

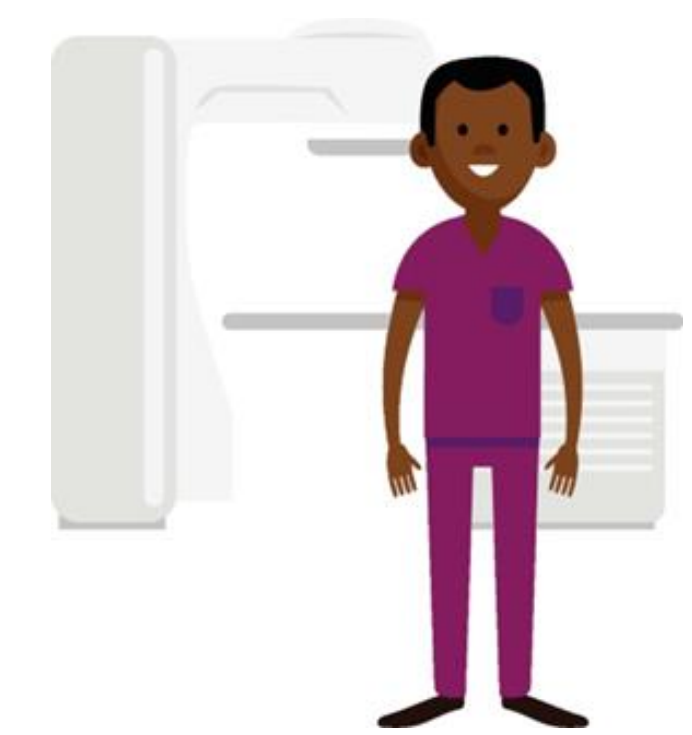
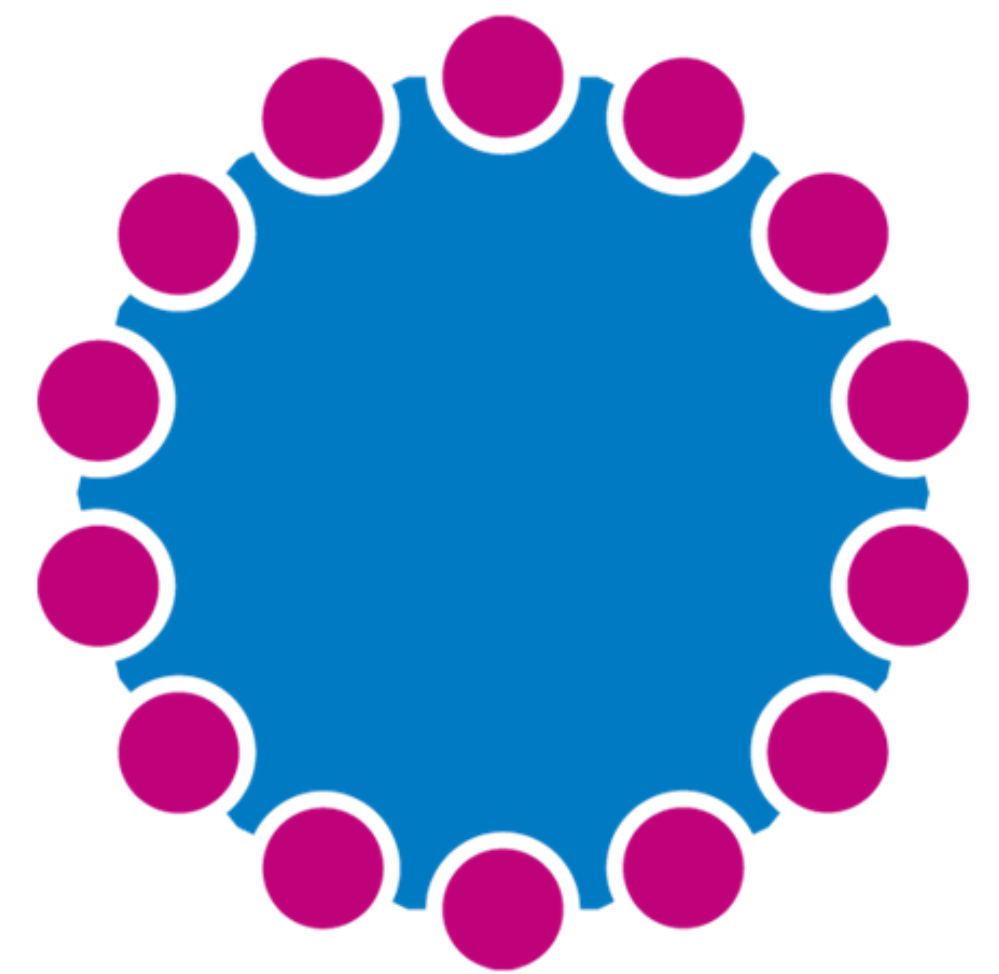


South Yorkshire Allied Health Professions Anti-Racism Summit

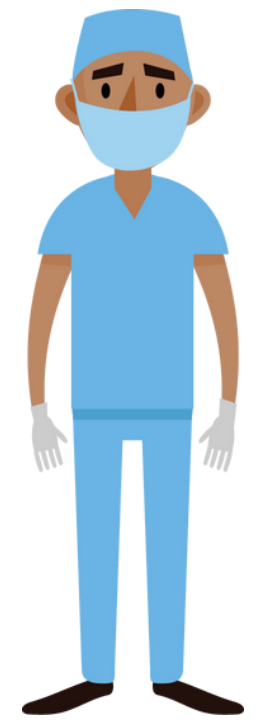
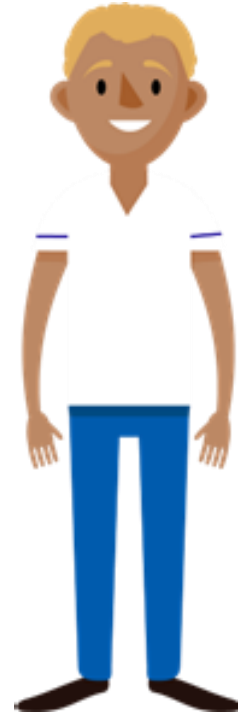
Helen McAlinney
South Yorkshire ICB AHP Workforce Programme Manager
North East and Yorkshire AHP BAME Network Chair

19 September 2025

Who Are Allied Health Professionals



E
RFKL
SDGHIO
MNVXQZP
SGYTBUJKPBLCEG



Summit Rationale

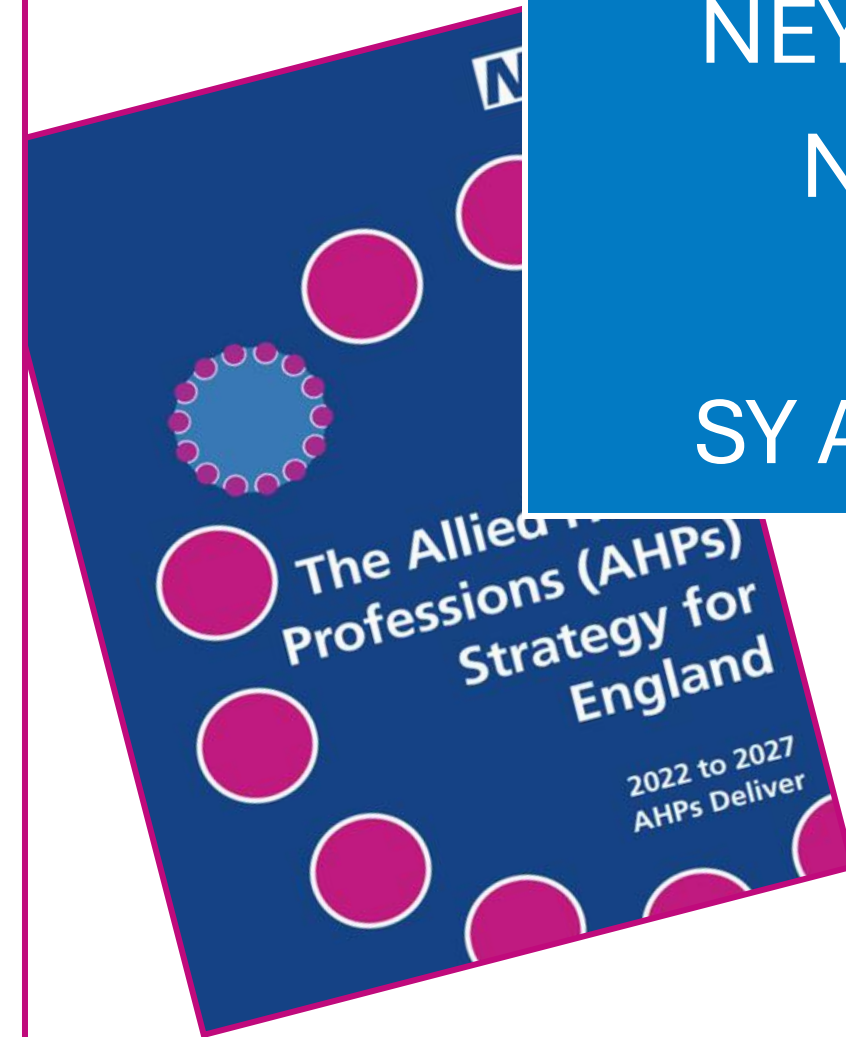
COMMIT TO ACTION

South Yorkshire Allied Health Professionals Anti-Racism Summit

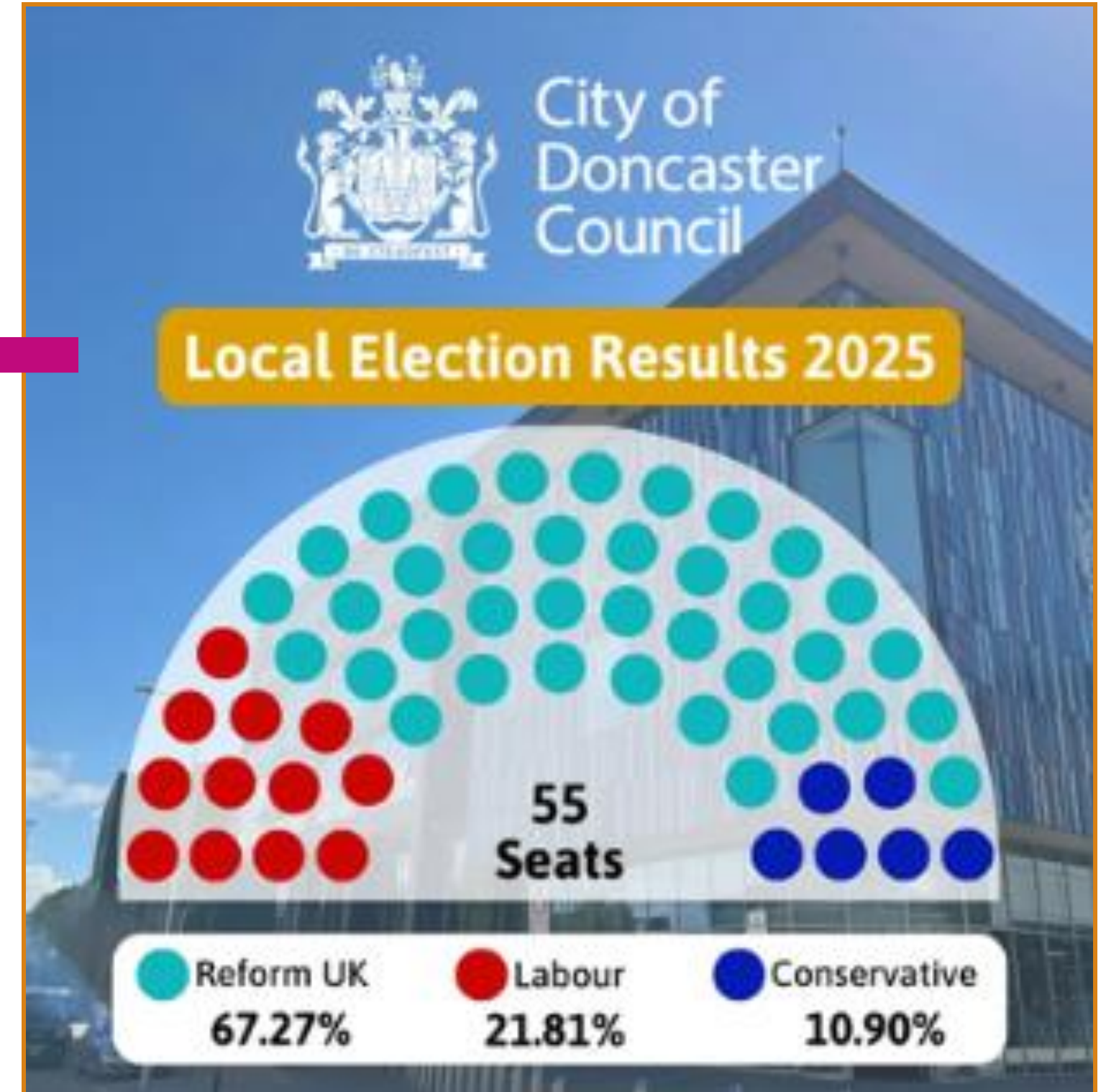
Tuesday 3 June 2025



NEY AHP Board
NEY BAME
Network
SY AHP Council



South Yorkshire Integrated Care System



Summit Plan

Agenda

- 08.00 am Arrive, Refreshments
- 09.00 am Welcome
- 09.15 am Deputy Mayor of Sheffield
- 09.45 am Anti-Racism What's Happening:
Nationally
Regionally
Within South Yorkshire
- 10.30 am Critical Race Theory
- 10.45 am Refreshments
- 11.15 am Table Work
Feedback
- 12.20 pm Committing to Action
- 12.30 - 2pm Finish, Lunch

Anti-Racism
Are you ready to
COMMIT TO ACTION?



3 June 2025
The Ballroom
Crowne Plaza Royal
Victoria Station Road
Sheffield
S4 7YE

Who Attended The Summit



What Did We Learn

Allyship

Leadership

Representation

Belonging

Living Experience

Education and
Training

Allyship Charter



Allyship Charter for Supporting the North East and Yorkshire Allied Health Professions Black, Asian and Minority Ethnicity Network

This Allyship Charter is designed by the North East and Yorkshire (NEY) Allied Health Professions (AHP) Black, Asian and Minority Ethnicity (BAME) Network to guide individuals who wish to actively support BAME staff and networks in their workplaces or communities. The charter outlines principles, commitments, and actions to foster genuine inclusion, amplify underrepresented voices, and address systemic inequities. By adhering to this charter, allies can contribute meaningfully to creating an equitable and inclusive environment for all.



Listen and Learn:

Actively seek opportunities to listen to the voices of BAME individuals.
Educate yourself on the history, experiences, and systemic barriers impacting BAME communities.



Speak Up:

Challenge discriminatory language, behaviours, and practices when you encounter them.
Use your voice and privilege to amplify BAME perspectives in meetings and decision-making processes.



Support Representation:

Advocate for greater BAME representation in leadership, recruitment, and career development opportunities.
Mentor or sponsor BAME colleagues to help them achieve their professional goals.



Collaborate:

Partner with BAME networks to support their initiatives and events.
Share your resources, time, and influence to strengthen the impact of these networks.



Reflect and Improve:

Regularly reflect on your allyship journey and seek feedback from BAME colleagues.
Commit to continuous improvement by adapting your behaviours based on feedback and learning.

Commitments

Allyship is an ongoing journey that requires commitment, humility, and action. By adhering to this charter, allies can play a critical role in supporting the BAME community and creating a more inclusive and equitable society. Together, we can drive meaningful change and ensure that everyone has the opportunity to thrive.

Promoting Inclusion: Use inclusive language and encourage others to do the same. Create and maintain spaces where BAME individuals feel safe to share their experiences and ideas.

Actions

Addressing Barriers: Identify and address systemic barriers within your organisation(s) that disproportionately affect BAME colleagues. Advocate for policies and practices that promote diversity, equity, and inclusion.

Building Awareness: Attend events, workshops, and training sessions focused on redressing racial inequalities. Share articles, data, books, and resources with others to promote awareness of racial equity issues.

Celebrating Contributions: Recognise and celebrate the achievements and contributions of BAME colleagues. Promote cultural awareness by participating in and supporting multicultural celebrations and events.

Guiding Principles

Respect: Acknowledge and honour the lived experiences of BAME individuals without questioning or invalidating their perspectives.

Empathy: Commit to understanding the challenges faced by BAME colleagues through listening and open dialogue.

Equity: Advocate for fair treatment, opportunities, and resources for BAME individuals.

Accountability: Take responsibility for your role in upholding diversity, equity, and inclusion within your sphere of influence.

Transparency: Communicate openly about your intentions, actions, and learnings as an ally.

Allyship Charter Guiding Principles



Respect



Equity



Transparency



Empathy



Accountability

Leadership

WRES 2024

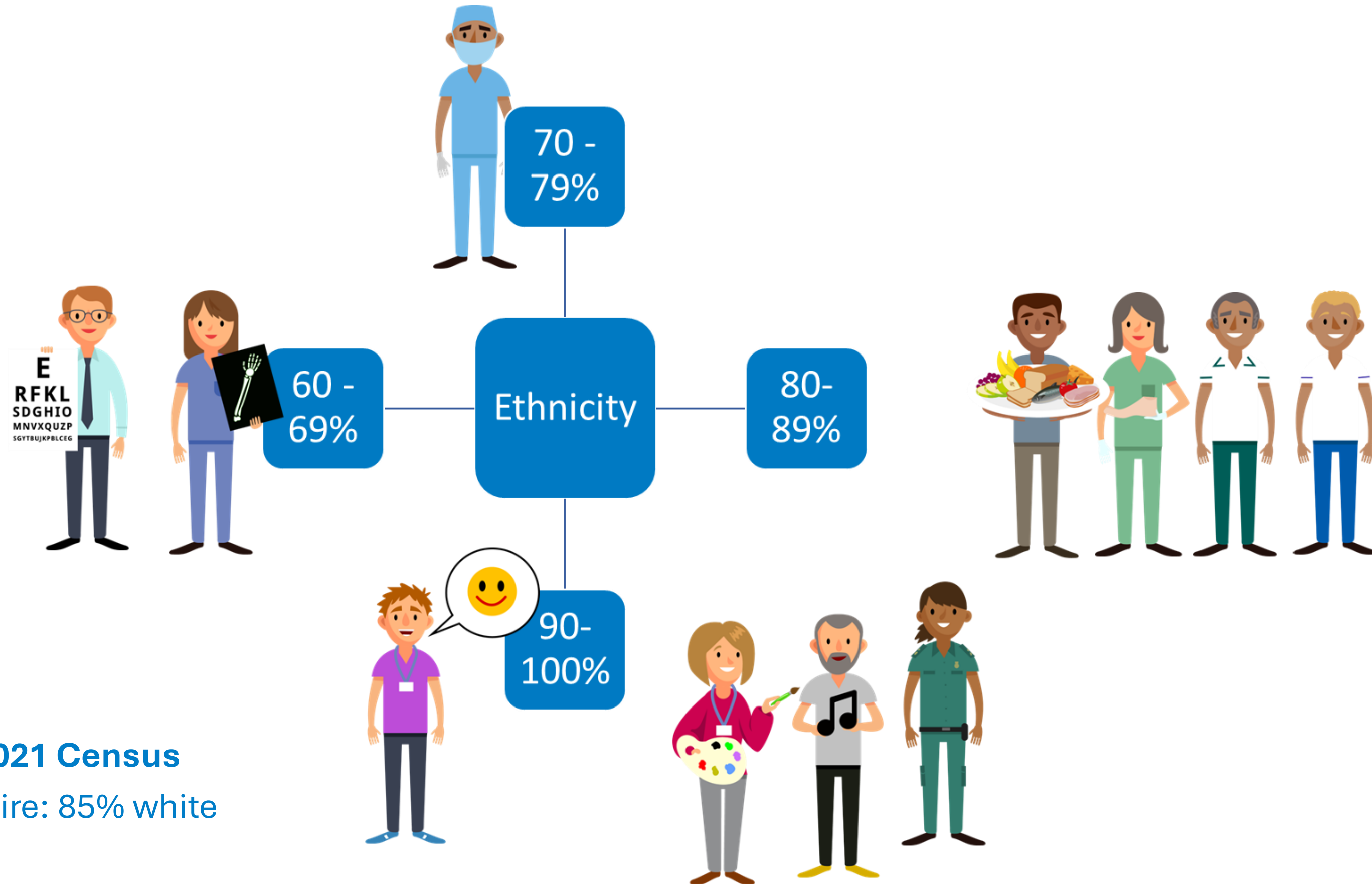
8 NHS Acute and
Mental Health Trusts:
BAME Board
representation lower
than BAME workforce
representation in
6 of 8



WRES 2024

Across South Yorkshire
the proportion of BAME
staff believing equal
opportunities for career
progression or
promotion are provided
ranges from 42 – 58%

South Yorkshire AHP Workforce



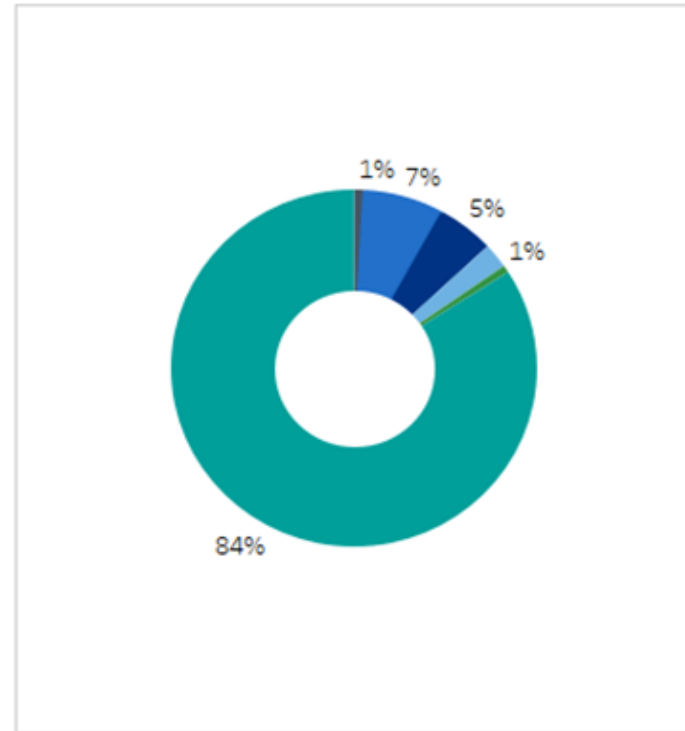
GOV.UK 2021 Census
South Yorkshire: 85% white

South Yorkshire AHP Workforce

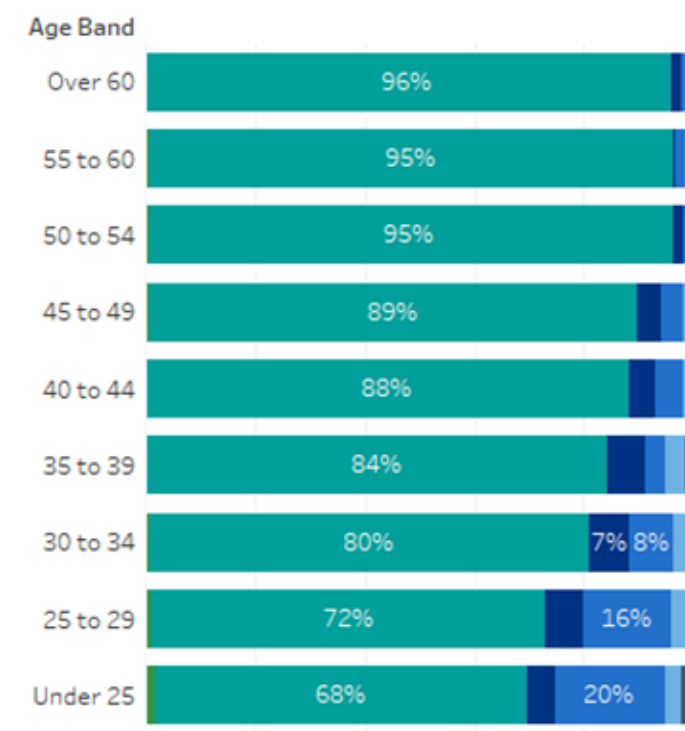


ESR Secondary Care Equality, Diversity and Inclusion Profile Detail - Ethnicity

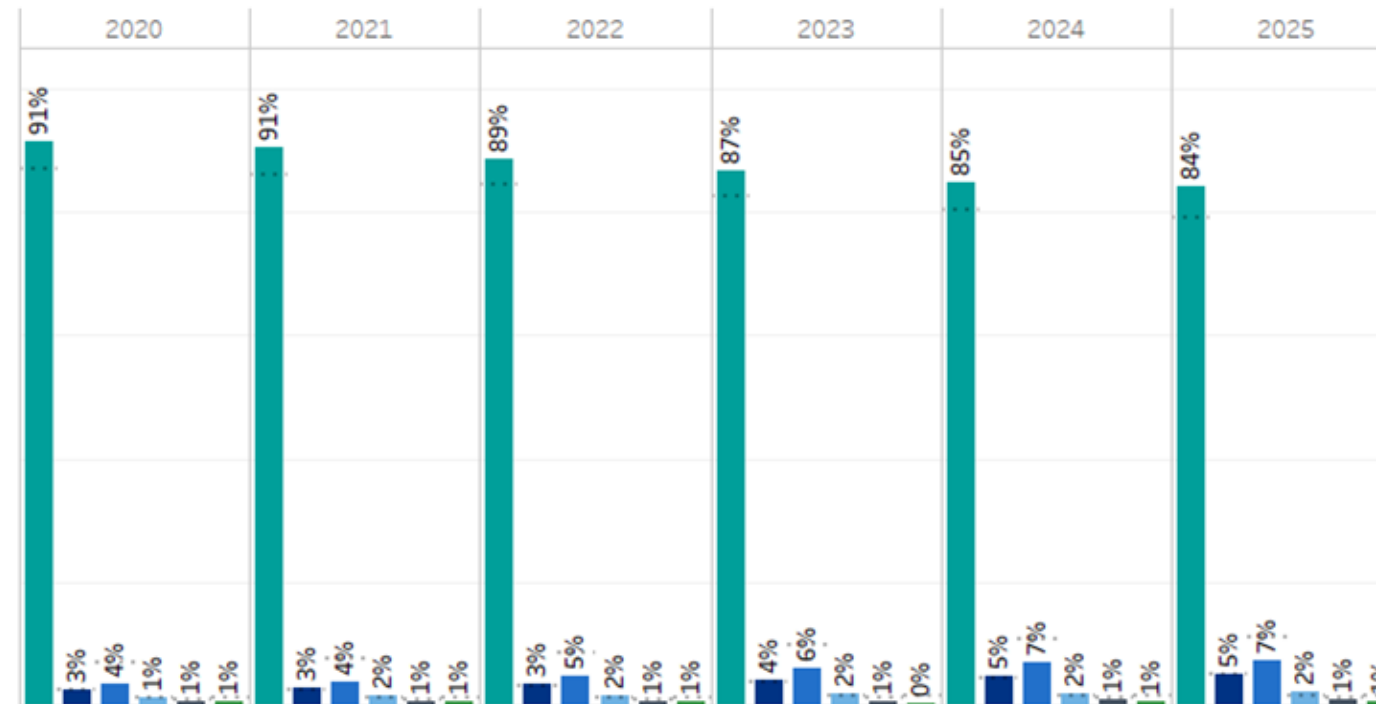
Ethnicity Split - April 2025



Latest Age Bands Breakdown



Percentage Split, by Ethnicity, by Year (for corresponding month of latest data). Dotted Line shows Regional Average (national when all regions selected).



Rounding
0dp

Region name
North East and Yorkshire

ICS
NHS South Yorkshire Int..

Organisation Type
All

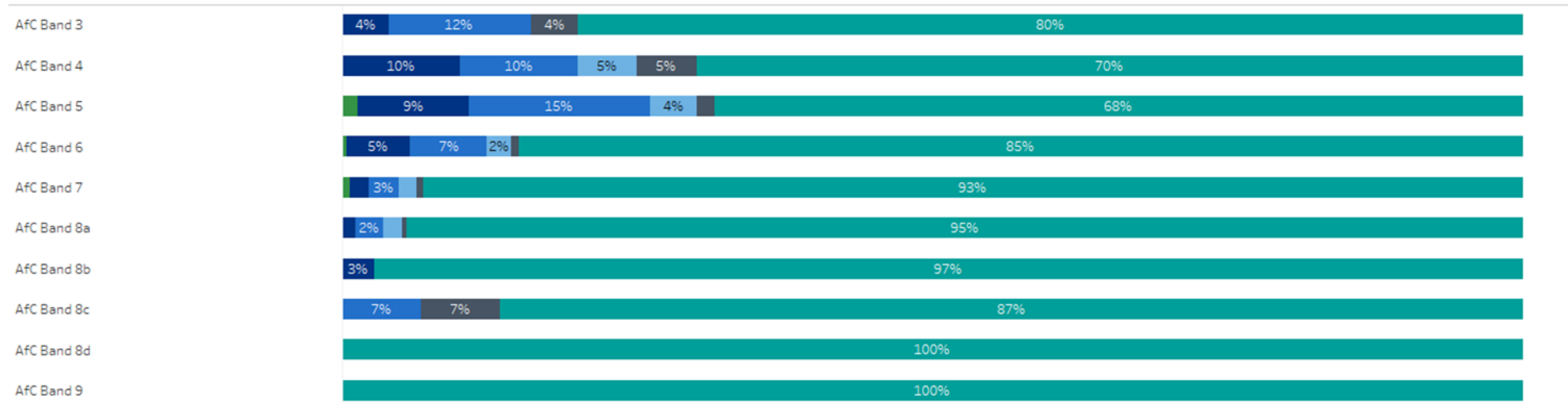
Organisation
All

Staff Group
AHPs

Profession
All

Selected Dimension
Ethnicity

Percentage Split, by AfC Band/Grade and Ethnicity - 2025 (for corresponding month of latest data) - Select data items to filter dashboard



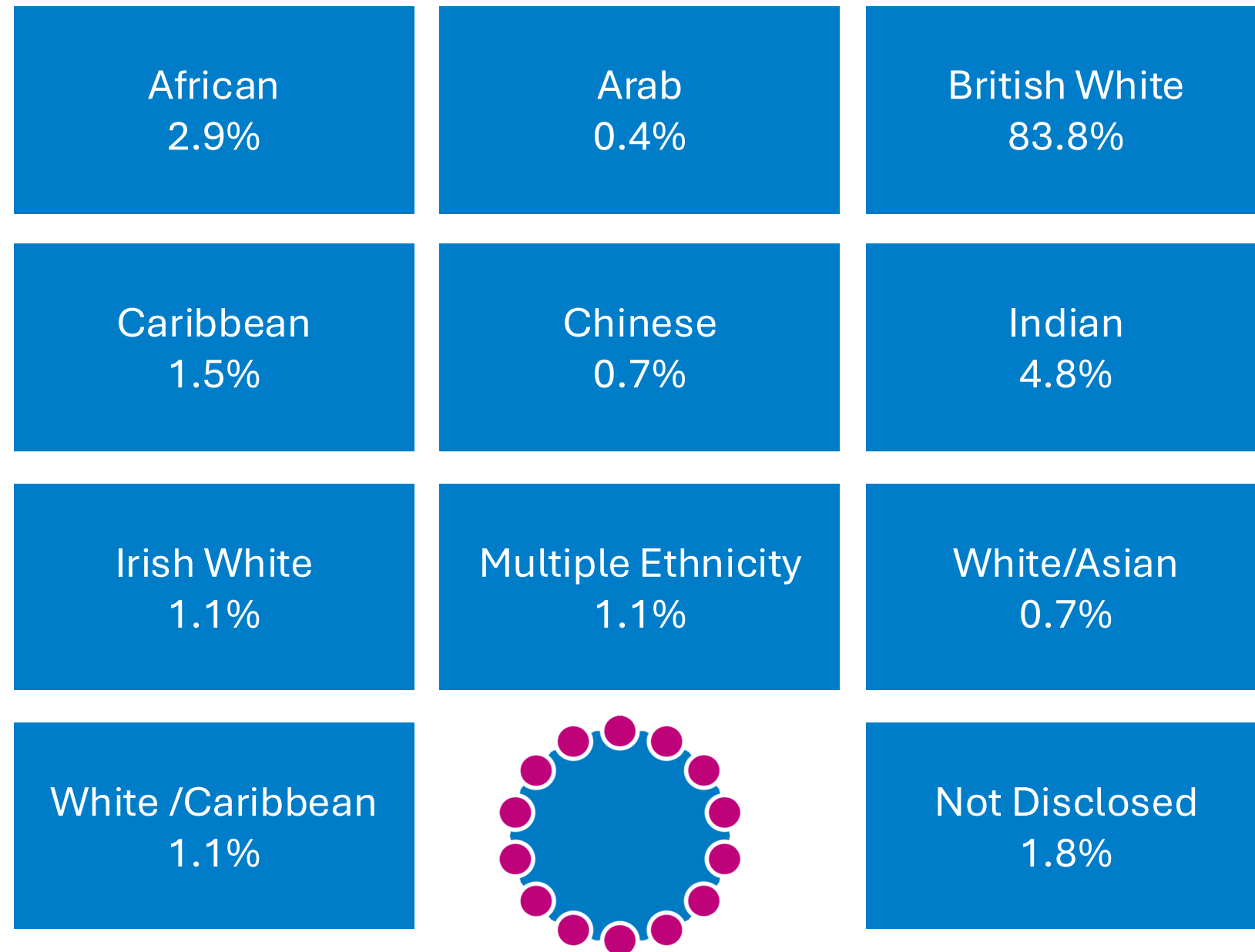
Split by
AfC Band/Grade

Year
2025

Selected Dimension
 White
 Black, African, Caribbean
 Asian or Asian British
 Mixed or Multiple ethnic groups
 Any other ethnic group
 ND

Latest Data
April 2025

National Chief AHP Workforce



48% of ICBs in England have AHPs in a leadership role

86% of providers in England have AHPs in a leadership role

AHPs In Health And Care Pathways

EDITORIAL | VOLUME 22, ISSUE 12, P1643, DECEMBER 2021

PDF [125 K]

Racial disparities in cancer care: can we close the gap?

The Lancet Oncology

Racial health inequality is stark and requires concerted action, says review

Radical action needed to tackle racial health inequality in NHS, says damning report

Exclusive: Review paints devastating picture of a healthcare system failing minority ethnic patients in England

- [Analysis: NHS race review should be cue to finally tackle health inequalities](#)

doi: <https://doi.org/10.1136/bmj.o382> (Published 14 February 2022)
/ 2022;376:o382

Black women are

4 times

more likely than white women to die in pregnancy or childbirth in the UK. [Reference](#)

Black African and Black Caribbean people are over

8 times

more likely to be subjected to Community Treatment Orders than White people. [Reference](#)

In Britain, South Asians have a

40% higher

death rate from CHD than the general population. [Reference](#)

Mental Health Act reforms aim to tackle high rate of black people sectioned

Changes will ensure neither autism nor learning disabilities are grounds for detention under the act

Sharing And Next Steps

South Yorkshire ICB

AHP Networks

South Yorkshire MHLDA Workforce Community of
Practice

South Yorkshire Primary Care Mental Health Team

South Yorkshire Anti-Racist Assembly

NHS Race and Health Observatory Leeds Roadshow

South Yorkshire AHPs Call To Action



61 actions made



Reminders for review added to phones


Webinar planned for 3 December 2025

Questions



helen.mcalinney@nhs.net




Helen McAlinney
AHP Workforce Programme
Manager | Diagnostic Radiog...

