

Our Anti-Racism Charter

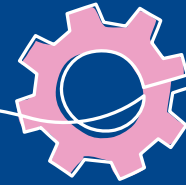


East London
NHS Foundation Trust



Our **five charter commitments**:

Acknowledge racism as real, systemic and harmful.



Act by embedding anti-racist practices in workforce, services and governance.



Be Accountable through workforce and patient equality standards, complaints and transparent reporting.



Collaborate with staff networks, service users and community partners.



Sustain change through training, Quality Improvement projects and leadership accountability.



For Patients and Service Users

- Tackle inequities in detention, missed appointments, waiting times, access, and outcomes (Patient and Carer Race Equality Framework focus).
- Support teams to utilise information to apply quality improvement to shape services.
- Co-produce culturally safe services with service users and carers.
- Improve data collection and monitoring by ethnicity and intersectionality.



For Communities

- Strengthen partnerships with local authorities, schools, voluntary, community and grassroots organisations.
- Support system-wide priorities such as Black maternal health, mental health inequities, and long-term conditions.
- Ensure community voice informs Trust priorities through structured engagement, not one-off consultation.
- Publish progress openly so communities can see what has changed and what still needs to improve.



For Workforce

- Fair recruitment and progression policies (HR-led, Workforce Race Equality Standard measured).
- Transparent handling of disciplinary and grievance processes.
- Accessible training in cultural competence and anti-racism for all staff.
- Civility and Respect initiatives to embed an inclusive workplace culture.



For Governance and Policies

- Apply the Public Sector Equality Duty in all Board decisions.
- Embed Equality Impact Assessments into policy and service development.
- Ensure anti-racism is included in the Trust Risk Register, monitored by the Board.
- Quarterly reporting through Board sub-committees (Quality, Workforce, Equality, Diversity and Inclusion).
- Engage with service users and staff to ensure policy reflects what matters most to them.



**We care
We respect
We are inclusive**

**FIND OUT
more about our
anti-racism plan**

