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| Report to: | Council of Governors | Agenda item: | 7 |
| Date of Meeting: | 14 March 2024 | | |

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| Title of Report: | RUH Anti-Racism Statement |
| Status: | For approval |
| Board Sponsor: | Alfredo Thompson, Chief People Officer |
| Authors: | Emma Baker-Gaunt, Equality, Diversity, and Inclusion Lead & Ben Padfield, Associate Director for Culture Change |
| Appendices | Appendix 1: Anti-Racism Statement Appendix 2: Promotional Video (https://youtu.be/WHJLeQmHweQ?si=-yU7Yalas4zmEr0m) |

1. Executive Summary of the Report

This item requests the Council of Governors to approve the organisation’s first Anti-Racist Statement, and the promotional video.

The value of an RUH Anti-Racist Statement is that it sets out our commitment and determination to making the RUH a place in which everyone can thrive; it is call to action for all our people to identify, challenge and actively oppose racism, wherever and whenever it is encountered.

The statement was written following two Board-development sessions and has been co-created with colleagues through our EDI networks. We arrived at this final version through several rounds of constructive feedback from colleagues at all levels of the organisation.

The Anti-Racism Statement contains a clear ‘statement’ of purpose and intent, that is, that the RUH is committed to being an anti-racist organisation. The statement helps to describe how ‘anti-racist’ differs from ‘non-racist’, and sets out the following core commitments:

1. We will recognise that structural racism exists and is harmful.
2. We will acknowledge the impact of racism and work to create a culture where everyone is safe and supported to talk openly and tackle racism together.
3. We will work tirelessly to address race inequity in our systems, policies, and procedures.
4. We will always treat everyone as an individual and ensure we continue to celebrate our difference. This includes the terminology we use.

The draft statement was discussed at the Governor People Working Group on 7 February 2024, and it is recommended that the Council of Governors approves the statement. This was approved by the Board of Directors on 6 March 2024 for immediate internal and external launch subject to the approval of the Council of Governors.

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| 2. Recommendations (Note, Approve, Discuss) |
| Approve |

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| 3. Legal / Regulatory Implications |
| An anti-racist statement will have a profound, positive impact on issues of equality, diversity, and inclusion at the RUH, ultimately contributing to healthy, safe, and effective clinical cultures across teams and services (e.g. evidenced through CQC regulated activity under 'staffing'). |

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| 4. Risk (Threats or opportunities, link to a risk on the Risk Register, Board Assurance Framework etc) |
| Risk 2.1: Failure to reduce levels and incidences of discrimination against staff, especially relating to race, religion, gender, sexuality and/or, disability, could inhibit some staff from gaining a sense of ownership and commitment to the RUH and could adversely affect recruitment, retention, and engagement. This risk could expose the RUH to damages through litigation and adversely affect organisational functioning and reputation. |

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| 5. Resources Implications (Financial / staffing) |
| Long-term cost savings are likely due to a decrease in discrimination-related cases, because of a more inclusive culture, in which racism is being actively and wholeheartedly challenged. This will support Global Majority colleagues to stay with the RUH, and to thrive and progress. |

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| 6. Equality and Diversity |
| The anti-racism statement is the RUH's most profound and courageous statement of intent and commitment related to our EDI priorities (People Plan Programme 4: Equality, Diversity, and Inclusion). |

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| 7. References to previous reports/Next steps |
| The Board has undertaken development sessions relating to Equality, Diversity, and Inclusion. |

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| 8. Freedom of Information |
| Public |

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| 9. Sustainability |
| The Anti-Racism Statement supports a wide range of sustainability priorities, most significantly those related to staffing, culture, effectiveness, and reputation (e.g. recommending the RUH as a place to work). |

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| 10. Digital |
| Our digital infrastructure can support the promotion of equality. Any instances where systems are not able to promote equality will be addressed on a case by case basis in line with the statement's commitment to challenge inequity wherever it is encountered. |



Race Equity at the RUH

Our anti-racism statement

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Our vision

Our vision at the RUH is to create a future where everyone matters. Everyone means the people we care for, the people we work with and the people in our community.

Working together with you we will build one of the healthiest places to live and work. We will tackle inequality wherever and whenever we see it.

We will make the most of our available resources, talent, partnerships, advances in technology, ways of working, treatments and our estate. We want to make a difference.

To fulfil our vision, we must become an anti-racist organisation.

We need to be honest and open about racism, its existence in the NHS and its impact on the people we care for, work with, and in our community.

We must all actively work to address the structures that hold systemic racism [\[link to toolkit\]](#) in place. By changing the experience for the people we work with, we can have a direct positive impact on our ability to consistently deliver the highest quality healthcare and outcomes for the people we care for.

Together we can create a future where everyone matters.



Why are we doing this?



The first principle of the NHS Constitution states there should be fairness and equality to all who come into contact with the NHS services.



Our data [\[link\]](#), alongside wide ranging evidence [\[link\]](#) has shown that this isn't happening and that racism has a huge impact on everyone. It directly affects health outcomes, livelihoods and the care we provide.



As a Trust we acknowledge that we have taken too long to act on race equality.



We apologise to the people we work with, people we care for and the people in our community who have not had the support they needed from us in the past.



We are committed to changing this for the future and recognise there is much more we can do to ensure that anyone who has experienced racism, or suffers the effects of structural racism at the RUH, receives a truly compassionate and action-focussed response. We are ready to learn, reflect and be held accountable for the commitments we are making.

What is anti-racism?



This is not okay.
How can I change
this situation?

Anti-racism

Actively doing something to
try and improve the situation.



That was
awkward.
I would never
do that.

Non-racist

Witness something happen or
know something is not working
but do not act to make change
or improve the situation.

[How to become an active ally](#) 

[Talking about Race Toolkit](#) 

Our commitments and actions

We've worked with our REACH (Race, Ethnicity and Cultural Heritage) Network and used data from our Workforce Race Equality Standards (WRES) Reports to develop commitments and an action plan to become an anti-racist organisation.



Recognise racism exists

We will recognise that structural racism exists and is harmful.



Acknowledge the impact

We will acknowledge the impact of racism and work to create a culture where everyone is safe and supported to talk openly and tackle racism together.



Address race inequity

We will work tirelessly to address race inequity in our systems, policies and procedures.



Treat everyone as an individual

We will always treat everyone as an individual and ensure we continue to celebrate our difference, this includes the terminology we use.





We will recognise that structural racism exists and is harmful.

At the RUH, more than a fifth of our workforce is from the global majority, however our senior management (band 7 and above) does not reflect this diversity.



Our commitments

- We commit to ensuring our workforce diversity is reflected at all levels.
- Currently this means we will work to increase the representation at senior levels (band 7 and above) with at least 20% of roles taken up by staff from the Global Majority by 2027.
- This percentage will be agile and change to reflect the overall percentage representation of our Global Majority workforce.



We will acknowledge the impact of racism and work to create a culture where everyone is safe and supported to talk openly and tackle racism together.

We know from staff feedback that people have not always spoken up about racism and discrimination because they did not feel that they will be listened to and supported.

We also know that allies may not speak up or be active when they see something, through fear of getting it wrong.

Our commitments

- We will guarantee our policies and processes empower all staff to report any instances of racism or discrimination, and any victim receives the time and support they need.
- We will ensure these policies challenge racist acts, educate, and lead to appropriate disciplinary processes.
- We will provide resources [[link to toolkit resources](#)], training and support to empower everyone to be an active ally, role modelling what this looks like and creating a safe space for everyone to learn.



We will work tirelessly to address race inequity in our systems, policies and procedures.

Our systems, processes and policies need much more work to be equitable.

Applicants are currently 1.5 times more likely to be appointed to roles at the RUH if they are white.

Our commitments

- We will change our recruitment processes so that, by 2025 we guarantee interviews for any suitably qualified applicant from the Global Majority and provide comprehensive and tangible feedback if candidates are unsuccessful.
- In addition, each recruitment panel from band 6 and above will have at least one cultural ambassador on the panel with the authority to stop the appointment process if the decision making is deemed to be biased, and 100% of panellists will have completed Inclusive Recruitment training.



We will always treat everyone as an individual and ensure we continue to celebrate our difference, this includes the terminology we use.

We recognise the power of language and that how we talk about the people we care for, the people we work with and the people in our community matters.

Our commitments

- We commit to the principles founded by the Race Health Observatory's consultation, which highlighted that the diversity in this country – cultural diversity, ethnic diversity, diversity of thought – is such that no one term could ever suit.

This means we will...

- Always be specific where possible about the global majority groups we are referring to, only using collective terminology where there is a legitimate need to do so
- We will not use acronyms or 'initialisms' (such as BME, BAME or GM)
- Where collective terminology is needed, we will always be guided by context, and will not adopt a blanket term. In the event that the context is not decisive, we will use collective terms such as 'Global Majority' or 'Black, Asian and Minority ethnic'. This is to reflect the fact that no one term is suitable to everyone, and to respect individual and community dignity.
- We will always be transparent about our approach to language.
- We will always be adaptable and remain open to changing our language in the future.

Our accountability

- Our Board is responsible for ensuring the RUH is an anti-racist organisation. Our Non-Executive Directors will hold the executive management team to account for delivery on these commitments. Our Board has committed to embedding anti-racism into its own structures, processes and decision making.
- Our Council of Governors will help to hold the organisation to account, whilst individually demonstrating their commitment to the statement through their behaviours.
- We will review our statement and progress against our commitments annually, working in collaboration with our REACH Network. We will be transparent and accountable. We will be open and honest about our progress against these commitments.
- To find out more about our work towards race equity, and follow our progress you can review our latest [Workforce Race Equality Standards Report](#).

