



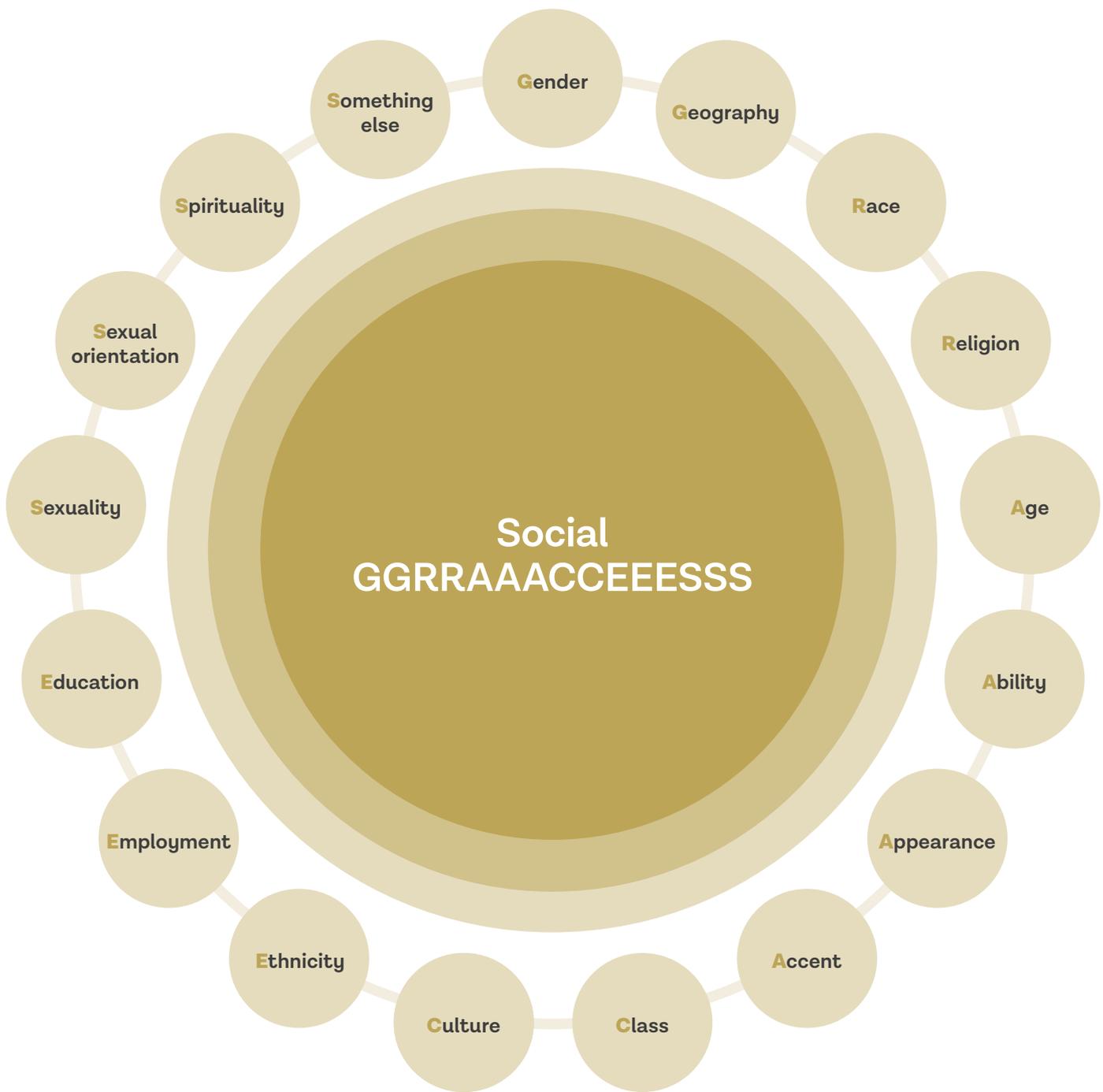
Practice Tool

Supporting practitioners to reflect on power, privilege and discrimination

It is important that practitioners are able to think critically about how power, privilege and discrimination can influence their interactions with, and decisions about, people who draw on care and support.

The social GRRRAACCEEESSS is a helpful tool for this (Burnham, 2013). This is an acronym which helps us think about aspects of personal and social identity that give us less or more power in different contexts in society.

You can see the different social GRRRAACCEEESSS in the diagram on the next page.



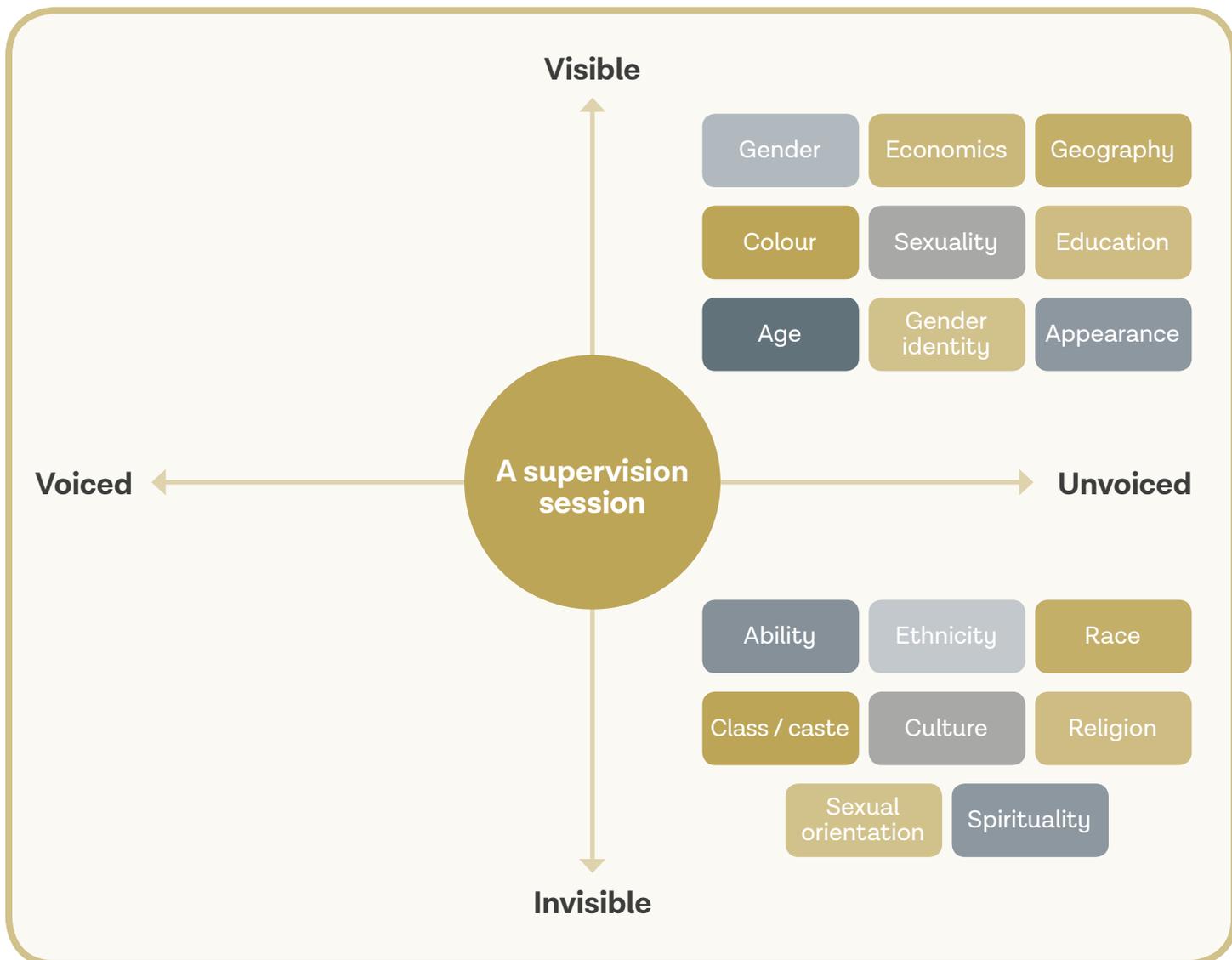
We introduce the social GRRRAACCEEESSS in the online chapter **Building effective supervision relationships** to help us think about how you, as a practice supervisor, can build effective supervision relationships in diverse teams (working across differences of race, ethnicity, age, class, sexuality etc.).

Here we are thinking about how reflecting on the social GRRRAACCEEESSS in supervision can help practitioners develop greater understanding about:

- > Aspects of their life and identity where they have less or more power in society.
- > How these experiences can influence their responses to, and communication with, people who draw on care and support.
- > The impact of experiences of powerlessness, discrimination and disadvantage on people who draw on care and support.

Using social GRRRAACCEESSS in supervision

The social GRRRAACCEESSS can be voiced or unvoiced and visible or invisible.



Talking about the social GRRRAACCEEESSS in supervision with your supervisee can help make them more visible. For example, you could explain the social GRRRAACCEEESSS in supervision and then invite practitioners to:

- > Think about their own social GRRRAACCEEESSS and those of the people you are discussing in supervision.
- > Explore the differences and similarities and reflect on the potential impact of this.
- > Consider how these factors might affect their decision-making.

You can also use the social GRRRAACCEEESSS as a prompt for your questions in supervision to build awareness of visible / voiced and invisible / unvoiced experiences.

Examples questions exploring the social GRRRAACCEEESSS

- > How do you think racism impacts on this piece of work?
- > What do you think this family's religious or spiritual beliefs are?
- > How might gender show in this relationship?
- > How are you considering the potential impact of power differences in this relationship?
- > Does this connect with any personal stories or experiences for you?
- > How does your experience of the social GRRRAACCEEESSS impact on your decision-making here?
- > How do you think that XX's experience of coming here as an immigrant has shaped them?

This tool was originally developed as part of the Practice Supervisor Development Programme (2018-2022) funded by the Department for Education.

Author: Dr Karen Partridge