

MWLs Anti-Racist Statement & Commitment

Mersey and West Lancashire Teaching Hospitals NHS Trust (MWL) is committed to becoming an anti-racist organisation, which actively tackles racism in all its forms. We will start by acknowledging that racial discrimination exists, and it can have a profound impact in our own organisation and the communities that we serve.

We therefore take a zero-tolerance approach to racism, where we will challenge and proactively change policies, processes, procedures, behaviours, and beliefs that perpetuate racist ideas and actions. Being actively anti-racist in all that we do means we acknowledge the impacts of racism in not only in our own organisation, but across the NHS and the world in which we all operate in.

At MWL we are committed to embedding a culture and environment of belonging central to which is diversity, equality, and inclusion. Diversity, Equality, and Inclusion will be a golden thread throughout our antiracist work. By being open, transparent, and accountable we will become an organisation in which everyone feels supported, happier and empowered to bring their whole self to work.

Why are we doing this?

At MWL we believe no one should be treated unfairly because of race, ethnicity, nationality, or skin colour. We all deserve to be treated with respect, dignity and acknowledged for our value as individuals. We strive to prevent discrimination in our services, communities, and workplaces so that everyone feels welcome and at ease. This is important for staff and patients our organisation as a whole and wider society.

One Team: At MWL every member of staff should feel safe, valued, and have the ability to thrive.

One Trust: We recognise the impact of racism on staff and patients and are committed to tackling the issues and leading by example where we can.

For Wider Society: Our organisation exists to support our patients and the surrounding communities. Evidence suggests that there are disparities in health outcomes and life expectancy between different ethnic groups. Furthermore, there is strong evidence to suggest that there is disparities in access to, and experience of services. We therefore have a responsibility to ensure that the care and treatment our patients receive is fair and equitable.

Our anti-racism statement is more than just words. It is built on the foundations and principles of the NHS Constitution, NHS People Promise, MWL Values and ACE Behavioural Standards. In addition, the statement recognises our responsibility and

our commitment as a healthcare organisation to stop the things that keep racism going.

Our anti-racism statement details our commitment to patients, staff, visitors, and partner organisations. Through our race equality work, we will take action against structural, individual, or systemic racism within the organisation. We will address gaps and challenges in our working culture and environment that could have an impact on staff, patients, and the communities we serve. We aim to embed race equality throughout the organisation in all our clinical and non-clinical practice.

Anti-racism statement and commitment

This statement outlines to our patients, staff, public and the wider community our commitment to becoming actively anti-racist. Each and every member of staff shares this commitment and takes personal responsibility for it.

We will be adopting an approach which will challenge racism, by using a wide range of actions which will include: -

- Following an analysis of our ethnicity and workforce data so that we can utilise the information to design and measure our progress against evidence-based activities on diverse representation and ethnicity pay gap reporting.
- We will encourage people to speak out about racism and inequality where they see it and support the voices of all people. In particular those from Black, Asian, and Minority Ethnic communities.
- Ensure that issues of racial justice and equality are embedded in our policies and practice work.
- We will work to ensure all systems, processes and policies are equitable by opening up paths of opportunity to those affected by racism.
- Black, Asian, and Minority Ethnic staff and patients are not a homogenous group. People from different ethnic backgrounds have different experiences of and outcomes from/within healthcare, and that complexity needs to be considered in analysing data and developing actions.
- We are committed to ensuring we use appropriate and respectful language and terminology. This includes not using the acronym '**BAME**' (unless for purposes of capturing and reporting on ethnicity data, where it is not possible to disaggregate between different groups, and to adhere to GDPR requirements) as it does not represent the unique experiences and different outcomes of the diverse groups in our society.
- We will ensure the organisation, leaders, managers, and people better understands the impact of racism and the importance of being anti-racist.
- We will support the organisation to actively fulfil their role in accelerating change for our workforce and communities to address structural inequalities.
- We will develop educational resources that help people understand racism and its emotional, mental, and physical impact.

- We will support our Black, Asian, and Minority Ethnic colleagues by creating cultures of civility, respect, and safety.
- We will create psychologically safe environments and support our colleagues to speak up when they experience racism and take swift action.
- To ensure key decision-making teams include people from a diverse background.

Key Principles

Every member of staff shares this commitment and takes personal responsibility for it. To enable the organisation to fulfil this commitment to staff, patients, and the wider community we will abide by the following key principles:

- We will listen to our staff and patients and create opportunities to generate real transformation.
- Provide strong leadership from the Trust Board and Executive Team to support the organisation to deliver the changes required.
- Be open, transparent, accountable, and measure our progress and impact on the culture of the organisation.
- Ensure genuine zero-tolerance to racism within and throughout the organisation.
- Identify and recognise the value of ethnic diversity within our workforce and the communities we serve.
- Ensure inclusion is central to our Trust values and behaviours, which shape everything we do for our staff and patients.
- Focus on anti-racism as part of the work we are doing on Equality, Diversity, and Inclusion. This will include holding ourselves to account by identifying and eliminating all forms racism, by changing our practices, processes, and procedures to ensure we are acting fair and inclusive.
- Our deliberate focus is on tackling racism which includes addressing the processes and structures which are preventing the behaviour change we need to become an anti-racism organisation.
- We will improve the patient experience, ensuring that all service users and carers, regardless of their race, ethnicity, nationality, language proficiencies, or immigration status feel understood and supported.
- That our patients, regardless of their race, ethnicity, nationality, language proficiencies or immigration status have the same quality of care and access.