

Our Commitments

- 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 proudly oppose hatred, antisemitism, Islamophobia, racism, and all forms of discrimination. In line with NHS England guidance, we formally and actively adopt the IHRA non-legally binding working definition of antisemitism to reinforce our stance against antisemitism – whether experienced by colleagues, patients, communities, or partners. [IHRA-non-legally-binding-working-definition-of-antisemitism-1.pdf](#)
- We also uphold the associated commitments to protect and respect free speech, ensuring that our efforts to challenge hate do not compromise open dialogue, learning, and respectful debate. This reflects our NHS values of compassion, respect, and equality, and underpins our goal of creating a safe environment where everyone feels valued and empowered to speak up.
- Continue our efforts, taking a data-driven and evidence-based approach, including Workforce Race Equality Standards (WRES) in campaigns and policies