

Practice Tool 3

Anti-Oppressive practice

Anti-oppressive practice means that we take account of the impact of power, inequality and oppression on people, and actively combat these (Nosowska 2014). In supervision discussions, it is important that we adopt an anti-oppressive practice approach which includes:

- Recognising the Personal, cultural and structural barriers that people face
- Personal barriers are the way that personal characteristics are used to stereotype or limit people
- Cultural barriers are the way in which we are socialised to think of some people as normal and others as not
- Structural barriers are the way that we set things up to make it easier for some groups and harder for others
- Recognising our own characteristics and our own place in the culture and structure – and how this might impact on someone
- Working to understand someone's experience of oppression, understand and appreciate their attributes and contribution, and empower them to realise their rights (Thompson 2016).
A useful question to ask is: What is holding this person back?

This tool helps you to consider the oppression that may be experienced by people that you work with.

You can use this in individual or group supervision to discuss the barriers people face, the impact on them and the impact on your relationship. This will help you to plan how to engage with them in an anti-oppressive way, i.e. to enable them to overcome the barriers they face.