Social Work Community Episode 3

Sharmeen Ziauddin: Hello. You're listening to Episode 3 of the Social Work Community podcast. Welcome. I'm Sharmeen Ziauddin, assistant careers editor here at Community Care. I hope you're enjoying our new podcast. If you haven't listened to the previous episodes then do go back to Spotify, Apple or wherever you listen to podcasts to listen back. The Social Work Community site is officially up and running, so do go and check it out on the socialworkcommunity.com. Now, back to the podcast.

This podcast is where social workers come to discuss the key issues affecting their profession. Whether you're a student or an experienced social worker, whether you're frontline or management, this podcast is for you. You'll hear direct from social workers in your community about their challenges and their successes. Join the conversation and be part of our social work community.

In this episode we are talking about racism in social work. It's a big topic and we'll be looking at it from two perspectives – racism from service users and racism by management within your organisation. With me to discuss this are two guests, Nana and Ash.

Nana's been a social worker since 2014, working in frontline locality teams with child protection, children-in-need and looked-after children for ten years. He's now a team manager, practice educator, associate lecturer and ASYE assessor for students and newly qualified social workers.

And joining him we have Ash, who completed his social work MSc six years ago working in different child protection teams. He's a senior practitioner based in a court team working towards becoming a practice educator.

We speak about some of the things Nana and Ash have gone through, how they dealt with it, and what you should do if you experience something similar. So let's get into it.

So, welcome to the podcast, guys. How are you both? [0:02:06.5]

Nana: Yeah Sharmeen, thanks for that, you know. I'm good, you know. I'm good, I'm good, I'm good. You know, thank God it's Friday, but I'm alright. You know, I'm alright.

Sharmeen Ziauddin: Ash? [02:15.7]

Ash: Hi, Sharmeen. Thanks for having me today. I'm doing really well. It's an absolute pleasure to be here today, so thank you.

Sharmeen Ziauddin: Okay, great. Thanks for coming on. So let me start with you, Nana. As a black social worker, what has your experience been when it comes to working with young people and families in terms of racism

or abuse that you have experienced? Could you share some of that with us? [0:02:43.9]

Nana: Yeah. So Sharmeen, to be honest with you, in terms of the nature of the job on the frontline, you know, it's quite sad to say but I've had a lot of abuse being a frontline child protection social worker. You know, I think that, like, maybe about five or six years ago when I was on a home visit I've had, you know, a young person raise a knife to me on a home visit. I've had a parent call me 666 and call me the devil. I've had it a lot, to be honest with you, yeah, being a frontline social worker.

Obviously, you know, it's one of those things whereby, like, it's kind of the nature of the beast. But for all social workers who are actually out there it's not something that we should actually be going through. So yeah, it is quite, you know, dangerous actually being a social worker. And like I said, I've had lots of abuse.

In terms of racism, funnily enough I actually haven't actually had any family be racist to me, but I do remember recently when I had a student and I was doing a direct observation and how, you know, a parent, she wasn't getting on with her son and she kind of made a comment about her son 'talking black'. You know, and it was actually very, very offensive. I actually called the parent out on the fact that, 'Actually, what you're saying is very offensive.' So I've had to actually call parents out where actually they've made some racial kind of undertones. I personally haven't had it directly, but whereby there's been instances whereby actually I've had to challenge a parent, I've told them, you know. Yeah, so I haven't really had it directly towards me but obviously I've had to challenge some parents on their views. I have.

Sharmeen Ziauddin: Okay. And Ash, what about yourself? For the sake of the audience – this is not a video podcast, it's an audio podcast – you are a South-Asian man. What kind of things have you experienced? Could you relate to what Nana's saying? [0:04:54.0]

Ash: Yeah, of course. I think I can echo pretty much what Nana is saying. Hostility, abuse, racialised hostility – I think all of that consolidates in one thing – does exist within the profession, unfortunately. And it's part of the parcel. It's how we're received, I think, as social workers. That's a difficult position to be in by default.

And then there is the racialised element to it, 'cause as you mentioned, I do identify as a brown sort of Muslim male, and that will be reciprocated by families who want to present as challenging to you, and in the first instance they will pass comments to you, they will make racialised comments to you in their attempt to be resistant and in their attempt to be challenging towards you.

And it's really about how you sort of…how you manage that, really. And on a personal level as well as on a professional level. So there's two dynamics to it. But you know, on a personal experience I've had racialised comments from tutoring sort of sessions working with families and they're said really outright racialised comments towards

me. I've had very similar encounters with colleagues who I've worked with.

And funnily enough, you know, Nana does a lot of work with ASYEs and students, and pretty much a lot of my experiences did take place as an ASYE, going back several years ago. And I remember at the time I didn't quite know how to handle it as a professional. Now, you know, six years later, I'm at a different position. I've learnt how to respond in a more appropriate way. I've built a level of resilience. But it does exist and, you know, I would say that it was challenging for me as an ASYE so I feel today's discussion is something that's really pertinent and really relevant and necessary for students and ASYEs to come to terms with.

Sharmeen Ziauddin: I mean, so many questions. Firstly, what should a social worker do when they experience racial abuse? And how should a team manager support them or a senior management support them? Because as an ASYE, you know, you've just come out of uni most of the time, or you're generally less experienced in life as well, if you are a younger social worker. It's hard. How do you deal with that? How did you guys cope with it? [0:07:12.4]

Nana: Well, I'd say for me, I mean, if you're a social worker and you do experience racism from, let's say it's a family, you do have to raise it with your manager within supervision. Because I have had cases whereby there are families who've had racial undertones, and you know what? There's a particular case that I remember that I worked with, and my manager actually said to me, 'Nana, I think you should work this as a black man, because obviously there's concerns around mother's views in relation to the children.' So being a black, male social worker I was able to ask her about her views. It obviously made her feel a bit uncomfortable but I said to her that, 'I'm being very open with you, that I have to speak about the views that you have.'

I think it's also about very much being transparent with the families that we're working with because, make no mistake about it, racism exists in social work. It does. It exists in social work with the families that we work with but also there's racial inequalities within children's services, do you know what I mean, in terms of the hierarchical system. So it is about, obviously, being open. What it is, is that I think a lot of professionals within the social work profession are uncomfortable with having that conversation to do with racism. And I think we have to get comfortable with talking about uncomfortable conversations because it exists. So it's about being able to have that open platform, being able to discuss it in group supervision, being able to discuss it in personal supervision as well. Because your identity as a social worker is very important, who you are, how are families going to be receiving you is very important in how you navigate within the social work profession, really. But I think the first point of call is that you do need to raise it with your team manager.

And I also do feel that you need to have group supervision to dissect the parameters of how, you know, maybe people's views actually make you feel, how they impact upon your practice. And also the families that you're working with.

Sharmeen Ziauddin: So as a team manager, have you had this experience where one of your team has come to you with a problem like this? And how did you navigate your way out of it as a social worker? [0:09:16.8]

Nana: So I haven't had an experience where my team have raised it to me, whereby actually they've experienced racism in the current borough that I'm working with, and not so much also in the previous borough. I think where the inequalities are is when it comes to kind of like the areas of career progression. That is where the kind of, I think, the issue is, in terms of when you're going up through the ladder. It's that glass ceiling. I'm happy to say it's that glass ceiling, really, in terms of who are in those senior management positions, who are in those boardrooms. Is it people from black and Asian minority ethnic groups? It's not all the time. And it's like being open enough to go and say that. I'm very open about racial inequalities within social work because I often feel that these local authorities that you work with…you know, depending on where you work, but let's say London, for example, London local authorities, that actually the leadership arena doesn't reflect the families that we're working with. So we have to be able to be open about it, to ask the questions. Why is it there's not a lot of, you know, senior leaders from black and minority Asian ethnic groups? Why are they not in those positions? You know, what is the glass ceiling for them to be able to progress? Why don't you have, you know, black male team managers or black male heads of service? Or black male directors, you know, or female directors or Asian directors? What is the reason why you haven't got that across the board? It's not about it being a tick-box exercise. And getting any, you know, token black man, token black woman, token black Asian man just to sit there so you can be like, 'Actually no, we're not racist, you know. We're fine.' It's not about that.

So we have to be able to have those conversations and it's something that, you know, I'm very, very open about, in terms of the fact that it does need to change in terms of, you know, the social work system, in terms of who are those people making the decisions.

Sharmeen Ziauddin: So do you think since the death of George Floyd and the subsequent Black Lives Matter movement, has there been any change? I've spoken to different social workers in different local authorities and they've said there's been a slight improvement but nowhere near what they want. So in terms of talking, open conversations. Have you found there's been some positive change? [0:11:39.8]

Nana: It's been a slight improvement, Sharmeen, but it hasn't been the improvement that I feel that we need. Because the question that I've always put to people is, 'Without the death of George Floyd happening, would people actually be talking about all these things?' And the answer actually is no.

We know that, you know, BASW, we know that there's social work organisations who are starting to talk a lot more openly about it. But the movement and shift is not as quick, but I'm saying that the movement and shift, it's been slight. Do you know what I'm saying?

Ash: Sorry, Nana. Can I just say, Sharmeen, I don't think it should have taken, you know, the events of George Floyd in the first place for

there to be a shift anyway. But from what I'm seeing and observing, there has been a shift. And what we're seeing a lot now in social work is, you know, the emergence of racial and inequality sort of activists. And I've seen local authorities are now employing those bespoke roles. I know particularly in Brighton & Hove there's Malika, who's the anti-racism practitioner, and I think there's another local authority. So they are trying to make some change, and what they're trying to do is have it as more of an advocate level for social workers to really connect and identify what racialised experiences really mean on a personal experience for practitioners. And they're raising their voices and they are being quite active on social media. So I think there is a lot of positive within that.

But for me, this is where I'd really like to come in. I'm not trying to be academic here, but this concept and this idea of allyship for me is really important and for me really stands out. Because I don't know about you because you're a manager. I actually see a policy that embeds this idea of allyship, because allyship in the context of social work is very much different. You know, my understanding of allyship is, you know, it's a sense of belonging for social workers. It's not just a sense of belonging but it's also a sense…it's an attempt to create a sense of safety and of security, and having those avenues to report back when you do feel that you're experiencing some sort of harm or abuse or you just feel vulnerable, you know. So I think the void is within local authorities at the minute to have that safety mechanism for social workers to report back to.

And why I say that from the point of view of allyship is because in practice, in effect what it's supposed to do is to create that safe space. So if I go back to students and social workers, in the first instance immediately they need to be reassured or assured that in the event that I do face hostility – which they will do – that this is the mechanism, this is the protocol at hand, these are the measures that I can take in order for me to not just feel safe but to have a duty or a care over me to ensure that they're having some sort of oversight towards me whilst I'm in practice.

One of the things that I've come across, I think, and again…I think there's that example that's been doing really well, and I've just read it recently with a particular local authority. I don't want to mention the name. But what they are doing is creating forums and practice forums which is, I think, a subsequent…a different space from a group supervision that really does focus on racialised experiences, racism, inequality and inclusion. And so there are specks of it that's happening within individual local authorities, but across the board I think we're very far behind at the minute. But there is…there has been a level of progression.

Sharmeen Ziauddin: So it seems like racism is kind of…it's not so much about service users, it's more about structural racism and how career progression doesn't always favour… [0:15:45.2]

Ash: I disagree, Sharmeen. It's very much two-play…it's very much internal, structurally, institutionally, as we're aware. But at the same time it's very much part of the parcel in terms of practice. We're

always at risk of facing abuse. We're always consistently or persistently at risk of facing racism and racialised experiences.

So I will give you my example. It's quite interesting because I can now look back, going back as an ASYE, and look, I'll provide some context 'cause I think it's really pertinent. I made a decision…and I think there's really key learning points to this, actually. I made a decision to go and work and complete my ASYE in a bit of a smaller village. It wasn't a city, which I'm used to – I'm born and raised in London – and so the culture, I remember, in the first instance was a culture shock for me 'cause I thought, 'Wow, this is completely different.'

Now, in terms of demographics around the race of that particular area that I worked in was predominantly white, okay? And then within that local authority the demographics was it was 95% of the professionals who were from a white and British background. And I was from the 5% from a black and global majority background.

Now, to break it down a little bit more, I was actually employed within a cohort…I think there were about 20 ASYE social workers who were employed. And what they had employed was, I think, 19 of those 20 were from a black and global majority. So I remember when I first sat in, and I was part of a social work academy, and when I sat down in the academy and I looked around me and I thought, 'Hold up a minute. Why's everyone black and Asian here?' It was really strange because I'd come from London and I'm really used to diversity and multiculturalism and I'm embedded, you know, quite inclusive into all sorts of different backgrounds and races and religions and, you know, what-have-you. But this seemed to be really tailored specific towards black and global majority at the minute. And we queried that because there were about six or seven social workers at the time who were also from bigger cities. We found it really strange where if you look at the diversity of the workforce at the time, you know, I think I was like the only…as part of my team I was the only sort of Asian, brown Muslim as part of my team. At the time I was working in an assessment team and I remember…and it felt really awkward for me.

Now, why I feel this is important is because I remember when I went out on an assessment and I encountered a racialised experience and what a parent did say to me was, 'Well actually, Ash, I don't want you to hold this case anymore.' And I challenged it and I said, 'Why?' She said, 'Well, I don't want to speak to you about it but I will speak to your manager about it.' And I said, 'Well, I'm more than happy for you to have that conversation with me.' And she didn't want to. I said, 'Okay, if you want to speak to my manager, speak to my manager.'

She had that conversation with my manager. A few days later my manager approached me, without any discussion, any supervision, and she said, 'Oh Ash, a decision has been made for me to remove that case from you. I'm taking the case away from you.'

Sharmeen Ziauddin: Wow.

Ash: I said, 'Why would you take the case away from me?' She goes, 'Oh, we just felt it was best suited for the family.' I said, 'On what basis?' So then I realised that this was, you know, this was a racialised sort

of, you know, feedback that was actually fed back by the family. But I strongly disagreed with the decision that had been made and how it had been managed, 'cause my view is that you're only encouraging the racism. Although it was a soft kind of sort of racism towards me, and clearly she felt uncomfortable with me being in the home…

Sharmeen Ziauddin: But what do you think would have been the best solution to that problem? [0:19:28.6]

Ash: My view is now we needed to have that conversation with the family and actually resist and say, 'Well actually no, this is not good enough. There is absolutely no reason for Ash to be removed from this case.' Had there been issues around, you know, discriminatory practice, anti-oppressive practice on that level, okay, we can sit down and have that conversation in order to safeguard you and your family and we will take that case off Ash. But that wasn't an issue of the conversation. This was a racialised…the nature of it was racialised. And on that basis they took the case from me.

But what that told me was they just didn't know how to manage it. All they were doing was hiring cohorts of black and global majority social workers. They had no idea of actually how to support and provide that safety for them. So it was being mismanaged.

The reason why I'm explaining that today, and I think the connection when we talk about racism in the context of local authorities is that for me as a student, what I didn't do was do my research into the racialised demographics of the borough I was going into. It was a complete culture shock for me. And then going into the local authority was a culture shock for me. And it had, you know, direct implications in terms of how I was being managed. Not just me but there's others. There's several stories that I could tell in terms of my peers at the time who faced real, direct racism. Strong, strong accounts of racism, you know, where they were being told, 'I'm not having a black person speak to my children.' A really close friend of mine who was in the local authority at that time, that was said. And parents were refusing to work with them.

I've had another social worker who came back to me and fed back to me and a family said, 'Oh, he's from Africa and I'm not having an African speak to my children.'

Sharmeen Ziauddin: Gosh.

Ash: You know?

Sharmeen Ziauddin: Was the case taken away from those social workers? [0:21:12.1]

Ash: What was happening was cases were being removed from these social workers. Now, I remember when social workers were saying, 'Well actually, yes.' This is why the concept of allyship comes into this 'cause you will see allyship come into play. Nana, listen to me on this one as a manager, 'cause I remember when peers felt really vulnerable and they said, 'Ash, let's go out on direct working, 'cause I don't feel safe here. And I feel that because of this, as a result of this, a complaint or an allegation will be made against me.' So I said, 'Okay, I will come out with you.' And I said, 'You've got absolutely

nothing to worry about. We'll go in there, we'll direct work it together and we'll just feed back to the team.'

And at the time when managers found out about that, they said, 'Well actually, no, we can't accommodate for that because Ash, you're just too busy. You don't have the time to go out and support this.' And so social workers who are feeling vulnerable for a very particular reason, again that was around racialised experiences, there was just that void in being supported.

So what I'm saying here is on the one hand we recognise racism exists, but what we need to be recognising is in the contemporary modern climate, is what the mechanisms are being put in place to support social workers who are in direct…receiving direct experiences of racism. And I think that's a real void today.

Sharmeen Ziauddin: So isn't it the case that often if there is an element of danger there will be joint…a joint team will go out to…? [0:22:41.9]

Ash: I think this is the void. I'm glad you said that. I think because sometimes racial experiences doesn't have this connotation of danger or harm or physical harm, I think the idea here is social workers just need to be resilient. This is just part of, you know, social work. But that's a flawed concept. Because we know racial experiences can lead to racial trauma. And again, this is why allyship really comes into it and why I say that. What I yet have to see in policies is subsequent to racial trauma, you know, social workers can feel anxious, social workers can experience anxiety, social workers can trigger their own previous experiences. Social workers will take it really personally and then really blur the lines between being professional and being personal. And that will have direct connotations with your practice.

Sharmeen Ziauddin: I mean, I'm glad you mentioned racial trauma because the anti-racism practice you mentioned earlier that the SWERN [0:23:36.9], there was a SWERN conference that one of my colleagues went to and we've written about it on Community Care. They spoke about racial trauma. And I'm wondering whether there is anything at your organisations about racial trauma? Is there any training, any awareness of it? Is it something that is spoken about? [0:0:23:54.0]

Nana: We do do training on cultural competency and also trauma as well, because even with adultification bias I'm going to go even a bit further, you know, in terms of potentially the views that professionals have when they're working with families from, you know, black and Asian minority ethnic groups. So we have to be able to have those conversations on the trauma that, you know, the community groups do experience and how that actually impacts upon practice.

I mean, when I spoke about, you know, the racial connotations in terms of social work and the dangers, you have to understand as well even if you're somebody who's black and you're a social worker and you're Asian and you're a social worker, you're working for very much a system. So even when you're working with, say, you know, I'm a black male social worker but I've worked with black families. The element of trust they may have with me, it's not always going to be 100% because at the end of the day I'm working within the system,

isn't it? And at times, there's times whereby actually, you know, social services, you know, for many families they feel that they have been oppressed. So it's important for us to be able to reflect that, even as a minority working within the system. If you're working with black families or Asian families as well, it doesn't necessarily mean to say that that level of engagement is going to be positive 'cause at the end of the day you are a social worker.

Obviously, yes, being a social worker from the same background will help, and because you'll be able to understand how that family is feeling, and you yourself will be able to see where, you know, there's inequalities at work, in terms of decisions that are being made. So yeah, I mean, in terms of the competency, yeah, there is training there around trauma as well, and the impact that has on the families that we're working with, but also the social workers as well who are going out on the frontline and who are, you know, working with these families and making these decisions.

Sharmeen Ziauddin: Okay. So glad you mentioned families that are of the same background. 'Cause that's quite important, isn't it? You mentioned that they may not 100% trust you because you're in the system. But it helps, doesn't it, when you can relate to the family or the family can relate to your background and you have similar backgrounds? Maybe it's language, maybe it's cultural. The world is such a large place there's hundreds of different cultures and I'm wondering, there is benefit to being of a similar background, is there not? [0:26:19.0]

Nana: Yeah, there is a benefit, there is. I mean, it's like, when I've worked with a lot of young…you know, I've worked a lot of gang cases. Being a young, black male, it does help. But at the same time it also has dangers. 'Cause I remember having a lot of cases and I was no more older than a lot of the young people I was working with. My manager always used to tell me, 'Nana, you know you're a young, black male. You need to be careful. You need to be careful when you're going out into the area, you're going out into the [unclear – 0:26:45.5] so be mindful.' So there's dangers there. But there's also positives as well, in the sense that you can understand and relate to them.

So yeah, there's lots of positives. And it's just as social workers how you're using that, you know, when you're working with the families.

Ash: I think one of the negatives for me, in my experience, is families really feel comfortable with that, so they tend to think that you will collude with them. So I've had, you know, families that are actually from the same race as I am, and I've had to push back and really challenge and say, 'Look, I am a social worker and I'm not here to collude with you. I'm here to listen, I'm here to build a relationship, and I understand that but at the same time this needs to be professional and there need to be boundaries that I'll put in place.'

So sometimes there is that challenge where parents identify you as being the same race, they feel a level of content with that, and that can bring challenges in terms of how you're working with them.

And sometimes I've experienced when you do challenge them they respond more aggressively than when you're working with a different

sort of family from a different race. And that's because, for some reason, maybe it's psychology at play here, they've had this expectation in the first sort of instance, 'Well, he's from the same background as me. Oh, he's a Muslim. He'll understand. And he's a male, and he'll understand where this has come from. And this isn't a risk and maybe he'll minimise the risk.' But that's not the case. So it does come with challenges. There are lots of benefits, positives, but there's lots of negatives, Sharmeen.

Sharmeen Ziauddin: That's fascinating, actually. I hadn't even thought of that. Nana, do you want to talk about your petition that you launched? [0:28:33.3]

Nana: Yeah, I do, you know. I know time is running, but yeah. Over the last couple of years and recently one of the things that Ash mentioned is that there isn't any level of protection for social workers going out in the community. You know, in our profession when a child dies there's a serious case review. But when a social worker is attacked there's nothing for us. Most recently in the last couple of years in America, bless her, a social worker actually was killed protecting a young mum. In a London local authority a social worker was stabbed on a home visit. More recently there was a social worker who was threatened by a father to be put in the ground. And I just feel like at the moment right now there's no protection for social workers. Because we're expected to go in and do home visits where it's actually not really safe. You know, so if anything happens, what's going to happen…what is there for us?

I don't think the government have put any safeguards in place for London local authorities or for social workers going out in the frontline. I get that we have to be able to work with families, but as Ash said earlier, there's hostility that we have to deal with on a daily basis. We have to be able to practise safely as social workers. We do. We have to be able to practise safely. I don't think there's anything there for us.

So part of the petition that I launched was for there to be a practice review into the deaths and attacks of social workers. If a social worker is killed, there should be a practice review. There should be something there if a social worker is killed. If a social worker is attacked, the same thing.

I understand why families have hostility but at the same time we are there to protect children. The stigma of social worker supersedes our safety. That's the long and short of it. There isn't anything that is there for us, you know, whereby, you know… I went out on a home visit and the young person raises a knife to me. Yes, obviously I got out of there. Yes, I alerted my managers. But that could have been fatal. Something could have happened to me. You know what I mean?

So part of my petition was that I want there to be some form of policy and procedure, safeguard for social workers, that if you're attacked or if you're killed there's something there. There's an equivalent of serious case review. That's what I've put the petition out there for. And I just really want to urge social workers who are listening and newly qualifieds, that you need to sign it. I need 10,000 signatures to get it debated in parliament, you know. I did a petition recently before

and I only got 2,700. I was quite disappointed because it's a big, big problem. We social workers, we complain all the time, but there's a petition out there and you're not signing, you're not sharing. Are you taking it as seriously as I'm taking it, you know?

So yeah, that's why I put the petition out there and I really want social workers and students to really, really sign it. And also, the senior leaders in higher positions, directors, you need to be sharing it out. It's very, very important. We have social workers who are leaving as it is anyway. They don't feel safe.

Ash: I was going to say that, Nana. Social workers are leaving because exactly that. They just don't feel safe. And they are leaving because of their experiences of abuse. And I know social workers who have been locked in rooms, locked in houses. I know social workers who've had…

Nana: Who've been pushed, yeah.

Ash: Pushed, yeah.

Nana: Tyres slahes, yeah.

Ash: Have had knives put at them, had objects…had chairs thrown at them.

Nana: It happens all the time. All the time. And that is done, Ash, that is done.

Ash: Yeah, I've seen it across the years, honestly. It just happens consistently. And yes…and also, Nana, it's about reviewing that learning. What can we actually learn from this and what strategies can we put in place to keep social workers safe? As I said before, if you're going to disagree on a joint visit because, you know, a social worker doesn't have the capacity to do that, then it shows where we are in terms of, you know, our intent is for keeping social workers safe. It's just not there. It doesn't exist, really.

Sharmeen Ziauddin: You mentioned nature of the beast at the beginning of the conversation and I think it shouldn't be the nature of the beast. Obviously some hostility is expected in certain cases but it shouldn't be a given. Absolutely we will share it on Community Care. We'll put it in the show notes so that anybody listening can go and click and sign it. Is there a deadline that it needs to be signed by? [0:32:45.3]

Nana: 11th October 2023. So please guys, sign. Please sign.

Sharmeen Ziauddin: So I think that's a great point to end it on. Thank you so much, both of you. It's been really interesting and shocking, some of the things you told me, and I hope that you both keep safe and things change for the better when it comes to social work and… [0:33:06.9]

Nana: Thank you very much, Sharmeen. And just to say, just to round off, guys, you need to really follow Community Care. I need to just plug that. Because Sharmeen and her team do some great work. So for social workers and students you need to actually follow what they're doing. They're on Instagram. Sharmeen is very, very active. I just need to plug what they're doing, you know what I'm saying? No, I

have to plug it! Ash, I've got to plug it, you know? Listen I have to plug it!

Sharmeen Ziauddin: Thanks so much. So I'm going to put both your details in the show notes where people can link to your Instagram and find out everything about you. It's goodbye from me and goodbye from these guys.

Nana: Thank you.

Ash: Thank you so much. And I'll see you guys later.

Nana: See you later.

Sharmeen Ziauddin: That was the one and only Nana and Ash. As Nana said, do follow us on Instagram. We've had a bit of a name change, so it is now @thesocialworkcommunity. And you can find Nana @thesocialworkerandthementor and Ash on @newgenerationsocialwork, all on Instagram.

When we recorded this, there was still time to sign the petition we talked about. It has since closed.

We have two other podcasts that you should definitely add to your library. The first is the Employer Zone Insights podcast, which showcases important issues within social work in collaboration with different organisations. And there's Community Care Inform Learn on the Go, where experts and academics in the social care sector discuss research, theories and practice issues. So go and give them a follow.

That's all for now. See you next time.