



## **Yorkshire Urban and Rural Teaching Partnership Equalities and Diversity Statement**

Addressing discrimination, inequality and oppression is a fundamental task of social work practice and the Yorkshire Urban and Rural Teaching Partnership is fully committed to playing our part.

We are committing to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- Ensure the education and the CPD offer we provide addresses issues of discrimination and inequality throughout its content.
- Not discriminating because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, gender and sexual orientation.
- Encourage equality and diversity in the workplace in line with our individual equality and diversity policies
- Monitor the make-up of the Social Care workforce regarding information such as age, gender, ethnic background, and disability in encouraging equality and diversity, and in meeting our aims and commitments

The Black Lives Matter movement has prompted us all to reflect on racism, on the role of social work in tackling inequality and on what action we can take as a Partnership to make positive change. We will begin by:

- Supporting research into the experience of students and social workers who experience racism to identify and address barriers to progress.
- Ensuring representation of ethnically diverse groups on all of our working groups and projects.
- Supporting ethnically diverse social workers in developing and progressing their careers and opportunities.

As a starting point we will be carrying out a survey of ASYE social workers, academics and students to find out their views about what needs to be done. Updates on findings and follow -up action will appear on the YURTP Website.