

# **Anti-racism Learning Offer**

Soft Market Test

November 2020

# Today's session

1	The context and approach
2	The work done so far
3	The tender process
4	Next steps

# Expectations

Please put your microphone on mute unless you are talking

There will be opportunities to feedback during and after the session

We might ask individuals to talk – you have the right to pass

If you have IT issues, please log off and re-join the call

Notes and slides from the session will be shared

# This is our context

## Camden's Race Equality Action Plan

Improving our diversity data and using it to understand disproportionality

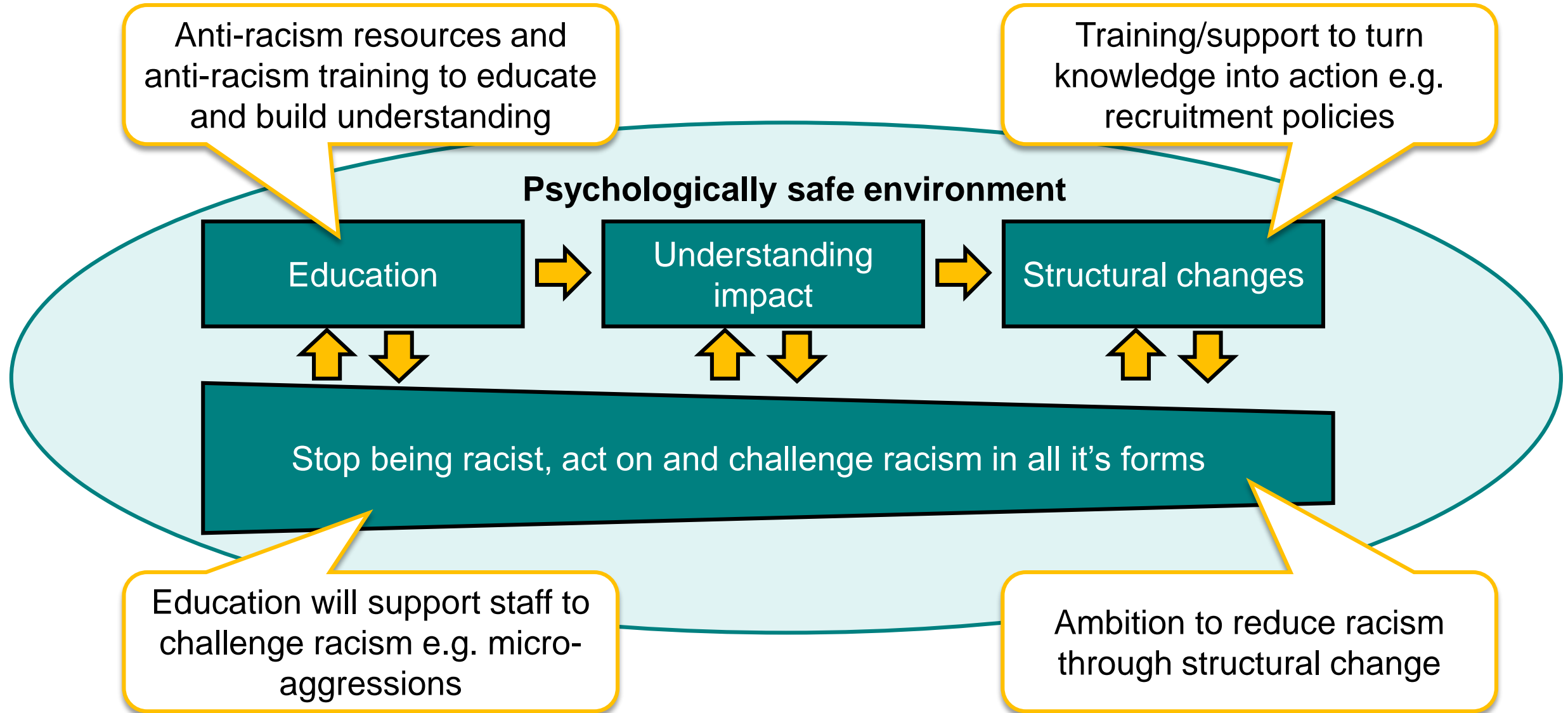
Conducting an end-to-end review of our recruitment practices

Ensuring we offer clear and accessible development opportunities and progression pathways

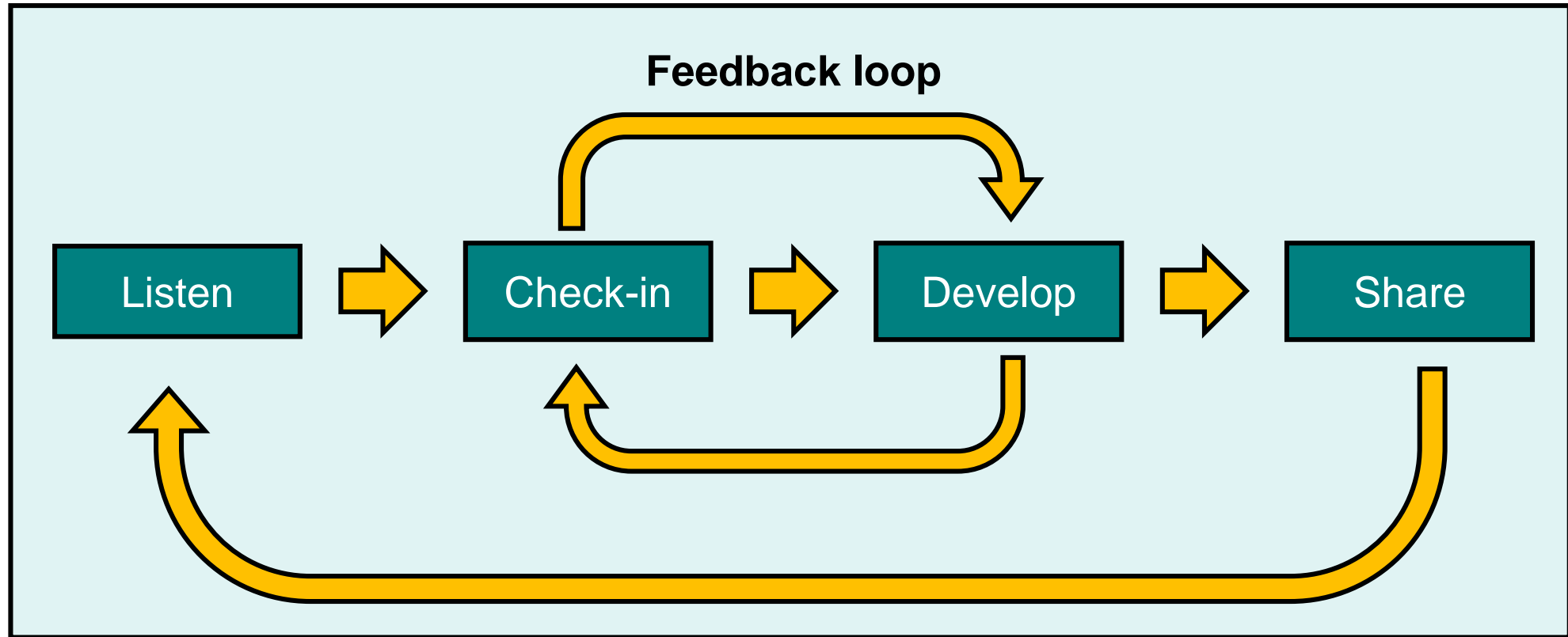
Developing clear routes to reporting racism that staff feel comfortable and safe to use

Enabling all staff to demonstrate active ally-ship and challenge racism in all its forms

# Approach



# Approach



# What we need to be included in the learning offer

## Understanding the impact of racism

Better understand racism and its prevalence, more so the impact racism is having in the workplace. Understanding privileges, in all its forms, and how this consciously / unconsciously influences our structures and systems

## Being an active bystander

Knowing how to speak up or take steps to intervene when witnessing racism in the workplace (including microaggressions.)

## Allyship

What it means to be an active ally. An ally is someone who takes conscious steps to actively promote and aspire to advance individuals from Black, Asian and Other Ethnic backgrounds

## Creating psychologically safe spaces in the workplace

for individuals to have conversations about race and be able to share their thoughts and views without the fear of repercussions whether that be with their manager, leaders or colleagues

What are your reflections so far?

**Please write in the chat or speak out loud**

# Some of the challenges to delivering this programme

1

We have a lot of different starting points

2

What we need might vary across teams and services

3

We have over 4,250 staff in Camden

4

Agreeing exactly what the content should include

5

We still need to earn peoples' trust

6

Providers are extremely busy

7

The offer needs to be sustainable

8

People must feel safe to engage in the process

9

Completing the learning offer is only a small part of the work we need to do

10

How we understand the impact of the learning offer



# What has informed our thinking (so far)

1

Staff Inclusion  
forums

2

Individual  
experiences

3

Pulse survey

4

Camden Black  
Workers Group

5

Active bystander  
training and  
feedback

6

Work being done in  
other areas of the  
Council

7

HR data and  
feedback

8

Learning  
from Procurement

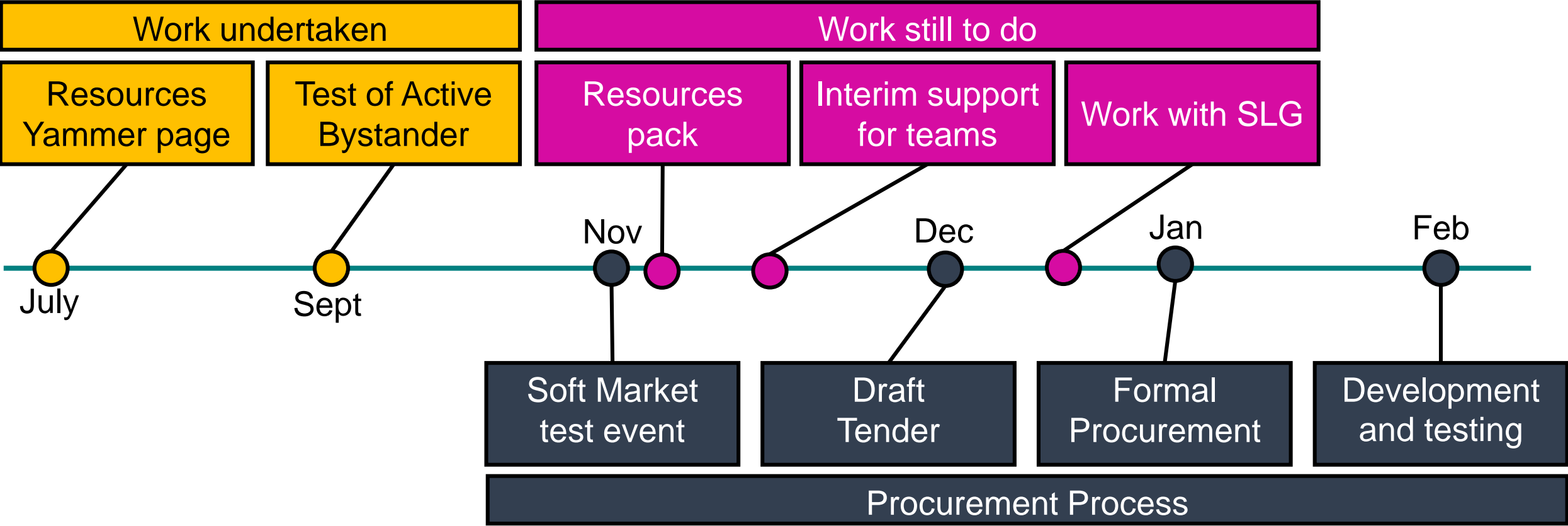
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Race Equality Task  
and Finish Group

10

Listening boxes

# Approximate Timescales



# Key elements of the anti-racist learning offer

Proposal for delivery	
5	Evaluation and impact
4	Manager support 600+ manager (50 sessions)
3	Reflection sessions for smaller groups 4500+ staff (400+ sessions)
2	Train the trainer programme 6-12 trainers
1	Education – large information giving/learning sessions for 4500 + staff (60+ sessions)

# Key elements of the anti-racist learning offer

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What are the lead and lag measures for success?

Do we mix groups across the Council or work in teams?

Mixed groups or in teams?  
How long will this take?

How do staff work alongside commissioner provider?

Is one session enough?  
What should be covered?

What other questions need answering?

Please write in the chat

# Questions to consider

How realistic is this approach?

What might be the barriers to from delivering this?

How do we ensure it has the impact we need?

How have you worked in partnership with other organisations?

How much development time might be required?

# Next steps

Notes and slide deck will be shared via contracts finder

We will email everyone who attended today with a link to this information

Tender will go live via contracts finder

There will be a two-week window for submission

Shortlisting

Contact Jaimi or Tom for questions

# Breaking up the offer into 'lots'

## Proposal for discussion

4 Evaluation and impact

3 Manager support  
600+ manager (50 sessions)

2 Reflection sessions for smaller groups  
4500+ staff (400+ sessions)

2 Train the trainer programme  
6-12 trainers

1 Education – large information giving/learning  
sessions for 4500 + staff (60+ sessions)

## Proposal for discussion

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6-12 trainers

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sessions for 4500 + staff (60+ sessions)