



**DEVELOPING TOGETHER**  
SOCIAL WORK  
TEACHING PARTNERSHIP

*Celebrating*



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# The Mandela Cycle



The Mandela Cycle is a tool created by Dr Prospera Tedom (2011). It was created following research she undertook, which looked at the experiences of black African students studying social work in the UK. The model was developed to support practice educators to engage more effectively with, and to better understand, black African students; however it is a model that can be used to explore similarities and differences between any practice educator and student.

**M - Make Time**

**AN - Acknowledge Need**

**D - Differences**

**E - Educational Experiences**

**L - Life Experiences**

**A - Age**

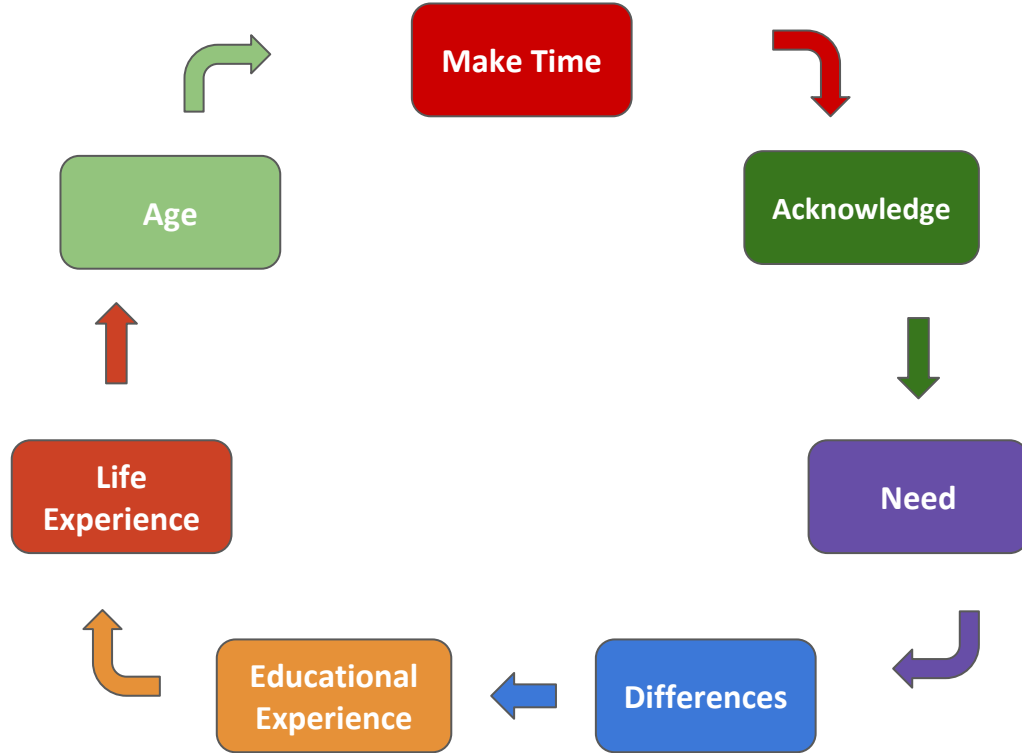
Dr Tedom writes that the acronym 'MANDELA' sends a positive message to students, as MANDELA is more than a name "it symbolises values that may be important to African students of social work" (Tedom 2011, p. 70). She goes on to note that "MANDELA conjures up words such as 'determination' and 'success'". (See next page for diagram)

**See Dr Tedom speak at a Teaching Partnership event taking place on 8th December - one of many events taking place to celebrate social work throughout week commencing 7th December. Details will be announced soon!**

## Reference

Tedom, P. (2011). The MANDELA model of practice learning: An old present in new wrapping? Journal of Practice Teaching & Learning 11 (2)

## The Mandela Cycle (2)



## Black Social Work History



*A reflection by Sue Lansley, Social Work Lead for the Teaching Partnership*

As a history student prior to my social work career, I have long been interested in the history of social work. Through my reading, I have reflected on my own identity as a white woman and how social work history in the UK has centred in the main around White British men, with its early roots in Christian organisations. Following George Floyd's murder and the Black Lives Matter movement being discussed on so many platforms, and illustrations and commentary shared by Wayne Reid from BASW on white alleyship, this made me think again about the history of social work and where Black social workers in the profession have been celebrated in history. Surprisingly, considering the current political context of Black Lives Matter, much of the literature has come from the US, where Black men and women who have been influential in the development of social work are celebrated.

The [NASW](#) (National Association of Social Work) in the US have highlighted influential African American social workers who have helped and continue to help shape the social work profession, such as Dr Dorothy Height who was born in Virginia in 1912 and graduated in social work. Dr Height was among the coalition of African American leaders who pushed civil rights to the centre of the American political stage after World War II, and was a key figure in the struggles for school desegregation, voting rights, employment opportunities and public accommodations in the 1950s and 1960s.

[CASES](#), also in the US, have honoured Black social work pioneers, such as George Edmund Haynes (1880-1960) who co-founded the National Urban League (NUL) in New York City in 1910 to address the needs of Black people who lacked sufficient social services due to racial discrimination. The NUL's work included vocational training, working with employers and unions to open job opportunities, and ensuring landlords kept housing fairly priced and in good condition.

## Black Social Work History (2)



Closer to home, Manthorpe and Moriarty's [blog for the NIHR Health and Social Care Workforce](#) celebrates Paul Stephenson, who was the first Black social worker in Bristol. The Bristol Bus Company refused to employ black people on bus crews and in 1963 Stephenson led a bus boycott, inspired by Rosa Parks refusal to give up her seat on a bus and the ensuing Montgomery Bus Boycott. The blog states, 'The cause was taken up by the wider Black community and white sympathisers in Bristol and within a few months the company succumbed to pressure and ended its ban. The following year Stephenson refused to leave a pub until he was served. He is now widely recognised as having played an important part in the passage of the 1965 Race Relations Act and was awarded an OBE in 2009'. The blog goes on to give an overview of studies which have explored the history of Black social work in the UK. They identify a chapter by Watt and Cook (1989) on 'Black Women in Social Services Departments' and also a doctoral thesis by [Gail Lewis](#) (1997) who studied the entry of black women into Local Authority Social Services Departments and their practice as qualified social workers in the 1980's.

The article ['Black History Month: A Provocation and a Timeline' in Critical and Radical Social Work](#) provides a timeline from the 1940's until the present time of Black British history that charts significant events, key moments, landmarks, publications, legislation and policy that have relevance to the story of social work education in the UK.

These articles and blogs are just a snapshot of the literature that can now be accessed online which honour and celebrate Black social workers and their contribution to developing the profession. A visual timeline of the UK's Black Social Work history is also presented on the following page, adapted from the article mentioned above, and I do hope these links help you to delve deeper and explore the history of Black Social Work both in the US and here in the UK.

# UK Black Social Work History - A Timeline



1940s  
and  
1950s

1960s

1970s

1980s

1990s

2000s

A New  
Decade

## Migrations, settlements + 'the problem of the brown babies'

Franz Fanon, a Black psychiatrist and philosopher, publishes his book *Black Skin, White Masks*.

Institute of Race Relations (IRR) is established as a think tank and publishing house for research on race relations. It sponsors the first study of British race relations entitled 'Colour in Britain' by James Wickendon.

## The Assimilationist mandate + the local state

E.R Braithwaite's *Paid Servant* is published - the insider story of a Black social worker in London recruited to promote placement of Black children with Black families.

IRR launches the newsletter *Race Today* which becomes the leading medium of Black politics during the 1970s.

## Liberal multiculturalism + equality of opportunity

Brixton Black Women's Group campaign on many issues including racism in education provision.

The Association of Directors of Social Services (ADSS) and the Commission for Racial Equality (CRE) produce a joint report entitled *Multi-Racial Britain: The Social Services Response*.

A working group is convened to consider how well social work programs prepare students for work in a multi-racial society.

## The political moment – resistance and anti-racism

Association of Black Social Workers and Allied (ABSWAP) formed.

Social Work Curriculum Study – Teaching Social Work for a Multi-Racial Society is produced.

Patrick Kodikara appointed as first Black Director of Social Services, Camden.

*Black and in Care* is started by a group of young Black people in the UK care system including poet, Lemn Sissay.

Black History month is inaugurated in UK.

## Retraction, revisionism, new perspectives

*Rules and Requirements for the Diploma in Social Work* consolidates the anti racist approach within social work education.

2 accredited Black Practice Teachers' programmes are developed. All participants, trainers and practice teachers are Black.

## Statutory drivers

The Race Relations Act places specific duties on public sector organisations to consult with Black and ethnic minority communities to develop race equality plans and monitor impact.

Census recognises the category 'Mixed-race' for the first time.

Valerie Mason John publishes 'Borrowed Body' later re-titled 'The Banana Kid', which tells the story of a black girl growing up in care. It wins MIND's Book of the year award.

## Ascendancy of neo-liberal diversity, global complexities and change

The Equality Act receives Royal Assent strengthening anti-discrimination legislation.

By 2018 there are 5 black professors of social work in the UK.

Adoption agencies no longer have to give due consideration to a child's religious persuasion, racial origin and cultural and linguistic background when matching a child and prospective adopters.



## Online Collaboration - What does Black History Month mean to you?

We invite our readers to contribute to an online collaboration, answering the question:

*'What does Black History Month mean to you?'*

You can contribute with images, quotes, reflections, blogs, photographs, audio/video clips - pretty much whatever you like! The finished piece will be published on the Developing Together [website](#) and [Twitter](#).

If you'd like to be credited as an author, please make a note of your name, job title and employer in the 'speaker notes' section underneath the relevant slide.

Click [here](#) to access the template and add your contribution.







## Black Voices from Practice

Thank you to Dr Wilson Muleya, Head of Department and Associate Professor, Kingston University, for sharing his experiences as a black academic in social work in the video clip below.



Thank you to AfC, who have shared a video from Jessica Thom, Director of Commissioning and Partnerships, talking about her experiences, both high and low. She also talks about the results of the Equality and Diversity staff survey which resulted in the AfC E&D Action for Change Pyramid.



## "Anti-racism in Social Work" with Wayne Reid



*A reflection by Josie Newton, Practice Consultant for the Teaching Partnership*

On 29th and 30th of September, Wayne Reid (Professional Officer & Social Worker, BASW England) delivered a highly thought-provoking presentation on "Anti-racism in Social Work", on behalf of the Teaching Partnership. Wayne had been extremely active in sharing educational resources on Twitter and other social platforms, and speaking at a range of events, including the SW Helper 'Global Anti-Racism Virtual Summit', where he talked about Social Workers' role in Black Lives Matter. The words 'Silence is Complicity' was a notable, highlighted phrase at this summit. Having facilitated three inspiring 'BLM: The Voice of Social Work' reflective discussion groups as a Partnership, we were keen to continue with action, and so asking Wayne to deliver his 'Anti-racism in Social Work' session was a natural next step.

In addition to walking us through his career as a Social Worker and how BASW supports the profession, Wayne eloquently and comprehensively covered the following key elements in his extremely interesting session: He described how the 'Black Lives Matter' movement had been rightly reignited by George Floyd's murder; defined what 'Black Lives Matter' actually is and why it is so relevant to Social Work; provided an overview of differing organisational responses to anti-racism, and finally, shared several practical suggestions, which included rich resources, in how we can implement anti-racism in Social Work.

If you haven't already, I would encourage you to watch [the recording](#) of this session and look at the articles and resources Wayne recommended. You could share these with team members and discuss in team meetings e.g. [The Anti-Racist Commitment Framework](#). One of the most powerful images Wayne shared was 'Becoming Anti-Racist' (see next page) which was created by Andrew M. Ibrahim, inspired by the work of Dr Ibram Xolandi Kendi (see his book '[How to be an Anti-Racist](#)'). As part of our commitment to being Anti-Racist and supporting Anti-Racism in all environments, we hope to bring further similar sessions to you. So, keep your eyes peeled.....





## Best Bits from Black History Month

- [Black History Month Advent Calendar](#)
- [The Bristol Bus Boycott](#) - a 3 minute YouTube video with Paul Stephenson, highlighting his journey to justice
- [A Parent's Guide to Black Lives Matter and A Guide to Black History Month](#)
- [Black History Month – a time for reflection](#) - Social Work England's Executive Director, Sarah Blackmore, shares her reflections on what Black History Month is about, its meaning and what it asks from all of us
- [We fight for you while facing discrimination ourselves](#) - a poem about being a black social worker by Julian Blake
- [Tackling racial discrimination in social work education](#) - an article by PE Dan Taylor, who says an action plan is urgently needed
- BASW's voices for Black History Month...and beyond:
  - [Veronica Bell, member of the Black and Ethnic Minority Professionals Symposium](#)
  - [Pauline Sergeant, Chair of the Black and Ethnic Minority Professionals Symposium](#)
  - [Cherelle Francis, Vice Chair of BASW's Black and Ethnic Minority Professionals Symposium](#)
  - [Shabnam Ahmed, member of the Black and Ethnic Minority Professionals Symposium](#)
  - [Patriche Bentick, member of the Black and Ethnic Minority Professionals Symposium](#)
  - [Pamela Shodeinde, member of the Black and Ethnic Minority Professionals Symposium](#)
  - [Imtiaz Kala - member of the Black and Ethnic Minority Professionals Symposium](#)
- [Black, Asian and minority ethnic resources](#) - useful reading, guidance and resources from BASW
- [Black Britons Impact on British TV](#) - a discussion with June Sarpong, Samson Kayo, Munya Chawawa, TheOnlyVinegar and Dionne Grant about the impact of Black Britons on British television
- [Akala x Black British History: An Introduction - Part 1](#)
- [Akala x Black British History: An Introduction - Part 2](#)
- [Celebrating Black History Month on CBeebies](#) - a number of videos dedicated to Black History Month, useful for those working with children
- [How to promote an anti-racist culture in social work](#) - by Wayne Reid
- Get tickets to Kingston University's Film Screening: Black Men in Social Work, 11 November, [here](#).