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STATEMENT

# DECP pledge to challenge structural racism

Division of Educational and Child Psychology (DECP)  
British Psychological Society (BPS)

As we look back at Black History Month (October 2020) when we celebrated the amazing contributions made by the black community, we also believe that it is important to reflect on the inequalities that have been highlighted this year and the pain and frustration that this may have caused our members. We believe that it is important to challenge structural racism, and as part of our commitment to do so, the DECP want to take the opportunity to share some of the work that we as a committee have engaged in to date, and the plans we have going forward.

We are reliant on working together with our members who make up the DECP; hearing their voices and working collaboratively to ensure that any work we undertake is representative, meaningful and effective. We also want to take the opportunity to thank the groups and individuals who have taken the time to meet with us to help shape this important work. The DECP pledge to continue to challenge structural racism and remove the barriers that affect current and potential members of the profession and the children and young people educational psychologists (EPs) work with.

We recognise that we need to do so much more. In partnership with our members and interest groups who work in allyship with us, we have committed to:

- promoting a diverse educational psychology workforce, from applications on doctoral training courses to representation in senior positions within the profession. This includes linking in with our colleagues to support any processes that support applications, inclusion and participation from minoritised groups.
- promoting applicants to the committee from diverse and underrepresented groups so that we have a committee that is reflective of its membership and the community it serves.
- advising on the most effective ways of monitoring equity, diversity and inclusion across the profession.
- promoting practice that helps our members to challenge unequal or racist practice in the community we serve.
- supporting the formation of an implementation group which will have as its core function the aim to promote anti-racism and inclusion within the profession, encapsulated in an action plan that will be reviewed and reported upon by its members. The group will comprise of up to 12 members (current and in training educational psychologists) with representatives from interest groups whose

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purpose and objectives are directly relevant to the work of the implementation group. The implementation group will have an action plan focusing on previous work undertaken and new actions that fit in with the British Psychological Society's Presidential Task Force on Diversity & Inclusion.

- supporting or hosting debates and discussions that raise awareness of relevant issues and which actively aim to challenge racist practices at various levels of educational psychology practice.
- holding a conference in March entitled 'Promoting social justice and challenging the effects of poverty and inequality post Covid: the role of applied educational psychology'.
- regularly inviting interest groups/relevant partners to attend our committee meetings in order to ensure that work undertaken is relevant and meaningful.
- commission research and journals that highlight good practice in the area.
- including equality and inclusion as a standing item for discussion in the DECP's publication, *Debate*.
- actively listening so that we can learn from the past and take meaningful action. This means we are prepared to hear uncomfortable truths and reflect and adjust our actions in response to feedback from our members.

In the past few months the DECP has:

- actively sought engagement and met with EP colleagues who are working hard to challenge structural racism, in order that we are aware of all the current issues.
- met and had regular dialogue with interest groups committed to an inclusion agenda to ensure that our values translate into meaningful action.
- added equality and inclusion on the DECP committee meeting agenda as a permanent item, but most importantly as a theme that runs throughout all our work.
- made films and resources for schools and EP colleagues, ensuring that we used children and their families that reflect the community that we serve.
- held a pre-training event that was shared on a range of platforms to encourage a range of applicants, including those from minoritised groups.
- encouraged applicants from minority and underrepresented groups to apply to join the committee.
- developed a draft set of terms for an implementation group that will be focussed on anti-racism and equity within the profession.

The DECP is committed to carrying this work forward and we hope that you will continue to support us by sharing your thoughts and views. Please do join us on this important journey.

To discuss any of the points raised in this Pledge, share your experiences or get involved in our implementation group, please email: [DECPEnquiries@bps.org.uk](mailto:DECPEnquiries@bps.org.uk)

### **The DECP Committee**