

RACE FOR

EQUALITY

Challenging racism in the *NHS*

**I FEEL LIKE I
WILL NEVER
BE ABLE TO
PROGRESS
MY CAREER**

When many Black NHS staff are living with the consequences of racism every day it's time for a serious conversation about the issue. Be the solution. Work together in UNISON to create an NHS that respects and values all staff.

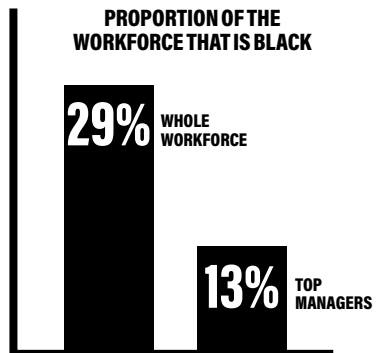
Equality is part of UNISON's DNA and challenging discrimination is fundamental to everything we do. We will support staff – and help them support each other – as we take on racism together. In 1948 people came from all around the world to work in the new health service. Now, more than seventy years later, we must not let their legacy be undermined by racism.

To find out more about what UNISON is doing to support Black staff in the NHS and to tackle the issue of racism go to unison.org.uk/raceforequality

Racism in numbers*

- ▶ **29% of the NHS workforce is Black** but only 13% of top managers are
- ▶ **16% of Black staff experienced discrimination at work** more than double the rate reported by white respondents (7%)

*Figures from NHS Workforce Race Equality Standard (WRES) 2024. The WRES data uses Black and Minority Ethnic (BME). UNISON uses the broad political and inclusive term Black.



The human cost of racism – this is what some NHS staff say about how racism affects them. Others don't speak out...

"If you ask most black people the honest truth is we experience this everyday – there is nothing we can do about it. We can't complain everyday you just get on with it"

"Overly supervised; micromanaged, what I was doing always had a problem with it"

"I have decided to leave it has become unbearable"

"Being asked questions like do I wash my hair, apparently black people don't wash their hair which was news to me"

"It impacted on my whole family and friends as well as destroyed my life"

"It resulted in a panic attack ... I almost left my nursing job of 12 years"

"I didn't tell anyone because I didn't think I would be believed"

"I did not want to cause hostility so I kept quiet for a long time"

"For years I did not want to entertain the thought that this is because of my colour or upbringing but recently I believe it is"

"If you say someone is being racist, immediately you are the problem"