

## **Derby City Council Diversity and Heritage Pledge**

### **Measurable outcomes**

**Outcomes will be measured by via a number of different methods these include:**

**Assessments, Case file Audits, statutory reviews mins, staff supervision, foster carer annual reviews and feedback from children and YP and their families**

1. We will listen and learn from you.
  - Evidence of direct work with a child on every case file
  - Evidence of use of VOC tools
  - Evidence of geno / cultural grams
2. We will take the time to talk with you and your family to understand your culture and identity
  - Evidence that names are spelt and pronounced correctly.
  - Evidence of culture and Identity in all assessments / referral's forms
  - Evidence of genograms/ eco maps
3. We will value you and understand your uniqueness.
  - Equality will be discussed – in terms of Gender / Race / Religion / Sexual Orientation and Gender Identity.
  - All practitioners will facilitate these discussions
  - Evidence of the use of EHCP's where relevant
  - Evidence in WFD bespoke training courses for staff, action learning or group discussions
  - Evidence that Racism / Homophobia / Transphobia and any other prejudice is facilitated for discussion where necessary in any review or supervision