

# NHS Greater Manchester

## Anti-Racism Statement

May 2024

## **Share your views: NHS Greater Manchester's Anti-Racist Statement**

### **Message from Janet Wilkinson, Chief People Officer, NHS Greater Manchester**

NHS Greater Manchester has adopted the NHS BAME (Black Asian Minority Ethnic) Assembly's Anti-Racist Framework and the Board has committed to work towards achieving and maintaining the gold status of the framework.

The framework will be the basis of how NHS organisations work towards becoming actively anti-racist organisations and allows us to quickly take the steps needed to reduce inequalities and eliminate racism. We also know that racism causes harm to communities through the continued inequalities that we still see across our society and the Anti-racist framework is part of broader work taking place around improving equality, diversity and inclusion within Greater Manchester.

As part of this commitment, we are excited to share our Draft Anti-Racist Statement below with you.

This work reflects our commitment to creating a workplace where everyone feels valued and respected. We will continue to develop our understanding of the different challenges and barriers our colleagues face and improve the support across a wider range of themes, such as race or disability, in the coming months.

### **Why your feedback matters**

The voices and perspectives of our staff and stakeholders are important in shaping a statement that truly represents our collective commitment to anti-racism. Your insights, experiences, and suggestions are invaluable in ensuring this statement is meaningful and actionable.

### **How to share your views**

Please read the statement below and share your feedback on the following questions:

- is the statement clear and easy to understand?
- do you feel the statement reflects a strong and genuine commitment to anti-racism?
- are the actions and commitments outlined in the statement practical and achievable?
- any other comments or suggestions you believe would strengthen the statement.

Please share your feedback with Antemeka Cobham-Wilson, Race Equality Lead (NHS GM) and Race Programme Lead (North West BAME Assembly) - [antemeka.cobham-wilson@nhs.net](mailto:antemeka.cobham-wilson@nhs.net) by Friday 19 July 2024.

### **Next steps**

We will collect and review your feedback before we sign off on the final version. Our goal is to ensure that this statement reflects our values and serves as a foundation for meaningful actions that promote equity and inclusion across our organisation.

## **NHS Greater Manchester Anti-Racism Statement**

NHS Greater Manchester is committed to becoming an unapologetically anti-racist organisation.

We recognise that systemic racism exists in our society and throughout our organisations, cultures and ways of working - furthering damaging deep-rooted inequalities and injustices, and negatively impacting the lives of marginalised groups and communities.

Some of the issues that need to be tackled as a priority include higher rates of bullying and harassment; disproportionate referrals into disciplinary processes; recruitment and selection processes where your ethnicity still impacts your chance of appointment after shortlisting; and health inequalities.

As individuals and as an organisation, we recognise our responsibility to actively challenge and break apart these systems of oppression within our power to do so and we will take action to address this through our work around Anti-Racism and beyond.

Racism is a public health crisis. Its effects are not only widespread, but also negatively impact health outcomes and health systems. Racism erodes trust in healthcare organisations, furthers the gaps in access to care, and makes health inequities in marginalised communities worse.

We will work together with colleagues and partners, with strong and consistent leadership from the Board and executive team to make sure that antiracism is prioritised in all aspects of our work through continuous effort, targeted action, and commitment to racial equity.

Becoming a purposely anti-racist organisation is a continuous journey that involves identifying, opposing, and dismantling racism. Anti-racism is rooted in action, challenging racism, and proactively changing the policies, practices, behaviours, and beliefs that enable racist ideas and actions.

In summary, racism furthers discrimination and inequality based on race, whilst anti-racism works to break apart these systems of oppression and promote racial equity and justice.

Our organisational values, principles, and commitment to inclusion, respect, openness, fairness and transparency will help drive our actions to become an anti-racist organisation where everyone can flourish. We will hold ourselves to account and be held accountable on the progress we make.

As we go on this journey, we have set some priority actions and areas of focus for our antiracism work:

### **Zero tolerance on racism and unlawful discrimination**

NHS Greater Manchester will be an organisation where racial discrimination and inequity will not be tolerated. We will enforce a zero-tolerance policy towards racism and unlawful discrimination. Wherever we come across it, we will address it with urgency and transparency.

We will encourage staff, volunteers and patients to speak out against racism without fear of repercussions; and provide robust support systems for those who have experienced racism, ensuring their voices are heard, and their concerns are addressed.

Incidents of racism will be thoroughly and proportionately investigated with the least possible ongoing harm to victims, and appropriate disciplinary action will be taken against perpetrators.

### **Raising awareness and commitment**

We commit to continuously educating ourselves and our employees about the history and impacts of racism, ensuring that all staff members have the knowledge and tools to challenge racism effectively.

This is an ongoing commitment which will be embedded in our broader organisational strategies, such as [Fairer Health For All Framework](#) and [Greater Manchester People and Culture Strategy](#), ensuring that antiracism is ingrained in our healthcare service provision and employee experience.

### **Representative workforce**

We will actively address the lack of ethnic representation in senior roles, and make sure there is diversity across all levels and functions of our organisation.

We recognise the importance of representation and will put in place and regularly review strategies to attract, retain, and promote individuals from diverse racial and ethnic backgrounds.

### **Community participation**

We will embed our People and Participation Strategy which outlines how we will engage with communities to understand their experiences, concerns, and needs regarding healthcare and racism. By listening to and working with diverse communities in the design and delivery of our services, we will better develop initiatives and services that are culturally sensitive and responsive to their unique needs.

**Data collection and analysis**

We will continue to improve the way we collect, analyse and act on the data and community intelligence on employment, health outcomes, access to services, and experiences of different racial and ethnic groups within the NHS. This data will inform our strategies and interventions, enabling us to identify and address inequalities effectively.

**Partnerships and advocacy**

We will work in partnership with our colleagues and other organisations, both within and outside health and care, to advocate for, and champion policies and practices that promote racial equity and social justice. By using our collective influence, we will strive to effect meaningful change on a broader societal level.

**Continuous improvement**

We commit to regularly reviewing and evaluating our progress in tackling racism within the NHS Greater Manchester. We will be transparent about our successes and challenges, and we will continuously seek feedback from staff, patients, and communities to inform our efforts.

Through our People and Culture committee we will continuously monitor progress and implement actions to fulfil the ICB Board’s commitment to achieve and maintain the gold status on the [NHS North West Black, Asian, and Minority Ethnic Assembly Anti Racist Framework](#).

<b>Chairman</b>	<b>Chief Executive Officer</b>	<b>Chief People Officer</b>	<b>Trade Unions</b>