, whereas another shared that they “complete processes but get no results.”

### **Ensure policies in place are meaningful**

Many social workers felt that much of the policies, strategy and support networks within their organisations verbally supported anti-racism, but did not follow this up with meaningful action. One practitioner shared that it was “policy for policy sake [rather] than action with desire to change.” It was largely felt that they functioned as tokenistic ‘tick-box’ exercises, which were “worthless” and “for show only.”

Some social workers shared that they want to see greater clarity within their organisations on what constitutes racism. This included formal acknowledgement of its multiple forms (for example, subtle, overt, and institutional racism), and organisations being clear in their anti-racism message. One practitioner feels this should be a starting point:

***“I think the first thing to address is; what is racism? E.g is it ok to touch a Black person’s hair without permission or ask them where they are from or tell them that they speak good English for an African person?”***

Social workers want to see open communication, less defensiveness, and clear procedures around how staff should respond to racism from people accessing services.

### **Question 6: What factors would make you feel more comfortable intervening if a colleague was experiencing racism?**

Factors enabling colleagues to intervene where they witnessed racism varied both at an individual and an organisational level. Support was one of the factors cited, including having someone informed and knowledgeable to speak to about experiences of workplace racism, both at a senior managerial level and more generally in the workplace. Social workers also expressed their need for encouragement from managers to report racism:

***“I suppose clear encouragement to do so - sometimes you are put in a situation where you feel like you have to tolerate it coming from the service users as there is a need to engage with them.”***

Many respondents also said that clear policies, for example a clear zero tolerance policy, were key to empower people to intervene or report racism. Policies should also state who this should be reported to.

Several members of staff cite how developing confidence in knowing how to intervene in an effective way would enable them to feel comfortable, suggesting, for example, “guidance on how to sensitively approach this”.

Organisational changes may also help. For example, there should be an anti-racist culture and ethos throughout the organisation, and use of systemic clinicians, who staff can speak with on issues of “power, difference, and discrimination”. Also, regular discussion in team meetings on diversity, and an anonymous and independent work helpline, were thought to be enabling factors. Respondents expressed a desire for organisations to take responsibility for addressing racism:

***“The organisation putting it on the agenda... taking racism seriously rather than sweeping it under the carpet and making it an individual problem.”***

### **Question 7: What are your hopes for the profession in addressing racism?**

Social workers also advocate for a range of changes, including a representative, independent body that takes the issue of racism seriously. Further, they want to see local authorities being held accountable for failures in addressing racism (not embedding anti-racism in their practice, for example).

Several social workers want to see the post-qualifying landscape in relation to anti-racism developing, for example, “including anti-racist practice in the regulatory standards” and having “better access to post-qualifying training for career development”. Others feel that anti-racist training should stretch beyond qualifying social work programmes and be a requirement for all staff working in social care organisations, including senior managers and leadership. One respondent shares, in regard to their hopes for the future of the profession:

***“That no employee is allowed to practice without Anti-Racist, Equality & Diversity and Unconscious Bias training.”***

However, such training can sometimes be viewed as a “tokenistic” gesture. Therefore, leaders may wish to employ other strategies to tackle racism alongside training courses. Staff also shared ideas around peer supervision, use of coaching and mentoring, and events to celebrate diversity. Staff want to see action being taken because of workplace racism and not merely talking about its existence. Staff also advocate for diversity in recruitment, such as “senior management structure reflecting the client and workforce”. However, the values of people being recruited into leadership positions is important too. For example,

***“...being committed to equality and more importantly justice, and holding people to account for being racist discriminatory”.***

Some people shared a sense of optimism about the future of the profession, for example, they felt that they had the “confidence to speak out and know action will be taken”. Others shared a more pessimistic view of the future of the profession, saying they had “been in the profession for over 35 years do not see any hope of things being different”. Finally, small numbers of respondents reported they did not see a problem with racism in their organisations.

# Discussion

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Nine percent of respondents reported having experienced racism from colleagues and/or managers in the last 12 months. A further 9% reported having witnessed service users or families experience racism from colleagues and / or managers in the last 12 months. This percentage is of concern for a profession which identifies anti-oppression as a core value. 8% of respondents also reported considering leaving the profession due to their experience of racism, and the range of impacts on mental health, physical health and career outcomes. This finding is deeply concerning, both for social workers, and for the profession, which supports some of our most vulnerable children, young people and adults.

It is positive that 80% respondents felt confident to intervene when they witnessed racism. However, only 44% of respondents thought their organisation was doing enough to address racism. Respondents outlined what further support might be helpful, including:

- inviting someone informed and knowledgeable to speak about experiences of workplace racism
- receiving emotional support
- introducing a channel to anonymously report racism

In addition to the above examples of support, there was a desire for a more formal and clear response to racism from organisations. This included greater clarity within organisations on what constitutes racism, including formal acknowledgement of its multiple forms (e.g. subtle, overt, and institutional), clear policies which are discussed and talked about, clear consequences, and a clear “zero tolerance policy”. Respondents also advocated for a range of changes including a representative, independent body that takes the issue of racism seriously. Further, they want to see local authorities being held accountable if they do not embed anti-racism in their practice. Several respondents want to see more post-qualifying training on anti-racist practice.

This survey is a first step in understanding the current picture of experiences of racism with the social work progression, and monitoring progress towards better anti-racist practice.



# Engagement events

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Data from the survey was analysed and reported to the Anti-Racist Steering Group in September 2021. Survey participants who indicated that they would be interested in joining a group conversation about anti-racist practice were invited to a series of engagement events, organised by Social Work England. Nine events were offered in January 2022 and invitations were sent to 451 survey participants.

Attendance at the engagement events was low, with 39 people attending in total, which may be due to time elapsed from the survey (5 months). The events were facilitated in pairs by Social Work England Regional Engagement Leads and Principal Social Workers. Participants and facilitators self-selected their event from a timetable without knowledge of who else would be there. Facilitators met together ahead of the events for a briefing session. It was emphasised that the attendees' wellbeing should be prioritised, and where possible the discussion should be steered towards identifying positive examples of anti-racist practice, or what action the Anti-Racist Steering Group could take to improve social workers' experiences. Attendees were sent a copy of the anti-racism survey headline findings in advance of their session.

Following each session, facilitators created a simple record reflecting the key discussion points and these were collated into themes by What Works for Children's Social Care. Four broad themes emerged from the engagement events:

# 1.

## **Organisational responsibility for anti-racism.**

This was the strongest theme, and many examples were given of how organisations should act beyond providing a mechanism for reporting racist incidents. Attendees gave examples of programmes that currently exist in organisations, such as reverse mentoring and forums for Black, Asian and Minority Ethnic staff. Many suggestions were made about ways to increase the frequency and nature of conversations about racism in organisations, such as including it as a standing item at team meetings and in supervision sessions. The lack of diversity at senior management level was also raised multiple times as something that needs to change in order to mitigate against structural racism.

# 2.

## **Allyship.**

Attendees noted that some White colleagues seem to lack confidence engaging in conversations about racism, or do not see it as relevant for them. There were calls for White social workers and leaders to have a greater understanding of structural racism, micro-aggressions, and the impact of these types of racism on Black, Asian and Minority Ethnic social workers.

# 3.

## **Professional standards as a mechanism for improving anti-racism.**

Discussions included ways that anti-racism could be embedded in the profession, and this turned to the role of the regulator, Social Work England. Attendees suggested that the professional standards could be more explicit about anti-racism, and that registration renewal could have an anti-racism requirement.

# 4.

## **Social work education.**

Several sessions discussed how anti-racism is not always specifically highlighted in social work qualifying courses, and that teaching about anti-discriminatory practice alone is not sufficient to create an anti-racist workforce. Attendees also said that good quality training for social workers and other professionals, including foster carers, would contribute to anti-racism.

These themes are useful, however, the very low number of contributors mean they should be treated with caution, particularly in comparison to the findings of the survey which had a much larger sample size. The first two themes are broad and would require thought and behaviour change in individuals as well as at a system level. They also broadly align with the findings from the survey. The third and fourth themes are mechanisms by which behaviour change could be encouraged and evidenced. No questions were asked in the survey that link to these themes, so they have a significantly weaker evidence base.

## Future work

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The survey found that racism in the social work profession is widespread and has a serious impact on the wellbeing, career progression and retention of Black and Minority Ethnic social workers. The findings indicate that efforts to address social workers' experiences of racism should focus on racism from people who are receiving a service, as well as from colleagues and managers. Work to strengthen anti-racism in organisations needs to address issues highlighted in the survey, including increased scrutiny of Black and Minority Ethnic social workers' performance, lack of career progression, and passive racism, in the form of microaggression and unconscious bias. A high proportion of participants (80%) felt comfortable to intervene if they witnessed racism, and future work could consider whether this translates into action through reporting incidents of racism, or through other ways of intervening.

One in ten survey participants said they had considered leaving the profession due to racism. This statistic, along with the other measures in the survey, could be used to track progress towards anti-racism through future surveys. Over time, this would grow the evidence base on social workers' experiences of racism and continue to highlight where anti-racism efforts should be directed.

Social Work England co-hosted a roundtable discussion with Skills for Care in December 2021 and shared survey findings with sector leaders and explored the actions we can take in our own organisations and collectively. The Anti-Racist Steering Group would like to conduct further engagement work with key stakeholders, such as directors of children's services (ADCS) and directors of adult social services (ADASS), to garner support for an action plan to address the findings of the survey. The action plan should take account of other programmes of work with shared aims, such as the Social Care Workforce Race Equality Standards, to ensure strategic alignment and avoid duplication. Social Work England co-hosted a roundtable discussion with Skills for Care in December 2021 and shared survey findings with sector leaders and explored the actions they will take in their organisations and collectively.

# Appendix A: Survey

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## Social Worker Anti-Racism Questionnaire

This survey is brought to you by the Anti-Racist Steering Group, comprised of representatives from the Principal Social Workers' Network, the Department for Education, Social Work England, Office of the Chief Social Workers Department of Health and Social Care and What Works for Children's Social Care. The survey is hosted by What Works for Children's Social Care.

The purpose of this survey is to better understand racism and uncover experiences in social work. We are keen to hear from people of all ethnicities, at all levels and in different sectors so we can understand the prevalence of racism and how we can all work better together to address it. We recognise the importance of intersectionality and know that identity and experience is impacted by a wide range of characteristics. The focus of this survey is race. However, in the future we envision focusing on other issues and welcome your thoughts on that at the end of the survey.

### Why have I been invited to take part?

You are being invited to participate in this project because you are a social worker.

### What will happen if I take part?

If you choose to take part in the project you will be asked to complete a survey about your workplace and your working life. The survey will take 10-15 minutes of your time. As part of participation you will be asked to answer questions about:

- Demographic characteristics including gender, age, ethnicity and disability - Information about your role e.g. job title, case load, working hours
- Questions about your experience of racism within the workplace
- Questions about your organisation's efforts to address racism.
- Questions about your perspectives on what can help address racism in social work.

At the end of the survey, you will be asked if you'd like to participate in a short remote focus group to discuss your experiences and perspectives on anti-racist practice. The virtual focus group would take at most 45 minutes of your time. Consenting to participate in the survey does not require you to take part in the focus group. If you

consent to be contacted for a focus group, we will request your full name, telephone number and email address. These contact details will be shared with the Anti-Racist Steering Group, and be used to contact you for the interview, and deleted within 6 months of the interview. Prior to starting the focus group, we would like to request your consent that the focus group is recorded. The recording will be transcribed and deleted within one month. We may not invite everyone who has consented to participate in the focus group.

### **Do I have to take part?**

Participation is encouraged but completely voluntary. You should only take part if you want to and choosing not to take part will not disadvantage you in any way. All questions are voluntary, and you may end the questionnaire at any time. Once you have read the information sheet, please contact us if you have any questions that will help you make a decision about taking part. If you decide to take part we will ask you to give your consent at the beginning of the survey.

### **What are the possible risks of taking part?**

The potential risks in taking part in this research are minimal. The topics discussed are potentially sensitive, however, we do not anticipate the discussion going beyond the realms of normal professional conversation.

### **What are the possible benefits of taking part?**

The research is intended to benefit social workers more widely by improving working practices and also may support changes at your own place of work.

### **Data handling and confidentiality and Data Protection Statement**

Your data will be processed in accordance with the General Data Protection Regulation 2018 (GDPR). This research is anonymous. This means that nobody, including the researchers, will be aware of your identity, and nobody will be able to connect you to the answers you provide, even indirectly. Nevertheless, your answers will be confidential and the information you provide will not allow you to be identified in any research outputs/publications. Your data will be held securely in accordance with WWCS IT Policy and Secure Data Access Policy. Your pseudonymised data may be transferred to our secure data archive. This archive is hosted and stored by the Office of National Statistics ("ONS") 'Secure Research Service' on our behalf, we are the data controller and access to any data stored within the archive is therefore controlled by the ONS and WWCS only. The data controller for this project will be What Works for Children's Social Care. If you would like more information about how your data will be processed in accordance with GDPR please visit the link below: <https://whatworks-csc.org.uk/wp-content/uploads/Privacy-notice-social-worker-pilot.pdf>



**What if I change my mind about taking part?**

You have the right to withdraw your consent for your data to be processed. If you would like to withdraw your consent, please make contact the contact information below. We may require additional demographic information to uniquely identify you in the dataset and delete your data.

**What will happen to the results of the project?**

The results of the project will be summarised in a comprehensive data analysis report. The output of the analysis will be published in the form of a report to the Anti-Racist Steering Group about the national picture. The report will also be published on our website (<https://whatworks-csc.org.uk/>) in 2021. It will not be possible to identify you in the report.

**Who should I contact for further information?**

If you have any questions after you have completed the survey, and/or later decide that you do not want to participate in this research, and/or you would like your responses to be deleted or rectified, please contact the research team by emailing

[info@whatworks-csc.org.uk](mailto:info@whatworks-csc.org.uk)

WWCSC can be contacted at: What Works for Children's Social Care The Evidence Quarter, Albany House, Westminster, SW1H 9EA

Email: [info@whatworks-csc.org.uk](mailto:info@whatworks-csc.org.uk)

Thank you for reading this information sheet and for considering taking part in this research.

**Clicking on the “Agree to participate in the research” button below indicates that: - You have read the above information**

- You understand that your participation is voluntary and you are free to withdraw at any time, without giving any reason
- You agree to participate in the survey

Note: If you do not wish to participate, please decline participation by clicking on the “Do not agree to participate in the survey” button.

**Do you agree to participate in the research?**

- I agree to participate
- I do not agree to participate

**These questions are designed to tell us more about your views of racism in social work in the last twelve months. To what extent do you agree with the following statements? Strongly agree (5) Agree (4) Neither agree nor disagree (3) Disagree (2) Strongly disagree (1)**

- Racism is a problem in social work
- Racism is problem in my organisation

**These questions are designed to tell us more about experiences of racism within your organisation in the last 12 months. How often do you experience or witness any of the following incidents? Never (1) Once or twice (2) Three or four times (3) Five to ten times (4) More than ten times (5)**

- I have experienced racism from colleagues and/or managers
- I have witnessed colleagues experience racism from other colleagues and/or managers
- I have experienced racism from service users and/or families
- I have witnessed colleagues experience racism from service users and/or families
- I have witnessed service users and/or families experience racism from colleagues and/or managers

**Please tell us about any racism you have witnessed or experienced in social work in the last twelve months** *Free text*

These questions are designed to tell us more about what impact racism may have had on you or your colleagues in the last twelve months.

**What impact, if any, do you think racism has had on you in the last twelve months?** *(Select any that apply)*

- Worsened mental health
- Worsened physical health
- Increased anxiety
- Time off work
- Limited career progression
- Led to disciplinary action
- Led to performance management
- Considered leaving the organisation
- Left the organisation
- Considered leaving the profession
- Left the profession
- Led to fitness to practice investigation
- Other (please state below)

**What impact, if any, do you think racism has had on any of your colleagues in the last twelve months?** *(Select any that apply)*

- Worsened mental health
- Worsened physical health
- Increased anxiety
- Time off work
- Limited career progression

- Led to disciplinary action
- Led to performance management
- Considered leaving the organisation
- Left the organisation
- Considered leaving the profession
- Left the profession
- Led to fitness to practice investigation
- Other (please state below)

These questions are designed to tell us more about what your organisation is doing to address racism. To what extent do you agree with the following statements? *Strongly agree (5) Agree (4) Neither agree nor disagree (3) Disagree (2) Strongly disagree (1) N/A*

- **I believe my organisation is doing enough to address racism**
- **I believe my team is doing enough to address racism**
- **There is someone in my organisation I can approach to support me if I witnessed or experienced racism**
- **I feel comfortable and confident intervening if I witness racism**

These questions are an opportunity for you to tell us more about your organisations' current practice to address racism. There is no word limit in the free text boxes so please feel free to tell us as much or as little as you want.

**Does your organisation have any of the following in place to address racism?**

*(Select those that apply)*

- An equality, diversity and inclusion strategy
- A forum for Black, Asian and minority ethnic workers
- An identified role or person to promote anti-racism
- A reporting structure for racism
- I don't know
- Other (please state below)

**If you have personally experienced racism, what would you hope you colleagues and employer would do?** *Free text*

**What factors would make you feel more comfortable intervening if a colleague was experiencing racism?** *Free text*

This question is designed to gather information on where efforts should be focused.

**What are your hopes for the profession in addressing racism?** *Please select the options you consider a priority*

- More Black, Asian and minority ethnic social workers in leadership roles
- Improved processes for addressing racism
- Evidence-based anti-racist practices
- Better training on anti-racist practice
- Improved sense of shared responsibility for addressing racism
- Other (please state below)

We would now like to ask you some questions about yourself. This helps us understand whether any groups are under-represented in the responses to the survey.

**Which gender do you most closely identify with?**

- Female
- Male
- Transgender female
- Transgender male
- Gender variant/non-conforming
- Other gender (please state below)
- Prefer not to say

**What is your age?**

- 21 - 24
- 25 - 29
- 30 - 34
- 35 - 39
- 40 - 44
- 45 - 49
- 50 - 54
- 55 - 59
- 60+
- Prefer not to say

**In which region of England do you live?**

- South West
- South East
- London
- East of England
- West Midlands
- East Midlands
- Yorkshire and the Humber
- North West
- North East
- Other
- refer not to say

- Which ethnicity do you most closely identify with?
- Asian / Asian British
- Black / African / Caribbean / Black British
- Mixed / Multiple ethnic groups
- White
- Other ethnic group (please state below)
- Prefer not to say

**Do you consider yourself to have a disability?**

- Yes
- No
- Prefer not to say

**How many years of experience as a qualified social worker do you have in total?**

- Up to one year
- 1-3 years
- 4-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21+ years
- Retired



**On which of the following basis are you employed?**

- Permanent
- Fixed
- Temporary
- Agency
- Independent
- Other (please state below)

**Do you predominantly work with:**

- Adults
- Children and young people including care leavers
- Both

We appreciate the time you have already taken to participate in this research. We are looking for a small number of participants to additionally participate in a focus group to discuss examples of good anti-racist practice.

**Would you be open to participating in a focus group on anti-racist practice?**

- Yes
- No

You indicated that you would be open to participating in a focus group to discuss examples of good anti-racist practice. Please provide your contact details. These details will only be used for the purposes of contacting you to arrange and undertake the focus group.

**What is your first name?**

**What is your surname?**

**What is your telephone number?**

**What is your email address?**

**Clicking on the “Agree to be contacted for the focus group discussion” button below indicates that:**

You have read the above information about focus group discussions - You agree to us using the contact details you have provided to contact you only about participating in the focus group discussion

You understand that you have not committed to participate in the focus group and are free to not participate when we contact you if you so choose

- Agree to be contacted for the focus group discussion
- Do not agree to be contacted for the focus group discussion

Thank you for participating in the Social Work Anti-Racism Survey. Your participation is invaluable to monitoring and improving anti-racist practice in the profession.

You can find resources on bullying and harassment in the workplace by the Citizens' Advice Bureau

(<https://www.citizensadvice.org.uk/work/discrimination-at-work/checking-if-its-discrimination/if-youre-being-harassed-or-bullied-at-work/>) and mental health in the workplace by Mind (<https://www.mind.org.uk/workplace/>).

The British Association of Social Workers (BASW) have a professional support service, you can sign up here <https://www.basw.co.uk/professional-support-service/access-support> They will also offer advice, support and union representation, more information here <https://www.basw.co.uk/membership/be-represented>

**Finally, if you have any comments regarding this survey or research, please share them here.** *Free text*

# Appendix B: Descriptive Tables

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**Table B1: Participants' gender identity**

<b>Identity: proportion of participants</b>	<b>(%)</b>
Female	81
Male	16
Prefer not to say	2
Other	1
Gender variant/non-conforming	1
Transgender female	0

**Table B2: Which participants consider themselves to have a disability**

<b>Disability status: proportion of participants</b>	<b>(%)</b>
No	82
Yes	15
Prefer not to say	3

**Table B3: Region in which participants are located**

<b>Region: proportion of participants</b>	<b>(%)</b>
South East	21
London	14
South West	13
Yorkshire and Humber	12
North West	11
East Midlands	9
West Midlands	7
East of England	6
North East	3
Prefer not to say	3
Other	0

**Table B4: Ethnicity of participants and the workforce as a whole**

<b>Ethnicity: proportion of ...</b>	<b>participants (%)</b>	<b>workforce (%)</b>
Asian	4	6
Black	11	12
Mixed	4	4
Other ethnic group	2	1
Prefer not to say / Missing	38	0
White	41	78

**Table B5: Participants' employment type**

<b>Employment type: proportion of participants</b>	<b>(%)</b>
Permanent	87
Agency	6
Independent	3
Fixed term	2
Other	1

**Table B6: Who the participants predominantly work with**

<b>Employment type: proportion of participants</b>	<b>(%)</b>
Children and young people (including care leavers)	47
Adults	38
Both	15

**Table B7: Participants' years experience in social work**

<b>Experience</b>	<b>(%)</b>
Up to 1 year	5
1 - 3 years	107
4 - 5 years	85
6 - 10 years	17
11 - 15 years	17
16 - 20 years	13
21+ years	30

**Table B8: Impact of racism on the participant**

<b>Impact on participant: proportion of participants</b>	<b>(%)</b>
Increased anxiety	19
Worsened mental health	13
Considered leaving the organisation	10
Limited career progression	10
Considered leaving the profession	8
Left the organisation	5
Worsened physical health	4
Time off work	4
Led to performance management	2
Led to disciplinary action	2
Led to fitness to practice investigation	1
Left the profession	0.8

**Table B9: Perceived impact of racism on the participants' colleagues**

<b>Perceived impact on participants' colleagues: proportion of participants</b>	<b>(%)</b>
Increased anxiety	34
Worsened mental health	28
Limited career progression	19
Considered leaving the organisation	15
Time off work	14
Left the organisation	12
Considered leaving the profession	10
Worsened physical health	8
Led to performance management	7
Led to disciplinary action	5
Left the profession	4
Led to fitness to practice investigation	4

**Table B10: Frequency in % of participants experience or witness racism, broken down by ethnicity group****"I have experienced racism from colleagues and/or managers." (%)**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say	White
Never	25	23	47	53	58	87
1-2 times	33	28	24	23	10	8
3-4 times	14	18	10	11	12	2.5
5-10 times	12	10	9	7	3	1
>10 times	16	21	10	6	17	0.8

**"I have experienced racism from service users and/or families." (%)**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say	White
Never	20	23	64	46	35	75
1-2 times	27	27	30	20	35	15
3-4 times	24	16	18	13	5	5
5-10 times	10	15	3	11	3	3
>10 times	19	19	14	10	22	2

**"I have witnessed colleagues experience racism from other colleagues and/or managers." (%)**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say	White
Never	27	25	40	40	62	63
1-2 times	33	24	25	41	17	26
3-4 times	12	20	18	9	8	6
5-10 times	14	14	10	4	3	3
>10 times	14	17	8	6	10	2

**"I have witnessed colleagues experience racism from service users and/or families." (%)**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say	White
Never	25	28	29	31	37	10
1-2 times	33	29	33	29	36	7
3-4 times	14	14	14	20	2	36
5-10 times	12	12	9	9	11	30
>10 times	16	16	14	11	14	17

**“I have witnessed service users and/or families experience racism from colleagues and/or managers.”(%)**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say	White
Never	44	49	51	69	73	10
1-2 times	23	19	24	19	15	18
3-4 times	13	16	10	12	12	4
5-10 times	8	13	10	5	3	3
>10 times	12	9	7	13	1	1

**Table B11: Attitudes towards current anti-racist practices, broken down by ethnicity group**

**“I believe my organisation is doing enough to address racism.” (%)**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say	White
Strongly disagree	34	39	38	39	12	8
Disagree	0	0	0	0	0	0
Neither agree nor disagree	24	37	29	22	39	41
Agree	32	18	19	19	33	37
Strongly agree	10	6	13	19	15	13

**“I believe my team is doing enough to address racism.”(%)**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say	White
Strongly disagree	27	27	22	26	13	5
Disagree	0	0	0	0	0	0
Neither agree nor disagree	22	38	37	29	0	0
Agree	33	25	29	31	39	43
Strongly agree	18	11	12	24	16	19

**"I feel comfortable and confident intervening if I witness racism."(%)**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>	<b>White</b>
Strongly disagree	10	12	9	8	7	1
Disagree	0	0	0	0	0	0
Neither agree nor disagree	16	24	21	8	21	12
Agree	43	32	34	49	37	50
Strongly agree	31	32	36	35	35	37

**"There is someone in my organisation I can approach to support me if I witnessed or experienced racism."(%)**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>	<b>White</b>
Strongly disagree	24	24	21	24	10	4
Disagree	0	0	0	0	0	0
Neither agree nor disagree	13	22	14	12	22	11
Agree	37	38	39	37	39	48
Strongly agree	25	17	26	27	29	37



## Appendix C: Statistical tests

Here we include the p-values for Nemenyi post-hoc tests for questions where the responses from the subgroups were statistically significantly different under the Friedman test. We focus on ethnicity as the subgroup.

Respondents were asked about how often they experience or witness the following incidents. The tables present p-values from Nemenyi post-hoc tests to compare the responses of those identifying with different ethnicities.

**Table C1**

### “I have experienced racism from colleagues and/or managers”

	Asian	Black	Mixed	Other ethnic group	Prefer not to say
Black	0.54	NA	NA	NA	NA
Mixed	0.97	0.14	NA	NA	NA
Other ethnic group	0.43	0.01	0.08	NA	NA
Prefer not to say / Missing	0.99	0.88	0.76	0.14	NA
White	0.96	0.96	0.59	0.07	1.00

**Table C2:**

### “I have witnessed colleagues experience racism

	Asian	Black	Mixed	Other ethnic group	Prefer not to say
Black	0.43	NA	NA	NA	NA
Mixed	1.00	0.2	NA	NA	NA
Other ethnic group	0.76	0.02	0.94	NA	NA
Prefer not to say / Missing	0.88	0.97	0.65	0.14	NA
White	0.17	1.00	0.06	<0.01	0.80

**Table C3:****"I have experienced racism from service users and/or families"**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>
Black	0.24	NA	NA	NA	NA
Mixed	1.00	0.17	NA	NA	NA
Other ethnic group	0.96	0.03	0.98	NA	NA
Prefer not to say / Missing	0.43	1.00	0.33	0.07	NA
White	0.11	1.00	0.07	0.01	0.98

**Table C4:****"I have witnessed colleagues experience racism from service users and/or families"**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>
Black	0.54	NA	NA	NA	NA
Mixed	1.00	0.65	NA	NA	NA
Other ethnic group	0.85	0.05	0.76	NA	NA
Prefer not to say / Missing	0.43	1.00	0.54	0.03	NA
White	0.03	0.76	0.05	<0.01	0.85

**Table C5:****"I have witnessed service users and/or families experience racism from colleagues and/or managers"**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>
Black	0.17	NA	NA	NA	NA
Mixed	1.00	0.20	NA	NA	NA
Other ethnic group	0.88	0.01	0.85	NA	NA
Prefer not to say / Missing	0.43	1.00	0.48	0.04	NA
White	0.17	0.76	0.20	0.01	1.00

The same process was conducted in relation to survey items asking respondents to what extent they agree with the following statements regarding racism in social work and what their organisation is doing to address racism.

**Table C6:**  
**“Racism is a problem in social work”**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say
Black	0.28	NA	NA	NA	NA
Mixed	1.00	0.59	NA	NA	NA
Other ethnic group	1.00	0.24	0.99	NA	NA
Prefer not to say / Missing	0.20	1.00	0.48	0.17	NA
White	0.01	0.85	0.06	0.01	0.91

**Table C7:**  
**“Racism is a problem in my organisation”**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say
Black	0.43	NA	NA	NA	NA
Mixed	1.00	0.54	NA	NA	NA
Other ethnic group	0.98	0.11	0.96	NA	NA
Prefer not to say / Missing	0.24	1.00	0.33	0.05	NA
White	0.03	0.85	0.05	<0.01	0.96

**Table C8:**  
**“I believe my organisation is doing enough to address racism”**

	Asian	Black	Mixed	Other ethnic group	Prefer not to say
Black	0.24	NA	NA	NA	NA
Mixed	0.99	0.59	NA	NA	NA
Other ethnic group	0.94	0.02	0.65	NA	NA
Prefer not to say / Missing	0.96	0.76	1.00	0.48	NA
White	0.05	0.98	0.20	<0.01	0.33

**Table C9:****"I believe my team is doing enough to address racism"**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>
Black	0.34	NA	NA	NA	NA
Mixed	1.00	0.24	NA	NA	NA
Other ethnic group	0.65	0.01	0.85	NA	NA
Prefer not to say / Missing	1.00	0.54	1.00	0.54	NA
White	0.17	1.00	0.07	<0.01	0.24

**Table C10:****"There is someone in my organisation I can approach to support me if I witnessed or experienced racism"**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>
Black	0.2	NA	NA	NA	NA
Mixed	1.00	0.38	NA	NA	NA
Other ethnic group	0.85	0.01	0.65	NA	NA
0.96	0.96	0.70	1.00	0.33	NA
White	0.06	1.00	0.14	<0.01	0.38

**Table C11:****"I feel comfortable and confident intervening if I witness racism"**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>
Black	0.28	NA	NA	NA	NA
Mixed	1.00	0.20	NA	NA	NA
Other ethnic group	0.70	0.01	0.80	NA	NA
Prefer not to say / Missing	0.94	0.85	0.88	0.17	NA
White	0.09	1.00	0.06	<0.01	0.54

