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### Social work - Integrative Practice Study

My work placement was a statutory project situated within North Lanarkshire Council. North Lanarkshire council is one of the largest new unitary authorities in Scotland with a population of over 326,000, which 1.3% of the population are from a minority ethnic group, compared with 2% for Scotland as a whole. The area has a range of different communities ranging from small villages to towns, the council challenge to provide services, which are responsive to the needs of these different communities. (www.Northlan.gov)

North Lanarkshire was traditionally part of the Scottish industrial heartland with a strong identity relating to their industrial history, but the decline of industries has resulted in a widespread of unemployment and the increase of problems associated with social exclusion, poverty and disadvantage, which I later found to be a common theme experienced by service users with whom I would work with.

The social work department is one of the largest departments in the council employing just under 3,000 people in various areas. "There aim is to promote social inclusion and social welfare by tackling poverty and disadvantage. Through indicating a commitment to poverty and disadvantage, working in partnership with other agencies to improve supports and resources and involving individuals in identifying their needs, the council aim to provide a high quality of care to all individuals living in the area." (www.Northlan.gov)

An anti-discrimination policy is in place within North Lanarkshire, however the majority of the service users are white females. This could be considered to be unusual when today we live in a multi-cultural society and raises questions about policies in place, which meet the needs of other cultures. A survey completed by Bilingual pupils in March 2002 indicated that there were 33 languages other than English spoken in the homes in North Lanarkshire. (Support learning services North Lanarkshire Council.) Implementing additional policy to accommodate other cultures, beliefs and norms could help to encounter feelings of separation and mistrust. Thompson (2001) notes that using the PCS (Personal, Structural and Cultural) framework for anti discriminatory practice, shows that discrimination doesn't stop at the personal level. Individuals learn and internalise beliefs from our culture and the structure of society. Frequently held stereotypes in society may raise discriminatory actions towards others. He discusses the regularly expressed view "that Asian families 'look after their own'" (p67) and it could be argued that this belief may prevent Asian clients being offered the service they require. These factors should possibly be considered when looking at the process of referrals and assessment.

The Council's actions to identify and meet the needs of minority ethnic groups include, a Race Equality Scheme and Action Plan, published in November 2002; a Social Work Racial Equality working group, set up

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