

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 forms of prejudice is facilitated for discussion where necessary in any review or supervision