



Adultification aware discussion points

Discussion points from CoramBAAF's Black Workers Practice Forum (BWPF) meeting on 4 April 2025 (Online via Zoom).

This document has been developed following a BWPF meeting that took place on 4 April 2025, where the group were invited to provide their input upon engaging with the Adultification aware materials co-produced by Oxfordshire County Council and Sylvia Ikomi.

The discussion points capture the concerns and key issues shared by social work professionals present at the meeting. The materials sparked a rich discussion, which we hope will help prompt learning and reflection in other organisations and settings.

- How do we ensure carers and practitioners understand the impact of racialised perceptions of strength and resilience?
- Do supervision and training equip carers and practitioners to recognise and respond to racial bias, and to meet the full emotional, social, and cultural needs of children and families?
- Are carers trained and supported to engage meaningfully with culture, identity, and trauma?
- Do our planning processes fully reflect each child's lived experience and relational needs?
- Are transitions treated as meaningful junctures?
- Are we thinking early and holistically about the emotional impact of transitions?
- Are we preparing children for transitions with empathy and clarity?
- Are placement decisions based on convenience or comprehensive child-centred planning?
- Do we respond to missing episodes with the same level of concern for all children?
- What evidence or bias informs our risk assessments when a child is missing?
- Are our expectations of children's capabilities grounded in their rights and developmental stage, or in harmful assumptions about their background and lived experiences?
- How do we ensure that all children have equitable access to protection and consistent support, regardless of their background and lived experiences?
- Do we mistake survival strategies for resilience?



- How often do our placement decisions reflect assumptions about which children can "cope" or be "moved on" without harm?
- Do our decisions protect children's identity, belonging, and sense of continuity?
- How do we ensure ongoing reviews (e.g. LAC reviews, supervision, logs) track how well placements are meeting the child's evolving needs?
- How do we support carers to move from "doing their best" to "doing what is needed"?
- Are we recognising when a child is being placed in a pseudo-adult role?
- What support is in place to restore the child's right to be cared for, rather than to care for others?
- Are we rigorously exploring the reasons for sibling separation?
- What is being done to preserve meaningful connections between siblings, even when they cannot live together?
- Are we offering the same levels of grace, kindness, and emotional support to all children, regardless of race, gender, or perceived resilience?
- When a child appears to be coping, are we pausing to ask: "at what cost?"

About Coram BAAF's Black Worker Practice Forum

CoramBAAF's Black Workers Practice Forum provides a unique opportunity to discuss professional practice and share experiences, knowledge and expertise with Black colleagues in a safe space.

The forum will help you to keep up-to-date about national policy and law, contribute to policy development, and refer topics and examples of good practice to CoramBAAF's advisory committees.

The Black Workers Practice Forum is open to all CoramBAAF membership categories. If you are interested in joining future meetings and would like to be kept up-to-date with relevant developments and resources.

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