



**Practice Matters: Special Edition**

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## In this newsletter:

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## Introducing the Adult Social Care Racism Equality and Equity Staff Survey - why does it matter?

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Hi everyone and happy new year,

My name is Rob Smart and I am Trafford's Principal Social Worker for Adult Social Care.

We're asking for your support in completing this anonymous survey about your experiences of racism in the workplace. The purpose is simple: to help us to understand the barriers faced by you, or your colleagues, and identify what needs to change so that we can create a fairer, more inclusive workplace for everyone.

This work is part of the Social Care Workforce Race Equality Standard (SC-WRES) and the wider Race Equality Framework, which sets out clear actions and our intent to tackle racial inequality across Adult Social Care. Your feedback is absolutely critical—it will help us build a clearer picture of what is happening and it will shape practical solutions that make a real difference.

We know sharing these experiences can be really difficult and may bring up strong emotions. Please take your time when you complete the survey, and if you need to talk to somebody know there are people on hand. You can reach out confidentially to me as PSW, to Anne Hollis (Senior Workforce Development Practitioner) or a member of the SC-WRES Action Group.

- Rob Smart (PSW) - robert.smart@trafford.gov.uk
- Anne Hollis (Senior Workforce Development Practitioner - anne.hollis@trafford.gov.uk
- Adele Coyne (Principal Equality and Diversity Officer)

In January and February, we are also welcoming Pam and Patriche from BASW's Black Professional Symposium who will spend 6 days working with staff to listen to your experiences and support you to think through the use of self in creating safe spaces for these conversations.

All responses to the survey are completely anonymous and confidential. The data will only be used to support us in identifying patterns and to inform strategies that promote equality equity, and respect.

Your voice matters! By taking part, you will be helping us to build a workplace where everyone can feel valued, listened to and included.

Thank you for making that possible by taking part.

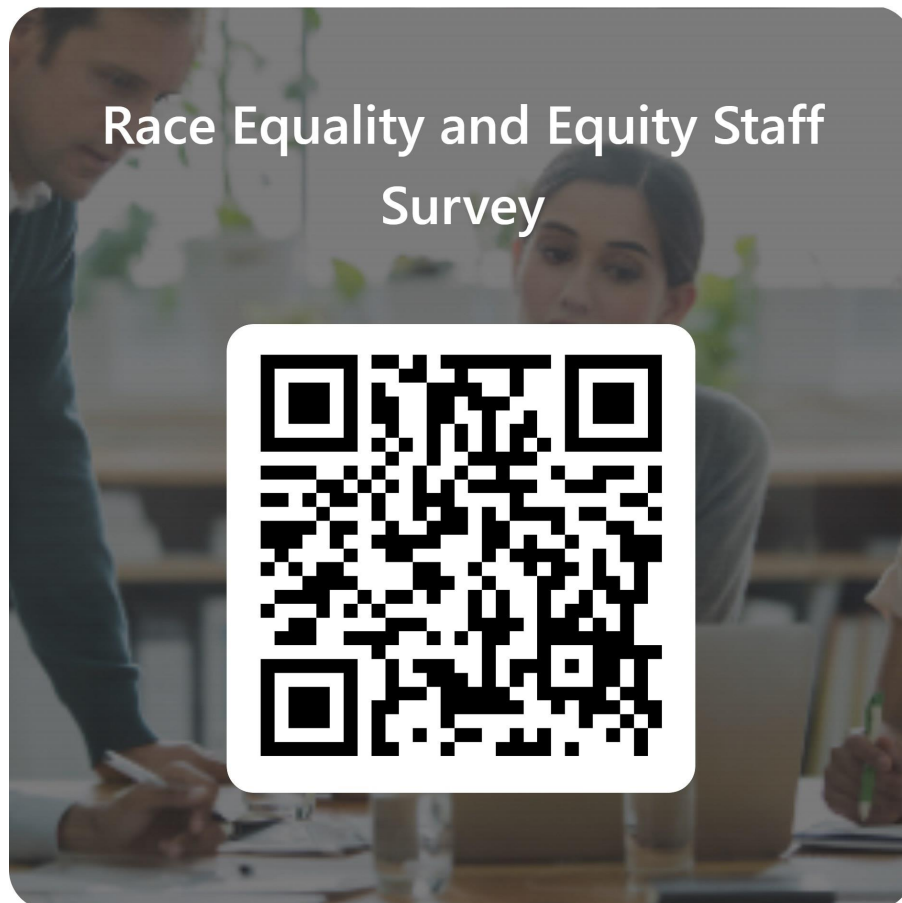
**Rob Smart**

Principal Social Worker

Adult Social Care

[Click here to complete Adult Social Care's:  
Equality and Equity Staff Survey <sup>1</sup>](#)

Race



[Welcome Pam and Patriche!](#)



I am delighted to welcome both Pam and Patriche to Trafford to work with leaders and staff to think through '**The use of self in creating safe spaces**'.

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<sup>1</sup><https://forms.office.com/e/7pAqfpXVVY>

Pam Shodeinde and Patriche Bentick are members of BASW Thematic Group, Black Professional Symposium (BPS).

Both Pam and Patriche will be in Trafford on the following days visiting teams and making themselves available to Adult Social Care staff to provide a safe space for you to share your experiences and reflect on how we can develop an anti-racist workplace culture. You can drop in to see them individually or as part of a group for a no commitment, informal, supportive reflective conversation about your experiences working in Trafford Adult Social Care whatever cultural or ethnic background you identify with. If you would like Pam and Patriche to come and visit your team on the dates below please contact Rob Smart (PSW).

Monday 19th January - 09:30 - 12.30 - Trafford Town Hall Meeting Room 13 / 13:30 - 16:00  
Sale Waterside Meeting Room 6

Monday 2nd February - Visiting ASC Teams, Living Room Group conversations, 1-1  
Conversations

Monday 16th February - Visiting ASC Teams, Living Room Group conversations, 1-1  
Conversations

Thursday 5th March - Feedback workshops for staff, managers and senior leadership

Monday 16th March - The BIG Learn, Stretford Public Hall 09:30 - 16:00

At the end of their time working with us, Pam and Patriche have agreed to provide a workshop session for leaders and staff to feedback their findings and support us to think how we can challenge bias and work collectively to promote an authentic anti-racist culture at work and in our social work practice.

Click here to read an article Pam and Patriche co-wrote for BASW's Professional Social Work magazine.<sup>2</sup>

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<sup>2</sup><https://basw.co.uk/about-social-work/psw-magazine/articles/why-anti-racism-needed-social-work-education>



*1 - Pam Shodeinde*

Pam Shodeinde is an advanced safeguarding practitioner working with children and families. She is passionate about centring anti-racist practice in frontline social work. A member of the BASW Thematic Group, Black Professional Symposium (BPS), Pam's professional foundation was shaped through the model of safe spaces, informing how she creates brave, reflective, and accountable spaces for learning and how she supports students and NQSW which is part of her role in practice. Since qualifying, Pam has actively influenced practice locally and nationally, delivering anti-racist workshops, contributing to conferences, and challenging systems to move beyond rhetoric to promote meaningful change.

Her moto is "To be brave means having the space to be your authentic self".

Outside of social work, Pam is a co-host on a podcast where she shares about navigating identity and culture living in the UK.



*2 - Patriche Bentick*

Patriche Bentick is a qualified Social Worker with 19 years of pre and post qualifying experience of working with Children and their Families, with a focus on safeguarding and Child Protection. Currently, she is a Team Manager within a Children Looked After Service and is proud of the systemic and relational practice foundation embedded within her pod.

Patriche is a founding member of the British Association of Social Work's (BASW) Black and Ethnic Professional Symposium (BPS) who lead and create learning spaces nationally, in relation to Anti-Racist Practice. Her work with the BPS has positioned her as a leading voice in challenging structural inequalities within social work, particularly addressing the disproportionate experiences of Black and global majority Social Workers and the families they serve.

As a writer and public speaker, Patriche has contributed to professional discourse through publications, podcasts, and media appearances. She is a regular contributor to BASW's "Let's Talk Social Work" podcast, where she discusses critical issues including anti-racist practice, the needs of Black children in care, and decolonising social work education. Her written work, including co-authored articles such as "Why anti-racism is needed in social work

education" published in Professional Social Work Magazine, challenges the profession to live up to its values of equity and social justice.

Patriche's media presence extends to national platforms, having appeared on "Tonight with Andrew Marr" local radio and participating in various panel discussions at BASW conferences. Through these challenging opportunities, she represents Social Work authentically, using her platform to advocate for community-led, anti-oppressive practice that centres the voices of those most marginalised.

Her specialist practice expertise spans Child Protection & Safeguarding, trauma-informed practice, domestic abuse intervention (working with both survivors and perpetrators), children looked after and care experience, and work with families experiencing complex needs. Patriche is particularly passionate about creating safe and reflective spaces for practitioners, facilitating workshops, and leading service-wide development initiatives that promote critical reflection, social graces, and intersectionality in practice.

Patriche's passion for equity and social justice has led her on the path of writing, facilitating service wide development and creating spaces centred around growth. She believes that social work should be authentically community-led and is committed to ensuring the profession remains representative of the diverse families it serves.

## **PSW Safe Space Sessions**

We know that social work can be demanding, and sometimes you just need a space to talk, reflect, or simply be heard.

PSW Safe Space sessions will offer a confidential, informal bookable session where practitioners can come for support, a listening ear, or a reflective conversation to boost your confidence. Whether you want to talk through a challenge, share a concern, or just take a breather, you're welcome to join me for a cuppa!

There is no need to prepare anything, just come as you are.

Let's keep supporting each other, one conversation at a time.

Contact Rob Smart (PSW) to book a time slot:

- 22 January 2026 1pm - 3pm Sale Waterside
- 18 February 2026 1pm - 4pm Trafford Town Hall
- 25 March 2026 9am-11am Trafford Town Hall





## Help us build a clearer picture of our workforce

As part of our ongoing work around creating a Social Care Workforce Race Equality Standard (SC-WRES) for the directorate, we need your help to understand the make up of our workforce. Inclusion is one of our EPIC values – and we know that having a diverse workforce is vital to delivering the best services for our residents.

To better understand and reflect the communities we serve, we need accurate workforce data. At the moment there are gaps, which means we don't have the full picture. That's why we're asking all colleagues to take a few minutes to check and update their details in iTrent.

By sharing your personal information, you'll help us:

- Assess the diverse nature of our workforce as part of the SC-WRES programme
- Meet the Greater Manchester People Inclusion Standards
- Ensure our services are inclusive and representative

We've also improved the way personal data is collected so you can describe how you identify in a more inclusive way, and we now recognise care experience as a protected characteristic.

All information is stored securely, can only be accessed by HR, and is used anonymously for reporting in line with GDPR.

### How to update your details:

1. Log into MiTrent self service.

2. Select View profile > Confidential Information > Sensitive Information.
3. Review and update your details, or select Prefer not to state.
4. Save your changes. If you need support, contact the HR Advice Service via the GMSS portal or on 0161 912 5454 (option 2).

Thank you for taking a few minutes to help us build a more inclusive workplace.



## Interested in participating in a Research Project?

We are pleased to invite you to take part in a research project delivered in collaboration with the **Stephen Lawrence Research Centre (SLRC)** at De Montfort University and funded by **Skills for Care**.

### **Project Title: Storytelling: Exploring Race and Leadership in Adult Social Care**

This research aims to highlight and share the journeys to and through leadership in adult social care from the perspectives of global majority staff. The goal of the research is to drive attitudinal change and challenge everyday systemic racism.

The SLRC will be interviewing up to 20 volunteers to hear their stories about leadership journeys in adult social care. The SC-WRES Improvement Programme has identified racial disparities within the workforce, and this research will add depth to the statistical evidence by elevating the voices of global majority staff with lived experiences of race, racism, and antiracism.

Your participation will help challenge inequalities and create more equitable pathways to leadership for global majority staff. By taking part, you will contribute to moving conversations forward about race and leadership, inform sector-wide debate, and deepen understanding of structural inequalities.

### **Who can take part?**

We'd love to hear from you if you are from a global majority background, work in adult social care and are a Senior Leader/ Aspiring Senior Leader.

### Next steps...

If you are interested in participating or would like more information, please contact the researcher, Amanda Arbouin, at [amanda.arbouin2@dmu.ac.uk](mailto:amanda.arbouin2@dmu.ac.uk)<sup>3</sup> by **30th January 2026**.

### Important:

To maintain the integrity of the research, participants must remain anonymous to everyone except the researcher. For this reason, please contact Amanda directly at [amanda.arbouin2@dmu.ac.uk](mailto:amanda.arbouin2@dmu.ac.uk)<sup>4</sup>.



## Do you know about Trafford Council's Anti-racism Policy?

Trafford Adult Policies Procedures and Practice (APPP) portal has been updated and refreshed. Here you can find a library of policies and procedures for reference and also up to date news items about adult social care.

Click here (Trafford APPP Resource<sup>5</sup>) to explore this fantastic resource and share it with colleagues.

Click here (Anti-racism Policy<sup>6</sup>) to be taken directly to the policy.

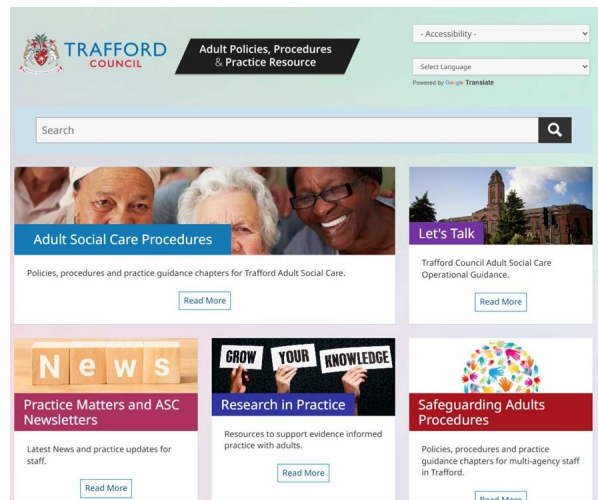
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<sup>3</sup><mailto:amanda.arbouin2@dmu.ac.uk>

<sup>4</sup><mailto:amanda.arbouin2@dmu.ac.uk>

<sup>5</sup><https://www.traffordappp.co.uk/>

<sup>6</sup><https://www.traffordappp.co.uk/anti-racism-policy-and-procedure/?hilit=anti-racism>



## What's coming up

- Let's Talk about Mental Health (invite to all Mental Health Staff) 27 January 2026 10-12pm or 2-4pm TTH Meeting Room 12
- ASC Forum 18 February 2026 09:30am – 12pm TTH Committee Rooms 2&3
- Save the Date: The BIG Learn, Stretford Public Hall 09:30 - 16:00
- Save the Date: World Social Work Day 17 March 2026

## Share your voice in the next edition of Practice Matters

Practice Matters is designed to celebrate the richness of our social work practice, showcase learning, and highlight the voices of practitioners across our service. For the next edition, we'd love to hear from you.

Do you have:

- An example of good practice you'd like to share?
- A reflection on a piece of work or learning that has shaped your approach?
- Ideas, resources, or tools that could support colleagues in their practice?

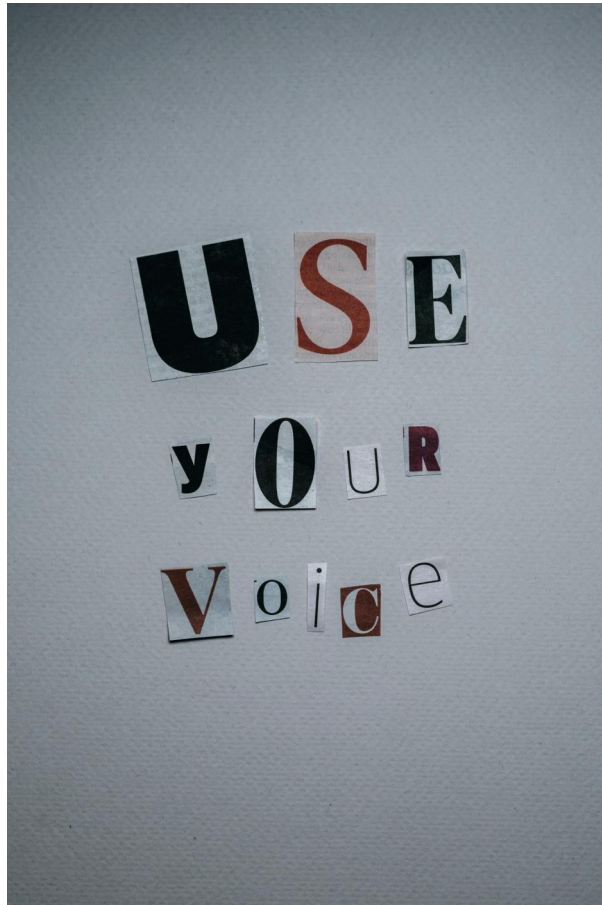
If so, we'd like to feature your contribution. Your experiences and insights help strengthen our collective voice and ensure the newsletter reflects the diversity of practice across our teams.

Please send your ideas or short pieces to:

Robert Smart (Principal Social Worker)

Email: [Robert.smart@trafford.gov.uk](mailto:Robert.smart@trafford.gov.uk)<sup>7</sup>

Mobile: 07976 319 801



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