

# ANTI-RACIST STATEMENT

**We can no longer simply be NOT RACIST**

**We will Actively, Visibly, and Intentionally  
be Anti-Racist**

## Anti-Racist Charter Pledges

1. Zero tolerance to Racism and all forms of discrimination, bullying and harassment.
2. We will include Anti-Racism subject as part of regular Board agenda
3. Executive Sponsor at CEO/Chair and Board level
4. Capture ethnicity data and enable Trust wide transparent reporting through an EDI Dashboard
5. Take action to equitably support ethnic minority recruitment and career and talent progression
6. Encourage and support white allies aspiring to commit to Intentional anti-racism
7. Effective implementation of BAME assembly anti-racism framework
8. Advocate for racial justice and equity and improved equitable health provision
9. Support the BAME staff network in their positive culture change quality improvement initiative
10. Re-launching the reverse mentoring programme