

Our commitments



The Dudley Group
NHS Foundation Trust

- We will work to reduce workforce inequalities through our Equality, Diversity, and Inclusion Journey and our People Plan, developing local and national partnerships with organisations that work with and represent Black, Asian, and other ethnically diverse communities so that we can learn from them and support their service delivery to these communities.
- We will speak out about racism and inequality where we see it and support the voices of people from Black, Asian, and other ethnically diverse communities.
- We will ensure we drive our agenda of becoming an anti-racist Trust by improving co-production with our ethnically diverse staff, strengthening the voice of our staff networks, supporting staff well-being, and enabling staff groups to influence strategy and actions.
- We will use the Workforce Race Equality Standards (WRES), the NHS Staff Survey measures, and other local assessments to assess the effectiveness of our actions.
- We will strive for a better understanding of the systems and structures we work in and how they may perpetuate forms of racial discrimination against the disadvantaged population we serve.
- We will be inclusive in our approach and be proud to oppose racism.
- Continue our efforts, taking a data-driven and evidence-based approach, including Workforce Race Equality Standards (WRES) and Medical Workforce Race Equality Standards (MWRES) in campaigns and policies.

