**Alder Hey Anti-Racism Statement and commitment**

Alder Hey Children’s Hospital NHS Trust, stands firmly against all forms of racism, discrimination, and inequality. We recognise that racism persists in our society and within healthcare systems, impacting the lives and well-being of our colleagues’ patients, their families. We are committed to actively challenging and working together to remove systemic barriers that perpetuate racism and inequity. We believe that every individual, regardless of race, ethnicity, or background, deserves compassionate, high-quality healthcare. We acknowledge the historical and ongoing injustices faced by people from different races, ethnicities, and cultural heritages, and we pledge to work tirelessly to address these disparities within our organisation.

Together we will:

* Provide strong leadership from our Trust Board and executive team, with everyone working together to support Alder Hey to deliver the changes needed to become actively anti-racist.
* Ensure that inclusivity is central to everything we do, and our behaviours reflect this and where every voice is heard and valued. We will strengthen the voice of our REACH staff network, listening, learning and co-developing actions that will positively impact colleagues.
* Implement anti-racist policies and practices that promote equity and fairness in healthcare delivery. We are work towards effectively Implementing the North West BAME Assembly Anti-Racist Framework and the NHS Patient and carer race equality framework which will support our ambition of becoming intentionally anti-racist organisation.
* Provide learning opportunities and educate ourselves and our colleagues on the impacts of racism and unconscious bias in healthcare, striving for continuous learning and improvement.
* Advocate for equal opportunities within our workforce, ensuring that all staff have equitable access to opportunities for advancement and professional development, implementing diverse and inclusive recruitment, succession planning and talent management strategies to strengthen diverse representation at all levels. We will work with Learning and Development and Organisational Development to develop leadership opportunities for specific staff groups providing and encouraging growth and progression.
* Support our REACH staff network in their positive culture change quality improvement initiatives: Providing an active purposeful voice and space for the Race Ethnicity and Cultural Heritage staff network to facilitate constructive challenge to our anti-racist programme of work and to provide a safe space for our colleagues to share ideas, discuss issues and support each other. Listen to the experiences and concerns of our staff from different races, ethnicities, and cultural heritages, patients, their families, taking meaningful action to address their needs.

We recognise that achieving true equity and anti-racism requires sustained effort and collaboration from all members of our community. Together, we are committed to creating a healthcare environment where everyone feels safe, valued, and supported. This is not just about leaders acknowledging and understanding racism. It's about owning responsibility to be proactively anti-racist, both individually and collectively.

We will not achieve change overnight and may not get everything right. However, our commitment as individuals and as an organisation is to be pro-active, striving for change, by acting, learning, and improving together.