

We have been in status quo for a long time. The system must move beyond rhetoric and implement urgent measures to safeguard BAME staff and communities in the manner we saw from the Francis Public Inquiry and patient safety, following the review into significant failures at Mid Staffordshire Trust.

We need actions that are credible and enduring. These include and are not limited to: fair and equitable implementation of workforce risk assessments; proper PPE for frontline staff; mandating BAME representation and visibility in all levels of NHS management, clinical education and curricula; timely and contextualised public health communications which speak to BAME communities; robust legislative and contractual levers which ensure that reporting and addressing these inequalities become a statutory public duty; and ensuring comprehensive data on protected characteristics are openly available to allow for accountability and monitoring.

Transparency and trust are vital, and compassionate and inclusive leadership is required. It is imperative that the Government remains fully committed to eliminating health and social disparities in our society and takes every means necessary to achieve this. **We must move beyond statements and acts of performative solidarity.** Failing to do so will mean yet more BAME lives and livelihoods will suffer.

We would be pleased, as a group, to have the opportunity to meet with yourselves, PHE, and NHS England & Improvement, to progress the matter and therefore would be delighted if you would be in touch.

Signed,

NR

cc: Rt Hon Boris Johnson, Prime Minister  
cc: Duncan Selbie, CEO Public Health England  
cc: Sir Simon Stevens, CEO NHS England & Improvement