

RHO's '7 Principles of Anti-Racism for Staff in the NHS'

Anti-racism is about more than just pledges and good intentions. To meaningfully combat racism in healthcare, we need to think about tangible actions. A simple, evidence-based model of anti-racism is a good start for NHS organisations and healthcare systems to think about the practical steps needed to make significant and sustained improvements on tackling racial inequalities in the workplace.

To help address the challenges associated with racial and ethnic inequalities, the NHS Race and Health Observatory has developed an evidence-based model that presents seven fundamental principles of anti-racism for the workplace. The model is designed to guide the NHS in building equitable and inclusive workplaces.

1. Name Racism

- Name racism explicitly and consistently to advance race equity across all staff and at all levels of the organisation
- Actively commit to sustained and multi-level work to address racism and its root causes establishing commitment on the agenda from all leaders and staff
- Articulate the evidence-base for the “why” and the “how” when it comes to tackling race inequality and promoting inclusion

2. Demonstrate Leadership

- Embed equity into organisational governance, performance management, strategy, and decision-making – review policies through an anti-racism lens
- Model the behaviours and actions that we expect from others, and have clear leadership accountability for developing work to tackle racism and advance equity
- Inspire a clear, equity-focused vision for equity across the workforce – reinforce innovation, reward progress and celebrate success

3. Focus on Data and Evidence

- Strengthen the collection and use of data to generate insights and strategies to drive targeted, evidence-based action
- Enable assessment of the extent and impact of racism, and the effectiveness of work to address racism
- Focus on evaluation for continuous learning and development of interventions to tackle inequality

4. Value Lived Experience Insight

- Listen to staff who experience racism and act upon what is heard
- Co-design and co-produce work with staff and centre focus on their experiences
- Balance technology and innovation with human insight and cultural context

5. Use Evidence-Based Interventions

- Foster evidence-based strategic and operational approaches to tackle racism – share replicable good practice within and beyond the organisation

- Consider how racism intersects with other inequalities, and with health inequalities, throughout work to address racism
- Support continuous improvement, and adopt an anti-racism approach to Quality Improvement (QI)

6. Foster Transparency and Accountability

- Set specific, measurable and timely indicators for work on addressing racism
- Evaluate and report on the impact of work to hold individual staff, and the organisation, to account for achieving measurable progress
- Develop emotionally resonant communication strategies that support structural understanding of racism and discrimination

7. Promote Well-Being and Cultural Safety

- Empower staff to achieve and maintain working environments where "everyone counts" – supporting line managers to lead with compassion and civility
- Understand structural, institutional and inter-personal racism and other forms of discrimination through impactful education and learning approaches
- Promote culturally sensitive and psychologically safe approaches to staff health and well-being within the workplace