



R

STAGE 1: REFLECTION

ARE WE....

- Clear about why social work is involved?
- Clear about what has happened?
- Finding it hard to engage and support the individual, family or community?
- Being open and honest about the negative and perhaps hostile views that exist about the individual, family or community?
- Recognising the individual, family or community as victims of racism?
- Being sensitive to how the individual, family or community might describe and respond to our involvement in their lives?
- Supporting the individual, family or community needs?



O

STAGE 2: OBJECTIVE

HOW CAN WE BETTER UNDERSTAND...

- The experience of the individual, family and community?
- How the family feel about our involvement?
- The way that various legal and policy frameworks impact the lives of the individual, family or community?
- The way that racism and oppression might impact our ability to engage the individual, family or community?
- The way that our views and values about the individual, family or community impact accessibility and service delivery?
- The lived experiences of the individual, family or community, such as their traditions, family bonds and relationship with non-Romani and Traveller people?



M

STAGE 3: MOVEMENT

WHAT DO WE NEED TO DO DIFFERENTLY TO...

- Positively explore commonality and difference?
- Identify and challenge racism in our own recording and reporting systems?
- Promote a better understanding of the needs and experiences of the individual, family or community?
- Provide effective and proportionate services?
- Develop an approach to practice using national and international models of best practice?
- Improve the quality of life for the individual, family or community?
- Advance community-based partnerships?



A

STAGE 4: ACTION

WHAT NEEDS TO HAPPEN FOR US TO...

- Promote anti-racist practice?
- Engage and support the individual, family or community?
- Work effectively to make the situation better?
- Promote the safety and well-being of the individual, family or community?
- Ensure that negative and perhaps hostile views do not influence the assessment?
- Protect the individual, family or community from racism?
- Understand how the individual, family, or community describes and experiences our involvement in their lives?
- Challenge structural inequalities?