

THE IMPACT

Structures, cultures and processes enable sustainable change and transformation that reduce the systematic disadvantage of racialised children across services.

Leaders and decision-makers empowered and equipped to boldly tackle complex inequalities challenges.

Practice and approaches that recognise and meet the needs of racialised children.

THE DOMAINS

Developing

Learning and development activities to enhance knowledge and understanding of barriers and enablers to change, and capacity to mobilise progress.

Facilitating

Opportunities, processes and events to listen, inspire, and reflect for the planning and delivery of change.

Transforming

Tailored change and transformation for equity and inclusion across systems, leadership and practice for children.

Evidencing

Collate, generate and disseminate evidence and insight as a lever for wider systems impact and learning.

LEADERSHIP OUTCOMES

Systems leaders acknowledge and understand the complexities and impact of racialisation and racism on children and have the skill and capability to drive systems change.

Leaders are equipped with the tools, data and insight to drive complex change and track their progress and impact.

Processes that enable meaningful co-design, shared decision-making, and collective problem-solving with racialised stakeholders, including communities, staff, leaders, and individuals with lived experiences.

Inclusive cultures and spaces where dialogue, listening and reflection centre the voices, trust and safety of racialised staff, children and stakeholders, and value scrutiny and challenge.

ENHANCED SYSTEM CAPACITIES

Evidence, learning and impact is enabled by the collection, evaluation and dissemination of reliable and accessible, intersectional data.

OUR MISSION

We work with partners, including statutory services, policymakers, funders and the voluntary community sector, to collaboratively address the complex equity and inclusion issues they face.

Across four domains, our work focuses on developing and embedding practices that equip leadership and systems to achieve sustainable solutions.

PRACTICE DEVELOPMENTS

Models and interventions cognisant of the needs and experiences of racialised children, and the impact of racial prejudice, discrimination, and bias.

Practitioners actively and critically engage with frameworks and knowledge bases for opportunities to action anti-racist practice.

Holistic, co-created interventions that drive sustainable and transformative change across multiple, complex levels, including individual, organisational, and systemic.

THE PROBLEM

Racialised children encounter various forms of bias and discrimination across the services and support systems they rely on, leading to adverse impacts on their development, well-being, and opportunities for future success.

HOW WE APPROACH CHANGE

Anti-racism | Intersectionality | Systems thinking