



Believe in
children
 Barnardo's

THE BARNARDO'S FOUNDATION

Race Equality Fund

Delivery Plan 2020-2023



1. The Barnardo's Foundation

The Barnardo's Foundation was launched in the spring of 2020 after many years of thinking and preparation. It is an exciting and innovative approach to investing Barnardo's voluntary funds more strategically, in line with the priorities set out in Barnardo's ambitious 10-year corporate strategy (2016-2025) entitled *Better outcomes for more children*. Its vision is that vulnerable children have improved life chances through catalytic and innovative investments. It seeks to achieve this vision through three strategic objectives:

- a) Invest Barnardo's voluntary funds in innovative programmes, support them to achieve their goals and track impact on children and young people
- b) Seek to leverage funding into these programmes from others
- c) Promote the commitment and capacity to generate and share evidence and learning.

2. Background to the 'Race Equality Fund'

Barnardo's cannot achieve its ambition of better outcomes for all children if many of these children are held back by systemic racism.

Barnardo's has recognised there is more it can and must do as an anti-racist charity to weed out racism within, and use its influence to call out racism in wider society. It has made a set of commitments to its staff, volunteers, and service users. These are clear actions against which it will be held to account.

One commitment is to set up a Fund which will be used to make a contribution to reducing the level of systemic racism faced by children and young people and to help mitigate its effects.

This Fund is needed more than ever as communities experiencing racial inequality have been disproportionately affected by the Covid-19 pandemic. The crisis has amplified the entrenched systemic racism experienced by children and young people across health (including mental health and wellbeing), education, children's services, criminal justice, and other systems.

A note on terminology. When talking about communities experiencing racial inequality, individuals and communities have frequently been defined as 'Black, Asian and Minority Ethnic' (BAME). This is a term widely used by government departments, public bodies, the media and others when referring to ethnic minority groups. Barnardo's recognises the acronym 'BAME' is problematic as it strips away individual identities and assumes individuals and communities all share the same experiences, challenges and barriers to representation. It is proposed that for the purposes of this Fund, Barnardo's uses the expression 'communities experiencing racial inequality' (in line with a number of other voluntary sector organisations).

3. The Vision of the Race Equality Fund

The Fund's vision is that children and young people facing systemic racism have improved life chances through innovative and catalytic investments.

The Fund will work towards this vision by:

- a) investing in innovative, small scale but significant proposals aiming to reduce levels of systemic racism as well as mitigating its effects
- b) leveraging funding from others
- c) collaborating with, and investing in, communities experiencing racism and their organisations
- d) strengthening the 'cultural competence' of Barnardo's staff.

By systemic racism, the Fund refers to “a system in which public policies, institutional practices, cultural representations and other norms work in various, often reinforcing ways to perpetuate racial group inequity... The structural racism lens allows us to see that, as a society, we more or less take for granted a context of white leadership, dominance, and privilege. This dominant consensus on race is the frame that shapes our attitudes and judgments about social issues. It has come about as a result of the way that historically accumulated white privilege, national values, and contemporary culture have interacted so as to preserve the gaps between white [people and people] of colour.”¹

By user-led organisations, the Fund refers to organisations led and managed by the communities they serve whereby these organisations have at least 51% of the senior management team and trustees from the community(ies).

By cultural competence, the Fund refers to “the process by which individuals and systems respond respectfully and effectively to people of all cultures, classes, races, ethnic backgrounds, religions, and other diversity factors in a manner that recognises, affirms and values the worth of individuals, families and communities, and protects and preserves the dignity of each.”²

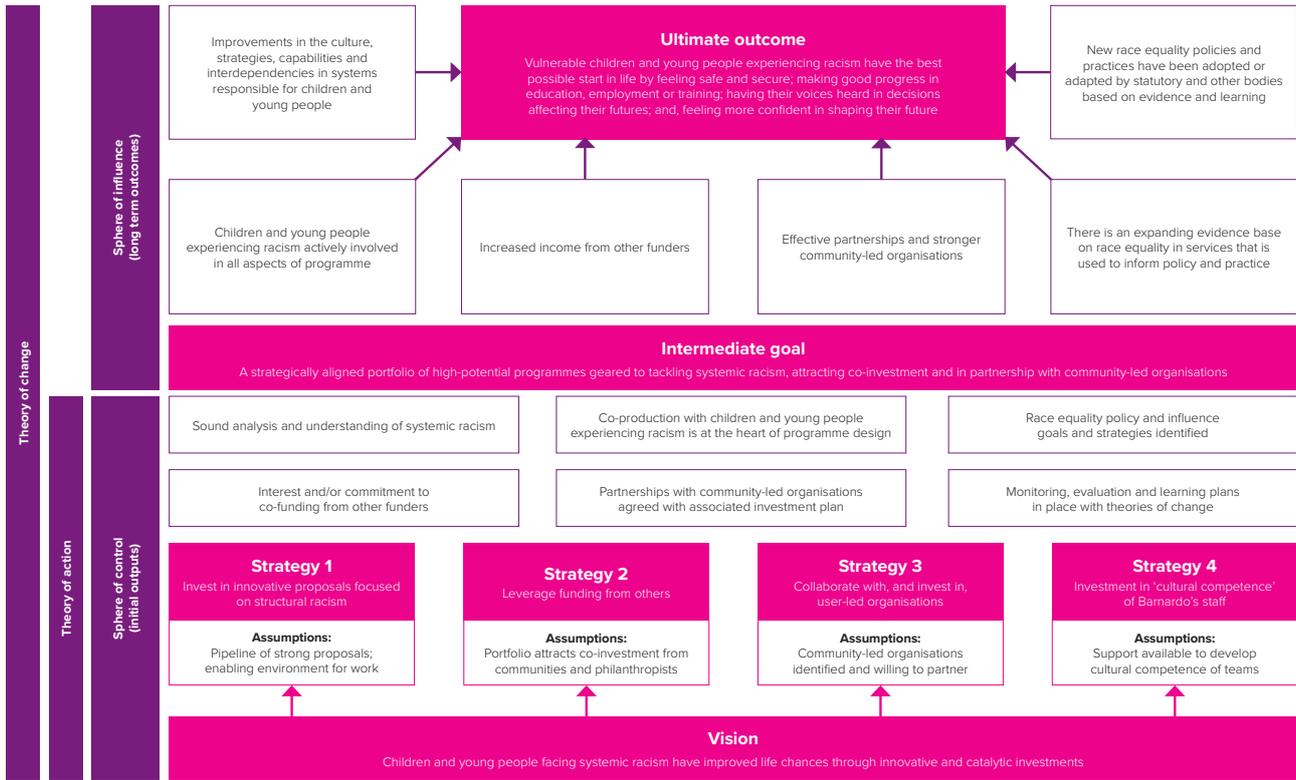
Please refer to the diagrammatic theory of change that describes the change process this Fund is seeking to catalyse.

¹ Aspen Institute Roundtable on Community Change (2004) [Structural Racism and Community Building](#)

² Fletcher, J. & Crawford, L. (2019) PSDP – [Resources and Tools: Developing cultural competence](#)



Race Equality Fund Theory of Change



4. Thematic focus

The Fund will support work in one or more of the following areas that have already been designated as areas of focus for the utilisation of Barnardo's voluntary funds and which align to the Foundation's existing areas of thematic focus:

- Early Support
- Family Support
- Mental Health and Wellbeing
- Child Abuse and Exploitation
- Children In and Leaving Care

5. Investment principles

The Fund will apply an adapted set of its investment principles as follows:

- a) Co-production with children and young people experiencing racism is at the heart of programme design
- b) An analysis and understanding of systemic racism and its effects
- c) Partnerships with community-led organisations with an agreed investment plan
- d) Monitoring, evaluation and learning plans in place with theories of change
- e) Race equality policy and influence goals and strategies identified.

Proposals will be assessed collaboratively with Barnardo's colleagues who are from communities that have experienced systemic racism.

6. Monitoring, evaluation and learning

Individual programmes supported by the Fund will have their own theory of change and monitoring, evaluation and learning framework.

The Foundation will produce an annual portfolio review, analysing the impact of the work and lessons for Barnardo's and beyond.

The Foundation will promote broader learning and the sharing of evidence within Barnardo's in partnership with Barnardo's corporate university (The BU), and with external stakeholders interested in structural racism such as networks of children and young people, trusts and foundations, statutory authorities, academia, and other voluntary sector organisations.





[barnardos.org.uk](https://www.barnardos.org.uk)

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