



# RACE EQUALITY & INCLUSION CHARTER

## WMAS COMMITMENT TO ANTI RACISM

### What is the Charter?

This Charter is WMAS's commitment to you as an employee, student, or volunteer that racism **will not** be tolerated, and that whatever your heritage, ethnicity or culture you will be treated fairly, with respect and with compassion. It is a commitment to upholding your right to work in an environment that is free from racial discrimination, abuse, and harassment, and free from any form of racist language and behaviour. It is the promotion and celebration of diversity through inclusion and acceptance.

The Charter provides a structure for how we can all work together to achieve a safe, inclusive and positive place to work – covering your journey from when you join WMAS, and throughout your career/placement/volunteer role, and development pathways.

This is in line with our Trust Values:

- Excellence
- Integrity
- Compassion
- Inclusivity
- Accountability





## Why do we need a Charter?

The Trust is committed to creating and maintaining a zero-tolerance approach to racism and discrimination.

Race and racism are not always well understood and therefore race is mistakenly and widely used to denote difference. Racism is very real and yet often we deny it affects us, our behaviours, or our employees. Racial discrimination can have a significant psychological impact on the health and well-being of those affected; therefore, we need to develop an inclusive workplace culture where employees feel safe to challenge racial discrimination and inequalities across the Trust.

Everyone has a part to play in calling out racism and supporting those who do unfortunately experience it to speak out. Change at the workplace level can influence wider societal change, which can influence positive change in the workplace. Change is needed in both spheres to create lasting racial equality and inclusion.

## How WMAS stands up for change:

- We are committed to building, championing and celebrating a diverse workforce.
- We are committed to educating, empowering, and creating a culture of proactive allyship and representation across the organisation and through our networks.
- We are committed to supporting equality & inclusion development sessions for the workplace.
- We are committed to making equity, diversity, and inclusion the responsibility of everyone, including all leaders and managers.

We are committed to building cultures of trust, where employees experiencing racism feel confident to come forward and know that they'll be listened to and taken seriously.



## What is Racist Abuse?

Something is a racist hate incident if the victim or anyone else thinks it was carried out because of hostility or prejudice based on their race, cultural background, ethnicity or nationality.

This means that if you believe something is a racist incident, it should be treated as such by the person you are reporting it to.

### *What type of incidents can be a racist incident?*

They can take many forms, but can include the following:

- Verbal and physical abuse
- Bullying
- Threatening behaviour
- Online abuse, abusive text messages or emails
- Damage to property
- It can be one off or part of an ongoing campaign of harassment or intimidation.
- Incidents can be witting or unwitting without intent.

Many forms of stereotyping or more subtle incidents known as micro-aggressions & micro-incivilities can also be racist.

Micro-aggressions & micro-incivilities have been referred to as the modern-day new face of racism, with it being less overt expressions of racism and the build of more subtle, ambiguous and often unintentional forms of racism.

**Micro-aggressions** can be described as verbal, behavioural and environmental indignities whether intentional or unintentional.

Examples of Micro-aggressions:

- 'Where do you really come from?'
- 'You don't sound black'
- 'I believe everyone should get a job on merit, I don't believe in positive recruitment'
- 'I can't pronounce your name, I'll just call you "XYZ"'

**Micro-incivilities** can be described as daily, commonplace behaviours or aspects of the working environment which signal to out groups that they do not belong.

Examples of Micro-incivilities:

- Constantly interrupting ethnic minority members
- Criticising minorities' performance and yet never offering any praise
- Never looking at someone in the eye who is an ethnic minority in meetings
- Not pronouncing someone's name correctly or calling them the name of another minority member of staff.



## How to Address Racist Incidents

### NOTICE

- Don't ignore an incident.
- Ensure your own safety and the safety of others around you
- Consider if the situation is escalating and how it can be diffused.

### ACT

- If in imminent danger, dial 999
- If safe to do, diffuse the situation by removing one of the parties from the situation.
- If you are the victim, see if there is a colleague or manager who can provide you with support.
- If you have witnessed an incident, show support and empathy towards the victim, check they are okay and if they need help.
- If its safe and you feel comfortable to do so, professionally challenge and call out the inappropriate behaviour directly.
- If you can do so, note down any details about the incident and any witnesses.
- Report via WMAS55 if appropriate
- Talk to a trusted colleague or manager, the HR Team or a Trade Union Representative
- Consider whether report to Police is required.

### Please do not stay silent.

#### *Reporting Mechanisms*

- If you experience or witness anything that you consider to be racially motivated, you can report via the following avenues:
- Your Line Manager or another Manager of the Trust you feel comfortable raising with
- Your local Human Resources Representative - [HR Contacts](#)
- Freedom to Speak Up Guardian/Ambassador - [Freedom To Speak Up - Home](#)
- ONE Network - contact at: [onenetwork@wmas.nhs.uk](mailto:onenetwork@wmas.nhs.uk)
- Trade Union Representatives
- Equality, Diversity & Inclusion Lead

#### **Further support:**

- Dignity at Work Policy – to view: [Dignity at Work Policy](#)
- FTSU Policy – to view: [Freedom to Speak Up Policy \(Whistleblowing\)](#)
- SALS
- Diversity Champions
- Health and Wellbeing Champions
- Health and Wellbeing Website - [WMAS Wellbeing | Health and Wellbeing](#)