



Adoption East Midlands

GLOBAL MAJORITY FAMILIES ADOPTION CHARTER

Transforming lives through adoption



Our Commitment

At AEM, we believe children thrive best when adoption is built on **fairness, openness and trust and a strong sense of identity and belonging.**

This charter reflects our commitment to treat every family with dignity, consistency and respect — and to keep improving how we work.

(Global Majority refers to people who are Black, Asian, Brown, mixed heritage, or from other racially and ethnically diverse backgrounds who together make up the majority of the world's population. It is used in place of deficit-focused language such as "minority ethnic" and reflects a commitment to valuing diversity, promoting inclusion, and addressing inequality.)

At Adoption East Midlands we value and celebrate diverse families

We recognise the unique strengths of raising children in families of different cultures, identities, backgrounds, life experiences and structures. We believe that all children deserve a happy, safe and loving home. Global Majority children are overrepresented in the care system and wait the longest to find an adoptive family. They are the least likely to achieve the lifetime stability and permanence of a loving family through adoption.

We want to encourage more people who are from Global Majority backgrounds including black, mixed Black heritage to come forward to consider adopting. Children are more likely to develop a strong sense of identity when they grow up in a family that understands and reflects their cultural heritage. Families familiar with the realities of racism and discrimination can **prepare children with coping strategies** and advocacy skills. They can provide guidance and emotional support based on lived experience.

We know there are key barriers and concerns that global majority prospective adopters encounter – both during the adoption process and when initially considering Adoption. (*Ending Racial Disparity in Adoption; Black Adoption Project (2025)*). We want to break down barriers and build a community together.

This charter sets out what families can expect from us – and what we hold ourselves accountable to – in providing **fair, respectful and inclusive adoption practice**.

We will stand alongside families throughout their adoption journey and beyond offering lifelong support that reflects their identities, experiences and evolving needs

Inclusive Language & Identity Respect

We will:

- Use inclusive, respectful language that reflects how people describe themselves and their families.
- Avoid assumptions about background, identity, relationships or communication style.
- Recognise that language and expression can be shaped by **culture, lived experience, neurodiversity, migration and education**.
- Challenge stigma – particularly around **mental health, trauma, disability, ethnicity or difference**.

Professional Practice & Assessment



We will:

- Recruit, assess, prepare and support families in a way that is culturally responsive
- Commit to anti-racist practice embedded across the adoption journey
- Carry out assessments that are **balanced, evidence-based and holistic**, valuing strengths as well as areas for development.
- Clearly explain any concerns, how they have been formed, and **what steps can support progress**.
- Be transparent about decision-making and next steps at every stage.
- Recognise that adoption is a lifelong journey and offer support that is responsive to families' changing needs over time.

Learning and Development

We will:

- Commit to ongoing learning in **inclusive practice, unconscious bias, trauma-informed work and cultural humility**.
- Reflect on our own perspectives and remain open to challenge and improvement.
- Learn from feedback and lived experience to strengthen fairness and consistency.
- Keep pace with national guidance, research and best practice in adoption.
- Commit to the development of Cultural Champions across the service to support both staff and adopters and strengthen culturally informed practice.



Equity, Bias and Accountability

We will:

- Actively identify and address **bias — individual or systemic — wherever it may exist.**
- Ensure decisions are **fair, proportionate and capable of review.**
- Offer clear and accessible routes for **feedback, second opinions, review or complaint**, without fear of disadvantage.
- Take responsibility when processes need to pause, adapt or change.



Listening and Representation

We will:

- Listen carefully and **respectfully, valuing the honesty, reflection and lived experiences** of all families.
- Ensure families **feel heard**, informed and supported — even when conversations are difficult.
- Create space for dialogue, questions and challenge without defensiveness.
- Work to **build connections** with communities and create opportunities for peer support and shared experiences

