CTM 2030
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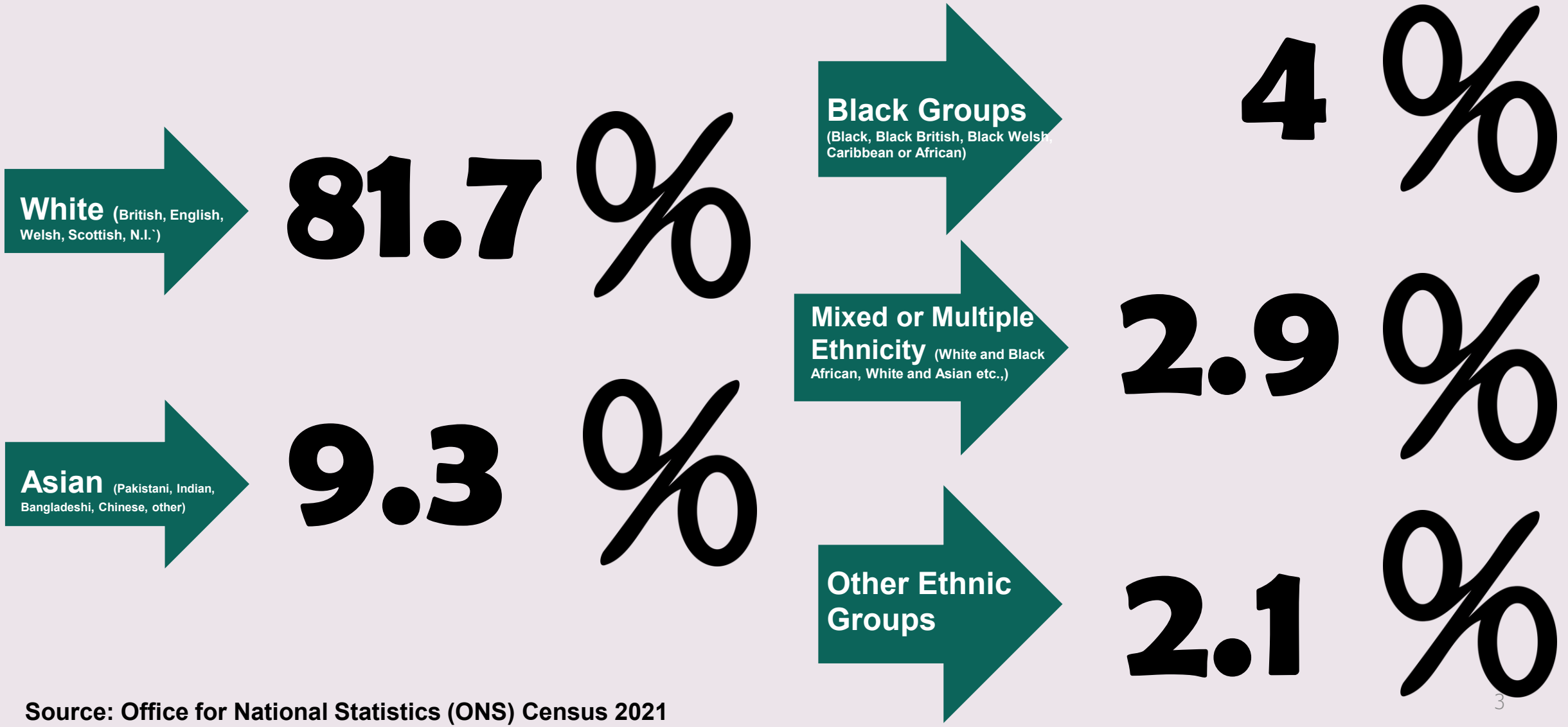
CTM 2030
Our Health
Our Future
BUILDING HEALTHIER
COMMUNITIES TOGETHER

How to be Anti-racist

Race Awareness Training Session



Ethnic Groups in England & Wales [60m population]



Source: Office for National Statistics (ONS) Census 2021

Health disparities affecting minority groups

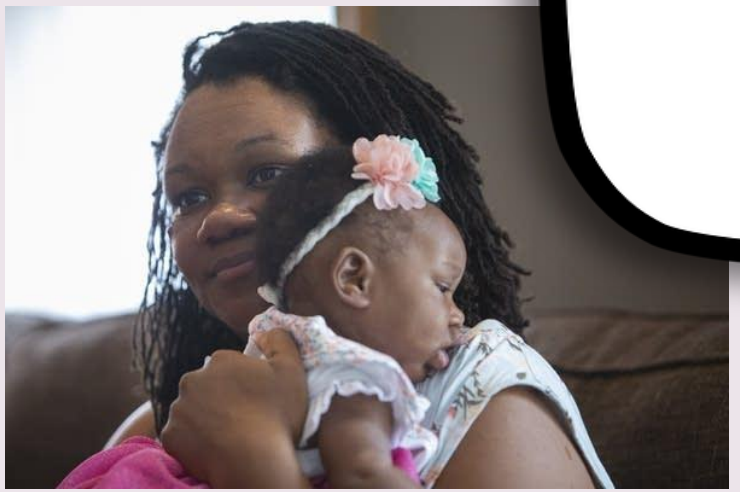


Health disparities affecting minority groups



Patients from the Pakistani ethnic group were the least satisfied of all ethnic group inpatients who stayed in hospitals

Health disparities affecting minority groups



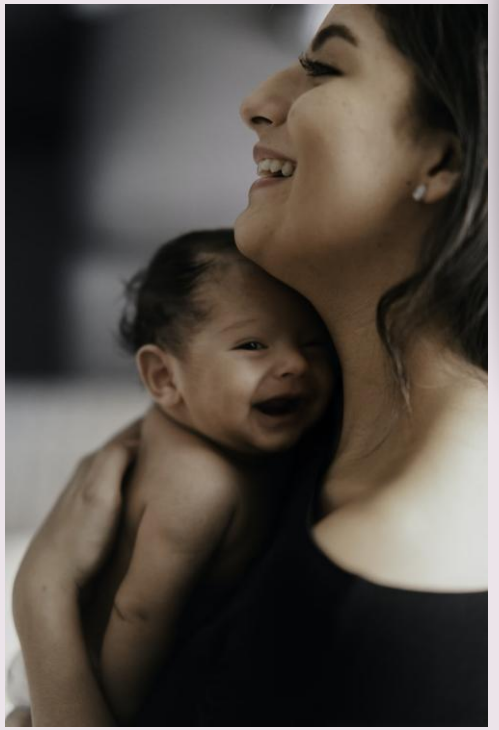
Black women are three times more likely than white women to die in childbirth in the UK

Health disparities affecting minority groups

Young black men are six times more likely than young white men to be sectioned for compulsory treatment under the Mental Health Act



Health disparities affecting minority groups



Infant mortality in England and Wales for children born to mothers from Pakistan is double the average

Health disparities affecting minority groups

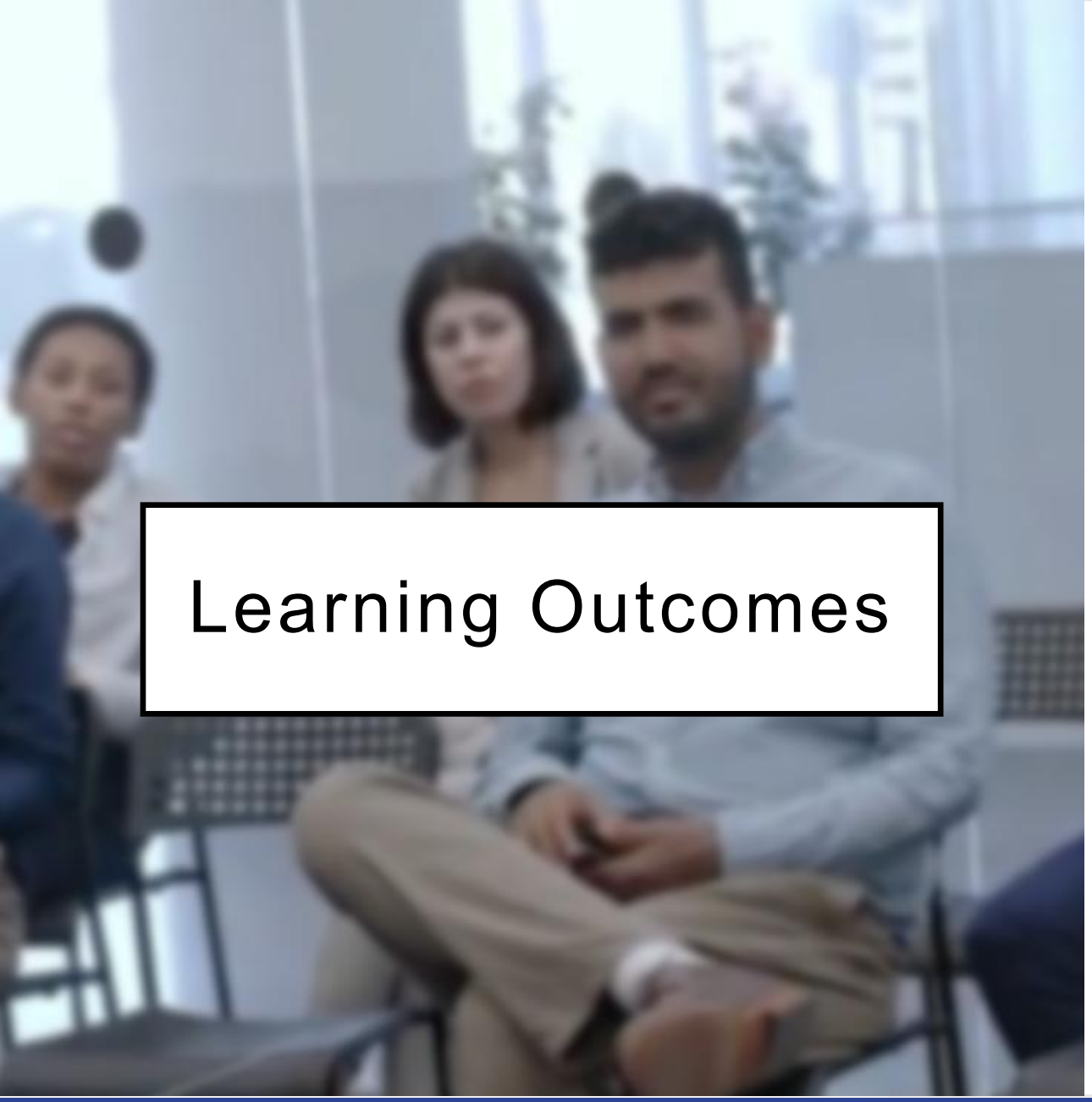
South Asian people are 50% more likely to die prematurely from coronary heart disease than the general population



Health disparities affecting minority groups

Roma and Travellers have a lower life expectancy than the rest of the population. Department of Health research indicates the average life expectancy for a Traveller man is 58-68





Learning Outcomes

The aim of this session is

- To support staff to develop their understanding and responsibilities for race equality.

By the end of the session, you should be able to:

- Recognise and challenge racist behaviour, including microaggressions
- Know what you can do to help eliminate race discrimination
- Know how to respond responsibly when a racist incident has happened
- Know how to find advice and support
- Know how to report racist behaviour.



Housekeeping

- Respectful listening (applies to both the presenter and participants).
- Listen to understand.
- Do not use offensive language.
- Confidential and ‘safe’ space to talk honestly.
- Positive/constructive intention - take feedback in the spirit it is intended.
- Do not make reference to live cases or revisit recognisable cases.
- Support available for people if you feel you need it.

Email the **SUS Guardians** at: CTM.SUS@wales.nhs.uk

Call us (Voicemail service) at: 01443 443796



Definitions

- **Race:** The protected characteristic of race refers to a group of people defined by their race, colour, nationality (including citizenship) and ethnic or national origins.
- **Race discrimination:** being treated differently because of your race in one of the situations covered by the Equality Act 2010.
- **Racism**: policies, behaviours, rules, etc. that result in a continued unfair advantage to some people and unfair or harmful treatment of others based on race.
- **Anti-racist:** opposed to the unfair treatment of people who belong to other races

What Is Anti-racism?

In the video below, John Amaechi explains the difference between non-racist and anti-racist.



HOW ANTI-RACIST ARE YOU?

Please take a moment to reflect …

Becoming Anti-racist

Fear Zone

- I deny racism is a problem
- I avoid hard questions
- I strive to be comfortable
- I talk to others who look and think like me

Learning Zone

- I recognise racism is a present and current problem
- I educate myself about race and structural racism
- I seek out questions that make me uncomfortable
- I understand my own privilege in ignoring/condoning/ condemning racism
- I am vulnerable about my own biases and knowledge gaps
- I listen to others who think and look differently than me

Growth Zone

- I identify how I may unknowingly benefit from racism
- I promote and advocate for policies and leaders that are anti-racist
- I don't allow mistakes to deter me from being better
- I speak out when I see racism in action
- I educate my peers how racism harms our profession
- I sit with my discomfort
- I yield positions of power to those otherwise marginalised
- I surround myself with others who think and look differently than me

Lived Experiences In The NHS

Real voices from NHS colleagues on the impact of racism at work.



What Are Microaggressions?

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination or prejudice against members of a a marginalized group such as a racial or ethnic minority. – *Oxford Dictionary 1970* | *Chester M Pierce*

For example,

- ‘You don’t act Black/Asian’ or ‘You don’t sound Black/Asian’
- ‘I don’t see colour’
- ‘I’m not racist I have a Black/Asian friend’
- Assuming people of colour are immigrants
- Voicing your opinion on how well someone speaks English
- Touching a Black person’s hair

Reflect on how this would make you feel.

Activity

Identifying racist behaviour

For the next 15 minutes, break into small groups and consider examples of workplace behaviours that you consider to be racist.

During the discussion, please consider what have you seen and how it made you feel.

Aim to discuss examples of the following:

- Overt (obvious racist behaviours)
- Covert (less obvious racist behaviours)
- Racist micro-behaviours

Consider the circumstances and environment- Is this something you witnessed, experienced or even engaged in?

Have You Ever…

- Been refused service?
- Had someone give you a racial slur?
- Been followed in a shop by the security guard?
- Been the only person in the room, or in your team, where your skin colour is different to everyone else's?
- Had somebody cross the street to avoid you?
- Been asked to share your lived experience related to the colour of your skin?
- Been asked to speak on behalf of your race?
- Been made to feel bad for the way you talk?
- Had to explain to your child the racism they experienced?

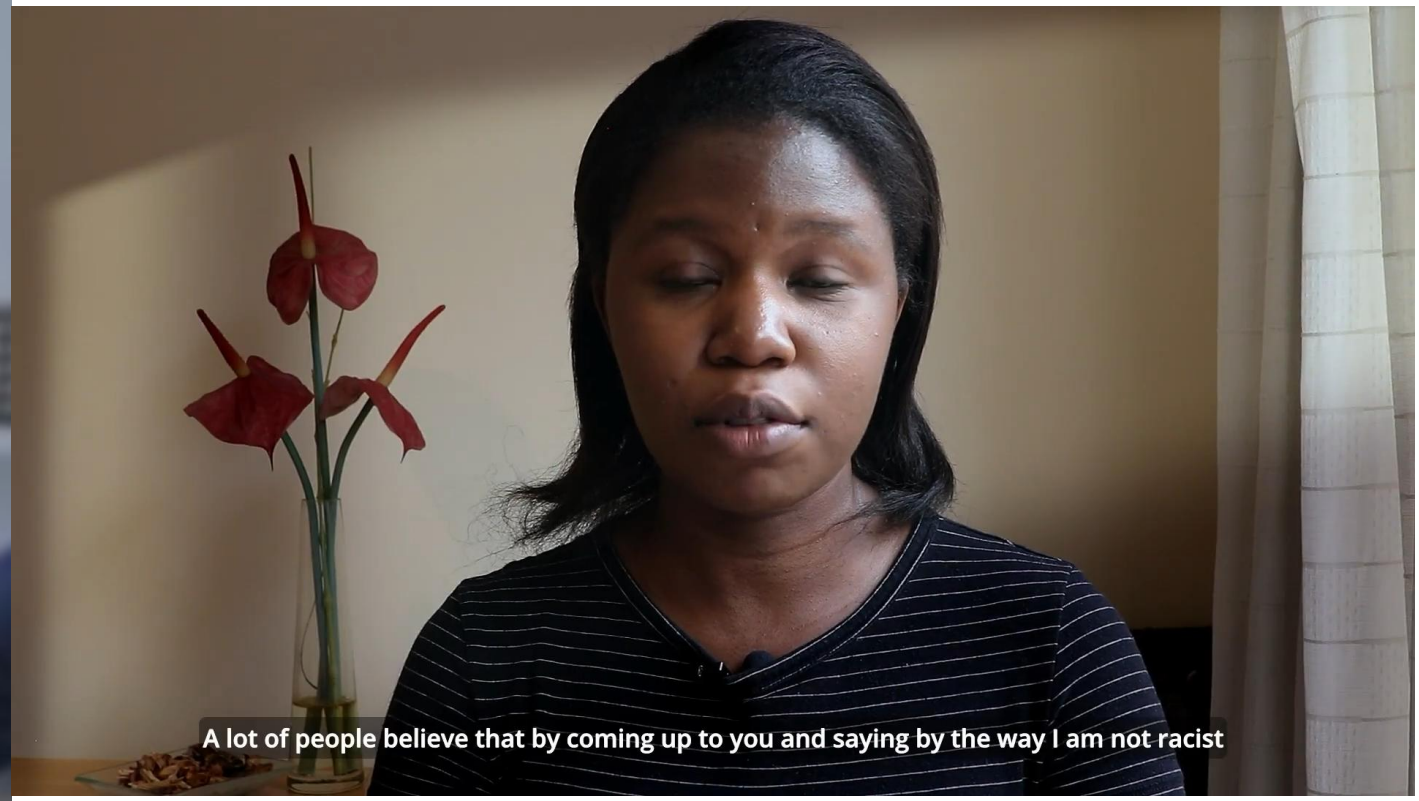
How does that make you feel?

Pause and Reflect

What do you think the impacts of racist behaviour are on the individual?

Microaggressions

What are the impacts of racist behaviour on the individual?



What are the impacts of racist behaviour on the individual?

- Loss of self-confidence
- Frustration
- Imposter syndrome
- Anxiety and depression
- Sick leave
- Poor performance
- Feeling excluded and undervalued
- Feelings of demotivation and a lack of focus
- Impact on family and friends
- Loss of interest in a job you enjoy
- Loss of job
- Emotional and psychological effects

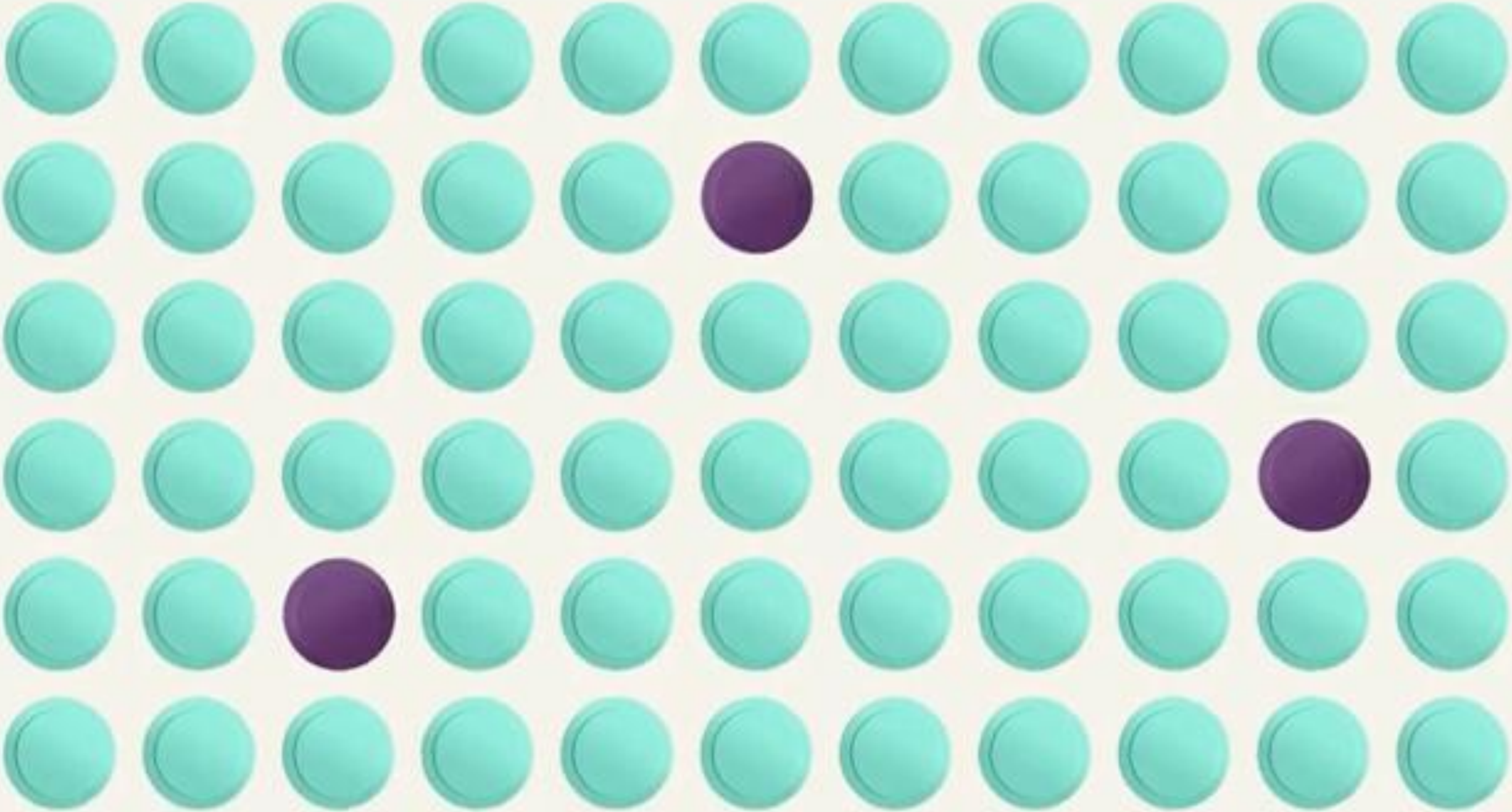
The Impact of Racist Behaviour on CTMUHB?

- Not using the talent which is available
- Loss of benefit in not having diverse points of view
- Increased sick absence
- Poor reputation / word of mouth in Global Majority communities
- Difficult relationships between colleagues
- Poor morale
- Inefficiency and poor performance – could be as a result of poor mental health but staying in work
- Legal action and tribunal proceedings
- People leaving the health board

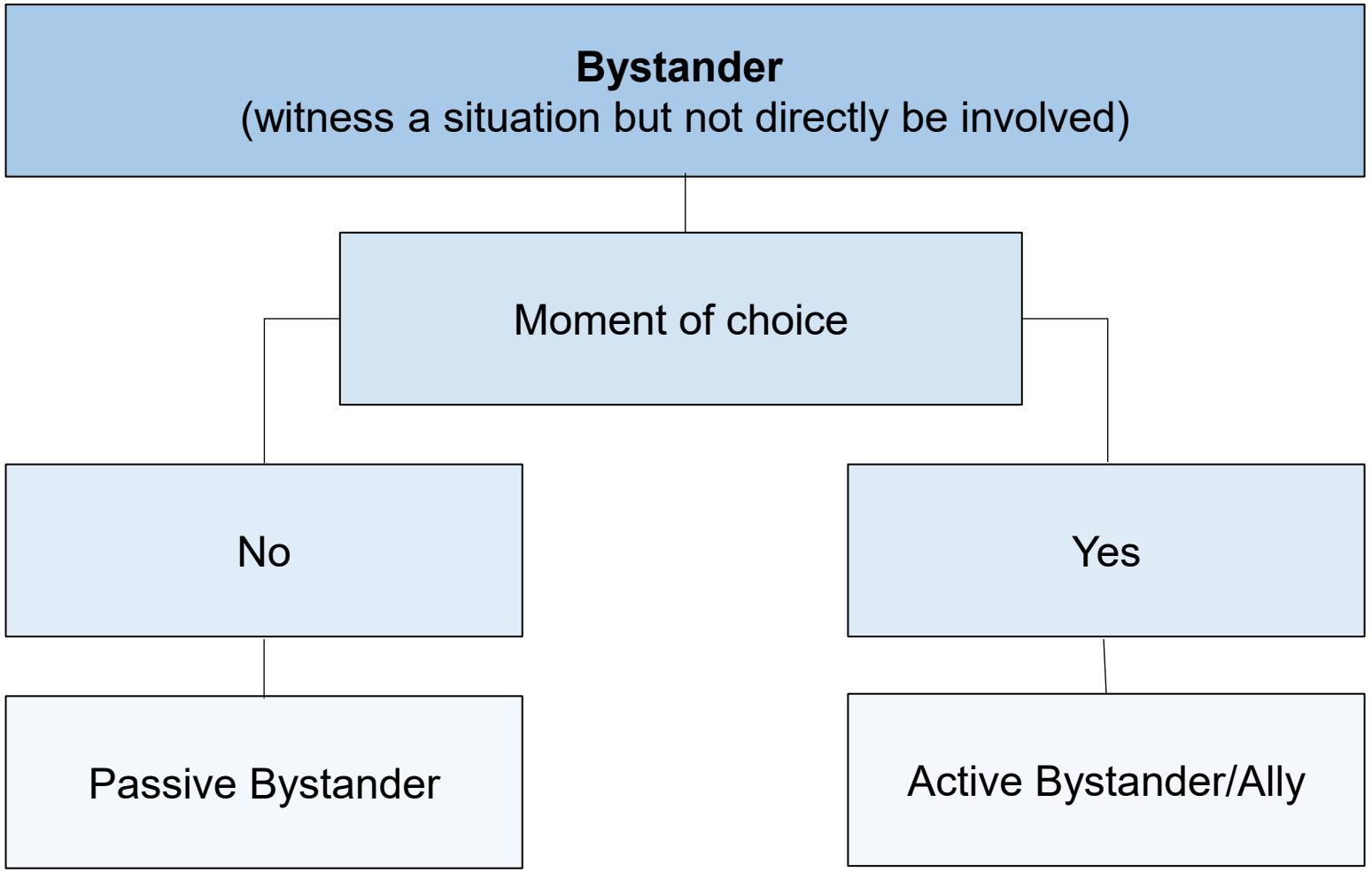
BREAK – 15 MINUTES



Be An Active Bystander



Be An Active Bystander



Moving From Awareness To Action

- Challenge racist behaviour.
- Support those that speak up.
- Believe people who raise issues.
- Join our Race Equality Network as an active supporter.
- Offer to be a mentor and/or look for a reverse mentor.
- Avoid sharing graphic and traumatic or triggering content that increases dehumanisation.
- Make space for ethnic minority voices and share credit.
- Speak up for race equality, even if there are no Ethnic minority colleagues in the room.
- Keep learning. Expect feedback. Apologise and put it right when you get it wrong

Actively Being An Ally

As **a leader and/or manager** there are other things you can do.

- **Know your data:** Review WRES reports, People Plan SEP, ArWAP; target under-representation.
- **Be counted:** Complete your diversity data on ESR; encourage your team.
- **Learn and Grow:** Make sure your team do the training, and access learning materials

This is how to live and breathe our commitments - through being an anti-racist ally.

Supporting Staff After a Racism Incident

- **The Reality:** High rates of abuse come from patients to frontline staff
- **Beyond Awareness:**
  - It’s not enough to know racism exist; we must actively combat it.
  - Managers are key in translating awareness into tangible support and change.
- Our Stance: Racism is never “part of the job.” Silence is not an option

Immediate Action

Acknowledge and Validate

- **Listen First:** Provide a safe space to talk
- **Check Safety:** Ask directly, 'Are you safe to continue your shift? Do you need a break right now? Would you like someone to stay with you for a while?' If there's any immediate risk, follow our local safety protocols immediately.
- **Duty of Care:** Reassure the staff member that they are supported, not pressured

Reporting & Protocols

- **Follow Protocols:** Adhere to specific department's safety and reporting steps
- **Data Protection:** Report anonymously where possible.
- **Get support:** Contact People Services. For guidance, formal process and staff support.
- **Direct to the Police:** 999 in an emergency, phone 101 for non-emergency incidents
- **Contact Victim Support:** Wales official third-party hate crime reporting scheme **0300 3031 982**

VS VICTIM SUPPORT

Avenues For Support

- **Speaking Up Safely Guardians:** Independent and confidential advice
- **Employee Wellbeing service:** Access to VIVAP and Canopy
- **Work in Confidence:** Anonymous platform for reporting.
- **People Services & EDI:** Reach out to us for guidance and referrals.
- **Race Equality Network:** Peer support and listening ear.

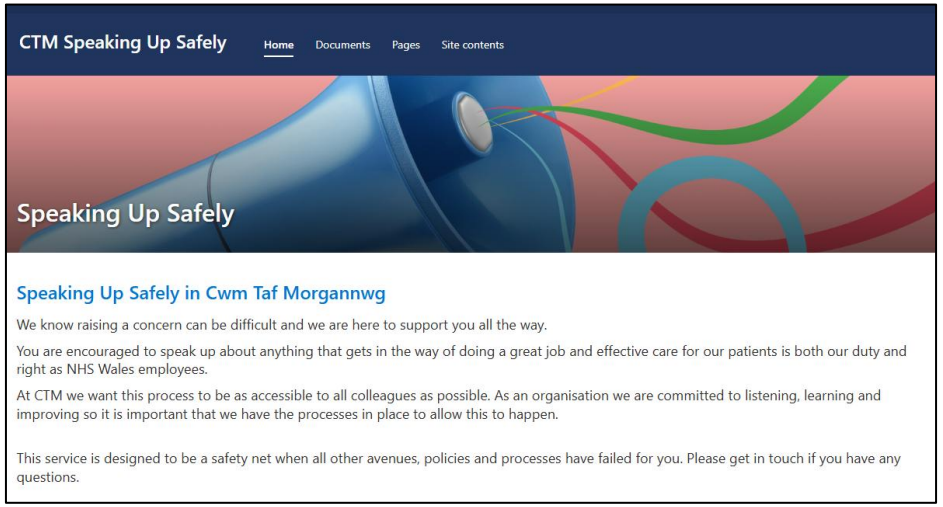
Where can I get more information?

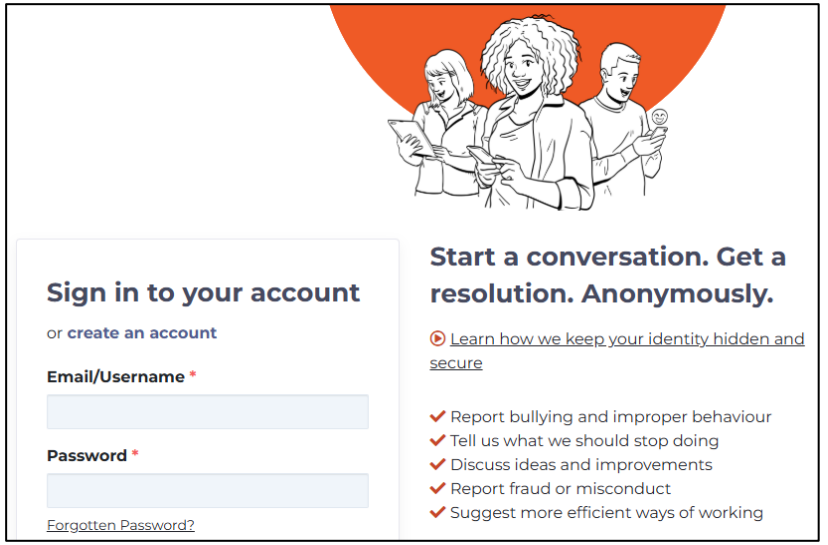
Codi Llais **Heb Ofn**
Speaking Up **Safely**

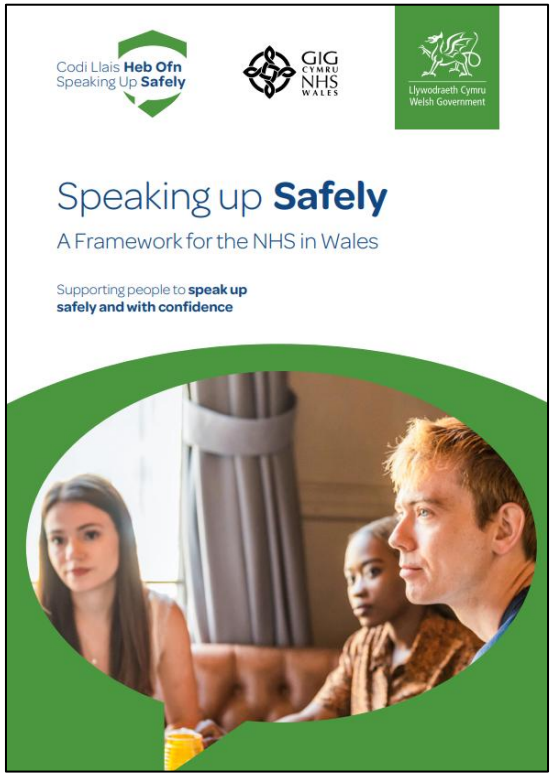
Our SharePoint page: [CTM Speaking Up Safely – Home]

The Work in Confidence platform: [Sign In | WorkInConfidence]

The Speaking up Safely Framework for Wales: [Speaking up Safely: A Framework for the NHS in Wales]







Prevention and Moving Forward

- **Team Learning:** Independent and confidential advice
- **Deep Dive:** Upcoming Hate Crime sessions involving local police
- **Resources:** “Assist Me” Manager Packs and links to follow
- **Closing:** Protect our staff, support the individual and follow protocol

What Are You Going To Do Next?

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Any Questions

Contact EDI Team
Email: CTM_Equality@wales.nhs.uk





Useful Links

[Race Equality Week 2026: Read CTM Pharmacist Rafia Jamil's inspiring journey - and share yours!]

[Non racist vs Anti racist - YouTube]

[Connect with our Race Equality Network]

[Read these books]

[Microaggressions – Nova Reid]

[Support for Staff]

Email the SUS Guardians at: CTM.SUS@wales.nhs.uk
Call us (Voicemail service) at: 01443 443796