

# ADASS Equity, Equality, Diversity and Inclusion

## Top tips for allyship in adult social care

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Allyship is the practice of supporting and advocating with people who face discrimination or inequality, through respectful action, listening, a commitment to fairness and being an active bystander to positively influence situations. It is organisational, with us all having a role in ensuring systems, policies and leaders uphold their role to ensure staff feel safe and supported in their roles. Psychological safety is a guiding principle in allyship with colleagues able to speak up, ask questions, and feel comfortable to express concern without fear of repercussions.

When communities or staff experience discrimination, whether that is increases in the vocalisation of racist views, discriminatory behaviours, or public disorder, or through microaggression internally or externally to our organisations, it is vital that our staff feel safe, supported, and confident in carrying out their roles. We can all play a role in supporting those we work with and those within our communities during this time.

These top tips aim to give practical advice for staff on how to support colleagues who may be affected by any kind of discriminatory behaviour.

We have also provided links at the end of the document which our members have shared with us that may help with further guidance, learning and intelligence around this subject.

### Listen Actively and Without Judgement

- Create space for colleagues to share experiences, if they choose, and learn from those who are experiencing any form of discrimination.
- Avoid interrupting, offering quick fixes or tokenistic gestures; it's important to validate their feelings.
- Respect that not everyone wishes to talk.
- Respect privacy and confidentiality, do not share others experiences without consent.

### Speak Up When You Witness Discrimination

- Challenge inappropriate behaviour when safe to do so.
- Prepare ourselves through learning and training to be an active bystander.
- Use calm, clear language to reinforce organisational values.

- Report concerns through the appropriate channels and in line with organisational guidance.

### Check In on Colleagues

- Be cognisant of the impact that unrest and discriminatory behaviours may have on colleagues, whether visibly emotionally or physically.
- Ask simple, supportive questions such as “How are you doing today?”.
- Ask colleagues how they prefer to be supported.
- Avoid making assumptions, minimising or dismissing impact, and respect each person’s feelings and perspectives.

### Offer Practical Support

- Accompany colleagues on visits where appropriate.
- Share well-being resources or staff networks which may be of help or support.

### Be Open to “Clumsy but Respectful” Conversations:

- Accept that learning can be imperfect.
- Ask respectful questions and acknowledge mistakes.
- Prioritise empathy and curiosity.

### Educate Yourself:

- Seek learning and development opportunities about racism, bias, and discrimination independently.
- Avoid relying on colleagues to teach you or explain.

### Represent Inclusive Behaviour:

- Use respectful and inclusive language.
- Challenge stereotypes and assumptions.
- Ensure all team members feel valued.

### Support Zero-Tolerance Approaches:

- Reaffirm that racism and discrimination are not acceptable.
- Encourage the reporting of incidents and stand with colleagues who choose to escalate concerns.

### Be consistent – not just reactive

- Maintain your allyship even when incidents are not in the news.
- Encourage inclusive practice in everyday team routines and decisions.
- Celebrate the strengths and contributions of all colleagues.

## Resources (shared from our colleagues in ADASS regions and local authorities)

### Online links:

- PCH Middle Leaders – Leading Teams Inclusively – <https://www.local.gov.uk/our-support/partners-care-and-health/adult-social-care-workforce/leading-middle-learning-and/leading-inclusively>
- We can do hard things podcast – [https://youtu.be/csSeez6Y\\_6g?si=bMied\\_w7NH\\_Qx8\\_j](https://youtu.be/csSeez6Y_6g?si=bMied_w7NH_Qx8_j)
- [How to Be a Good Ally – Identity, Privilege, Resistance | Ahsante Bean](#)
- [How to be an ally and build a more inclusive world – BBC World Service](#)
- The School That Tried to End Racism. Channel 4 – <https://www.youtube.com/watch?v=1l3wJ7pJUjg>
- Microaggressions – <https://youtu.be/nQ9l7y4UuxY?si=yKTYNSyYJeRvB5j3>

### Organisations:

- Brap – [brap | equality](#)

### Books:

- White Fragility – Robin Diangelo
- White Women – Regina Jackson and Saira Rao
- The Good Ally – Nova Reid's