

## 10 principles to achieve an anti-racist practice learning environment

- 1 Ensure fairness and openness when accepting or rejecting students who have been matched with you or your organisation.
- 2 Arrange to meet your student in advance of the start of the placement.
- 3 Consider the implications of your language.
- 4 Ensure transparency in allocation of work, particularly when there is more than one student on placement with you.
- 5 Be clear about your policies and procedures for making formal complaints.
- 6 Re-engage with anti-discriminatory, anti-oppressive and anti-racist social work practice principles.
- 7 Understand the nature of exclusionary practices and recognise the impact on students from minority backgrounds.
- 8 Be clear about roles, expectations and targets.
- 9 Start off on a positive note, thinking of success rather than failure for your student.
- 10 Avoid colour-blind approaches. We cannot dismantle racism by believing it does not exist.