

DRIVING **RACE EQUITY**

Maintaining momentum: The Anti Racist Framework

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Welcome!

Our workshop agenda

1. Regional data – *the issues*
2. The Anti-racist Framework and evaluation – *a regional respons*
3. The Liverpool Women's Hospital – *a practical case study*



What we hope you will experience in the next 60 mins:

Connect: Share experiences and build relationships.

Understand: Explore the scale of race inequity in the North West and nationally.

Act: Commit to one practical action that advances race equity.

First things first

Reflections harvest activity

- *On your tables discuss one key reflection/take away that has impacted you so far today, and why?*



Established July 2020

WHO WE ARE & WHY WE EXIST?

Our origin

The Assembly — formerly the *NHS North West Black, Asian and Minority Ethnic Assembly* — was established as a strategic strategic advisory group for senior NHS leaders from Black, Asian and Asian and Minority Ethnic backgrounds across the North West. West.

Our purpose:

to shape an agenda for long-term structural change and to provide provide independent insight and challenge to the regional NHS NHS system.

“

Our positioning

strategic, independent and authoritative voice that **shapes policy, shapes policy, influences systems, builds capability** and holds holds organisations to account — a key independent feature of feature of the regional performance management and oversight oversight activity around race equity.

70+

Senior Black, Asian & Minority Ethnic NHS leaders

2020

Year established

1

Regional NHS system — North West

5yr

Strategic horizon · 2026–2031

THE EVIDENCE: WHY THIS MATTERS NOW?

The Assembly operates in a challenging context. On several race-equity metrics, the North West remains **among the lowest performing regions nationally** — the scale and depth of these issues must not be underestimated.

01

Persistent & worsening inequalities

Health and workforce disparities continue, and in some areas are widening.

02

Heightened national scrutiny

Increased expectation on regional systems to evidence anti-racist progress.

03

Reduced regional capacity

Less specialist expertise available to support organisations in change.

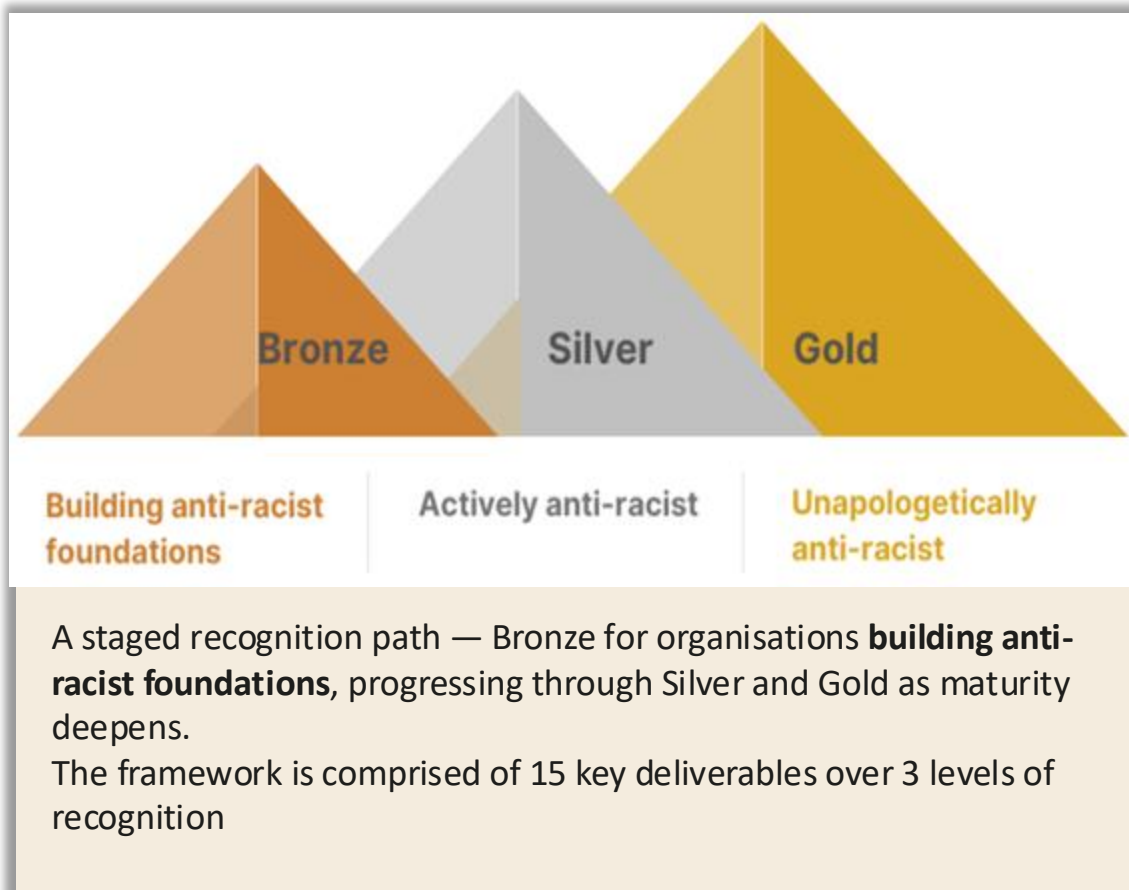
04

Variable organisational maturity

Wide variation in commitment and progress on anti-racism across the system.

“The scale and depth of current race-equity issues in the North West must **not be underestimated**. Without coordinated, system-wide leadership, progress will stall.”

Anti-Racist Framework: how it works



The framework provides

- 01 Intelligence on organisational maturity**
Independent insight into how far each organisation has progressed on race equity.
- 02 Identification of structural gaps**
Surfacing where systems, policies or practice are not delivering equity in fact.
- 03 Evidence for regional advocacy**
A consistent dataset that strengthens our independent voice to the system.
- 04 Transparency & accountability**
A mechanism linking NHS funding and agreed deliverables to demonstrable progress.



NHS NORTH WEST
Race Equity Assembly



Liberating Knowledge Evaluation 2025/26

We wanted to:

1. Gain insight into levels of awareness of the North West Anti-racist Framework across the workforce
2. Understand whether it is catalysing positive change
3. Explore organisational experiences of the recognition process
4. Identify barriers encountered in practice
5. Surface the resources, support and enablers required to embed anti-racism effectively

Response rate: 274 survey responses, focus group and 12 1:1 interviews.



Awareness & Visibility of the Framework

- The survey identified low levels of awareness of the NHS North West Anti-racist Framework across the workforce.
- For almost half of respondents, the survey was the first time they had become aware of the initiative.
- Among those who were already aware of it, email was the most common communication channel, with 22% of respondents reporting that they first learned about the work through email communications.

“It’s not in your face enough. The message needs to shine brighter.”



Had not heard of the Framework

Racism & Racism Denial

- Racism by colleagues and service users continues to negatively impact staff experiences within the workplace
- Lack of confidence that managers, HR teams/ organisations will take action when racist incidents are reported
- Staff leading work on the Framework reported witnessing and or experiencing racism
- Responses indicated that staff felt there was a lack of safe spaces for those experiencing racism and other forms of discrimination to raise concerns and receive support

“There is a lady in the finance department who I heard loudly declaring that she was dismissing job applications from foreign nationals, all whilst in earshot of a foreign national. I am not very well liked so it makes it even harder to call out”.

- Some respondents expressed racist or prejudicial views in the qualitative responses to the survey.
- Some respondents believed that racism did not exist within their organisation or suggested that reports of racism were used to excuse under performance.
- The comments indicated that some respondents had a limited understanding of racism, prejudice, positive action, and positive discrimination.

There is a disconnect between the experiences of staff from Global Majority and minoritised backgrounds regarding racism in the workplace and some colleagues' perceptions of the prevalence of racism. There is also evidence of resistance to the implementation of anti-racist practices, with some individuals viewing these initiatives as providing preferential treatment.

"This seems to be a very racist piece of work towards White people whether that be European, Eastern European, American or otherwise. This must stop and the exact same protections and considerations should be given to Whites as it is to other races and ethnicities!"

Barriers to Implementing the Framework

- A hostile political & economic context
- Lack of visible leadership and accountability
- Capacity, Resourcing, and EDI being treated as an 'Add-on'
- Equality, Diversity & Inclusion leads having a 'Mandate without Power' which makes it difficult to drive change
- Meaningful improvement depends on the workforce recognising racism as an issue within the NHS and committing to actions that address it.



Top Recommendations



**Raise Awareness of
the Framework**



**Strengthen Leadership
Visibility &
Accountability**



**Build staff confidence
to address racism**



**Review the Framework's
Guidance & Assessment**



**Peer Support &
Shared Resources**



Fund Interventions

Over to you

- ***Table top discussion***
- What role do I have in my organisation's anti-racism journey?



Background

LWH made a commitment to becoming “an actively anti-racist organisation” and launched the Anti-Racism Programme in 2022. LWH partnered with the Anthony Walker Foundation who carried out a Cultural Survey focussed on anti-racism which involved reviewing and evaluating the hospitals internal processes, procedures and culture in responding to needs of ethnically diverse patients/service users, workforce, partners, volunteers and students.

In addition,

- There was an increase of reports from staff about race-related matters in workforce and clinical issues
- Clear evidence of health inequalities in maternity i.e. Black women 3.7x more likely to die during childbirth
- Repeated themes: not being listened to, poorer experiences, poorer outcomes – national themes reflected locally.
- Lack of confidence in care – feedback from Primary Care Network engagement events about LWH Maternity Care
- MNSI report about a woman from the global majority who died in our care – racism was a component mentioned in the report
- Feedback from staff – around recruitment, development, experience, disproportionate

Our response

- Established the Anti-Racism Hub – not a location. Clinical and non-clinical staff working together to deliver improved staff and patient experiences
- Sizeable investment in the team for 2 years – including Anthony Walker Foundation listening support, lead by the Liverpool Women's Executive Board (governance has since changed)
- Focus on workforce and patient outcomes
- Highlighting lived experience and qualitative data, addressing data gaps
- Framing anti-racism as a people safety risk, quality risk and reputational risk
- Implementation of the NW Anti-Racism Framework, supporting the LCRCA Race Equality Health Roundtable, LCR Anti-Racism Strategy, WRES, WDES

Our Anti-Racism Journey

- Supporting staff and the organisation through listening, coaching, signposting
- Providing individuals, teams and the organisation with constructive challenge including identifying patterns of systemic behaviour, and influencing leadership action
- Building capability and learning across the organisation through training, reflection sessions and resources
- Working collaboratively with key functions, particularly HR, FTSU, Staff Support and Patient Experience to ensure that the service is contributing effectively to a culture of speaking up, reducing detriment, taking trauma informed approaches
- Strengthening relationships with partners and community relationships

Strategic aim to become one of the most inclusive organisations in the NHS

Statement of commitment to anti-racism published early 2023

Launching the Anti-Racism Hub incl. Clinical, HR, L&OD and Trauma Informed Care roles

EDI Objectives to be included in PDRs for all 8A and above roles

Executive Leaders have EDI and Anti-Racism objectives included in PDRs

Anti-Racism training rolled out to Board, Execs, Senior Leaders

North West Anti-Racism Framework Bronze Submission 2025

Wider organisation training roll out of EDI Mandatory Training and Action Learning Sets

Working with the LCRA, HEIs on areas of collaboration incl. diversity in workforce

AWF Cultural Survey of all clinical services (staff, patients, volunteers & students)

Develop Inclusive Recruitment Training to incl. guaranteed interviews

Analyse local intelligence using monitoring data to identify disparities e.g. DNAs and WNBs

Adopting a Quality Improvement approach to EDI and Anti-Racism interventions

Improving Listening and Engagement (Listen, Learn & Act Model)

Anti-Racism Hub Clinical Projects

- **Equity Care Bundle** – codesigned approach with clinical staff identifying gaps, opportunities and to standardise safe equitable practice (*incl. Equity Checklist – ethnicity-based questionnaire on admission to pick up potential issues and address in timely manner*).
- **Accuvein** – near infrared visualisation device improving cannulation success in darker skin tones and cannulation in darker skin tones video
- **Pertussis Uptake** – increasing pertussis vaccination uptake in collaboration with Liverpool Lighthouse
- **Refugee Tours** – familiarising people who don't have English as a first language with
- **Patient Accessibility Illustrated Tool** – enhancing symptom recognition through visual aids – with images that represent people with different skin tones
- **Reframe** – contributing pictures into the Reframe domain of deteriorating and rare conditions in darker skin tones including improving the recognition and diagnosis of jaundice in Black and brown babies
- **Educational Tutorials** - cannulation, venepuncture, phlebitis assessment in global majority people, mind the gap booklet

Celebrations

- Achieved Bronze in the NW Anti-Racism Framework
- Recognition from the CQC for our approach to anti-racism
- Equality and Human Rights Commission – Best practice case study
- Article in the HSJ about Liverpool Women's work to tackling maternal health inequalities
- The Motherhood Group – Transformative Innovation nomination



Regulated by



NORTH WEST
Black, Asian and Minority
Ethnic Assembly

FOR HEALTHCARE LEADERS
HSJ



**Equality and
Human Rights
Commission**

Q&A

- How can we effectively translate anti-racist principles into measurable actions within our everyday roles?
- Can you share examples of practical changes that have led to measurable improvements in staff experience or patient outcomes for ethnically diverse groups?





Get in touch

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Our webpages:

[NHS England — North West » NHS North West Race Equity
Assembly](#)



Your next workshop

The New Frontiers of Racism

Douglas Suite

Transforming Anti-Racist Practice Through Dialogic Safe Spaces

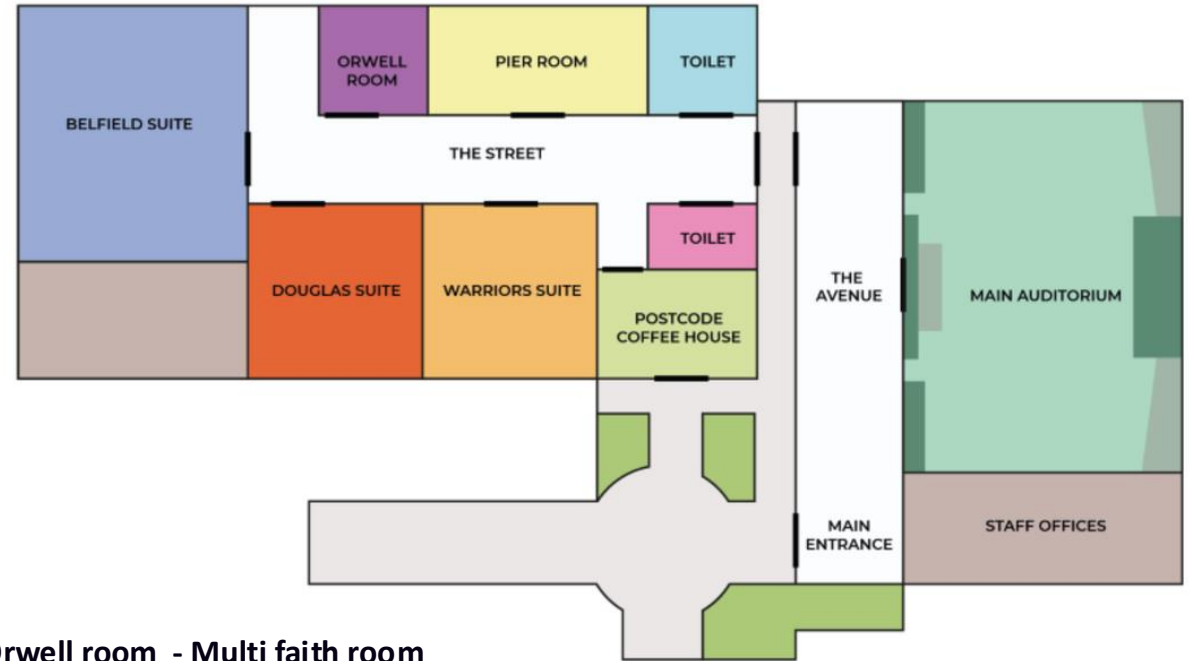
Warrior Suite

Keeping It Real – The Mann Report and Staff Standards

Main Auditorium

Beyond Hope and Referral: Fixing the One Small Thing

Belfield Suite



Orwell room - Multi faith room
Pier room - Quiet space