**FPH ANTI-RACISM ACTION PLAN**

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| 1. We will **recognise that structural racism exists and is harmful, and we will support ethnic minority staff.** | | | |
| **OUTCOME** | **ACTION** | **MEASURE OF SUCCESS** | **TIMESCALE** |
| **All FPH leaders (Board and managers) have in-depth knowledge and understanding about racism, discrimination and its impact on minoritised ethnic staff, and have the skills, experience and integrity to implement mitigations.** | Commission and roll out inclusive leadership training to all managers, starting with the senior management team (SMT), followed by line managers, to ensure staff are equipped with the knowledge, understanding and self-awareness to be inclusive leaders.  Embed DEI/ race equity training for all Board members, examiners, and SIG chairs as part of on-boarding and annual meetings  Organise board development sessions to ensure trustees are in a position to hold the organisation to account against its anti-racist commitments and reflect these ambitions in its own decision making.  Ensure trustees have an annual opportunity to reflect on progress – both as a board and as individuals. | Inclusive leadership training has been completed by all the SMT and line managers.  Regular staff surveys and other appropriate indicators evidence that senior managers are demonstrating inclusive leadership behaviours, with scores improving year on year.  Training in place, with specific modules for different roles (e.g. examiners)  Board development sessions in place.  Annual stocktake of agendas, papers and discussions at the Board to evidence progress in embedding race into our decision making. |  |
| **Clear HR policies and procedures for staff to report any instances of bullying, harassment or concerns about discrimination around career progression, differential attainment and disciplinary action. Creating a culture that gives people the time and space to speak up about their experiences confident that they will be listened to and supported.** | Review all HR policies to ensure their impact on ethnic minority staff has been considered.  Establish and communicate appropriate processes and policies to ensure that any concerns and complaints are dealt with robustly and transparently, including the whistleblowing policy. | Review of policies completed and changes made to take account of their impact on ethnic minority staff.  Evidence of regular communication to staff and training (for instance in the induction pack) about the processes and policies for dealing with complaints and concerns about discrimination.  Regular staff surveys and feedback from Staff Forum, staff 1-2-1s and performance management discussions demonstrate improvements in the experience of ethnic minority staff members and increased confidence across the organisation in talking about race and ethnicity. |  |
| **A culture of learning and reflection established to focus on race equality and anti-racism.** | Put in place annual mandatory training for all, relevant to each role, to ensure awareness and continuous learning on race equality and anti-racism.    Make resources available and ensure staff are encouraged and enabled to set aside time for self-learning and reflection. | Specific training programme rolled out to staff.    Evidence of team and individual time allocated to learning and reflection on race equality and anti-racism, including in 1:1 meetings and as a standing item on team agendas and embedded into the annual performance management process. |  |
| 1. **We will act to redress racism and call out discrimination.** | | | |
| **OUTCOME** | **ACTION** | **MEASURE OF SUCCESS** | **TIMESCALE** |
| **Robust recruitment and progression policies for staff and FPH member roles that ensure there are no barriers** | End to end review of our recruitment processes to identify where further work needs to be done to ensure consistency, fairness, and transparency and to eliminate race discrimination.  Ensure our recruitment materials reflect our commitment to race equality.  Develop a robust plan to increase the diversity of the staff team as a whole and to ensure the diversity of our SMT matches the diversity of our staff team  Review information from exit interviews and feedback from ethnic minority applicants following recruitment processes.    Review what learning and development opportunities are available and provide clear and transparent information to staff, with a particular focus on ethnic minority staff.  Review the trustee election process, as well as other Faculty roles including examiner and Faculty Advisers, to encourage greater diversity in candidates and voting preferences. | Review of recruitment processes completed with agreed areas for improvement and baseline data to monitor diversity at every stage of the process.  Proactive steps taken to increase the diversity of the staff team and SMT  Data and feedback from ethnic minority applicants and leavers regularly reviewed and used to inform future improvement plans.    Data is available and regularly reviewed to identify and remove any inequities in access to learning and development opportunities (including access to the training budget).  Plans in place for board elections.  The success of the steps taken is reflected in growing diversity within the Board. |  |
| **All our policies, outputs, events and publications meet the standards of diversity FPH are aiming for.** | Develop an assessment criteria to be used in the development of policies, events and publications.  Review existing policies and publications against this assessment criteria and update where needed.  Examine reasons for differential attainment in FPH examinations and produce action plan to address | Criteria developed and regularly reviewed through an annual stocktake.  Review and updates completed.  Action plan produced |  |
| **Selection of suppliers/partners and ways of working follow EDI best practice and reflect the commitment to race equality.** | Develop a clear and robust procurement policy which ensures a focus on race equality in the selection of partners/suppliers.    Review our major partnerships to ensure they share our race equality commitments. | Regular internal audit provides assurance that our procurement policy has been meaningfully followed and that our key partnerships reflect FPH anti-racist ambitions.    Feedback from partners/suppliers on their experience of the organisation in relation to race equality. |  |
| 1. **We will be transparent and accountable, and we will measure our progress.** | | | |
| **OUTCOME** | **ACTION** | **MEASURE OF SUCCESS** | **TIMESCALE** |
| **Clear lines of oversight and responsibility for delivery of the agreed actions around acting against racism.** | A senior Board representative and member of the SMT to be appointed to have oversight and responsibility for delivery of the agreed actions around acting against racism. | Role descriptions produced and leads appointed. |  |
| **An action plan that reflects the FPH commitments and has clear lines of accountability to the Board** | Action plan to be developed and approved by the Board that sets out in detail how we will deliver on our commitment. Action plan to be regularly reviewed and updated and presented to the Board on an annual basis for approval and feedback. | Annual feedback from the Board on progress against the action plan. |  |
| 1. **We will use our unique position to influence the public health workforce and wider community.** | | | |
| **OUTCOME** | **ACTION** | **MEASURE OF SUCCESS** | **TIMESCALE** |
| **Anti-racism and race equality is demonstrated in all our activities and through our policy, advocacy and external messaging so that our work holds greater value for all our members.** | Ensure our influencing priorities reflect our commitment to race equality.    All committee/SIG chairs to review work plans and identify how they will incorporate a race equality focus.  Produce a FPH statement on public health approach to anti-racism (EDI Committee to lead) | Greater ability to identify and make use of policy influencing opportunities on race equality; evidence of proactive challenge/intervention and of shifting the dial in the national narrative.    Reports demonstrate progress against influencing priorities on race equality. |  |
| **Our curriculum has anti-racism reflected and integrated** | Work on our curriculum to de-colonise and ensure anti-racism and structural discrimination is discussed and integrated. | Curriculum reviewed and rolled out |  |
| **Our events have a diverse range of speakers and facilitators** | Increase the diversity and representation of ethnic minority groups across events and courses. | We have more diverse trainers, speakers and facilitators, and this is reflected on our website and in our promotional materials. |  |
| **Regular FPH events with anti-racism and health inequalities** | Work with FPH regional and national representatives and SIGs to ensure related events with and for members are held focusing on anti racism, health inequalities and structural discrimination on a regular basis. | Minimum 2 regional/national events per year |  |
| **Our policy outputs are reflective of the FPH anti-racism statement and commitments** | Build race equality into policy development process;  Undertake a review of particular projects through a race equality lens to identify learning for future. | Review of work demonstrates that race equality has been considered in all policy outputs and the development of all policy positions. |  |
| **Engagement with a broad range of stakeholders and we promote anti-racism messages to all of our stakeholders.** | Ensure stakeholder engagement reflects our commitment to race equality.  Collaborate with partners, including ADPH, to develop tools and training for FPH members and public health staff on anti-racism and structural discrimination  Advocate across AoMRC for anti-racism and structural discrimination actions as key to tackling health inequalities  Collaboration with NHS Race and Health Observatory to facilitate dissemination and mobilisation on findings related to ethnic health disparities. | Demonstrable, increased diversity and EDI focus in our stakeholder relationships.    Evidence we are proactively approached by stakeholders for input to EDI policy development.    Our stakeholder perceptions research finds that stakeholders believe we are making progress in our journey to become an anti-racist organisation.  Establish strategic collaboration and partnership established with the NHS Race and Health Observatory |  |
| **Our written outputs, podcasts and videos reflect our commitment to race equality and enhance our reputation as an anti-racism organisation prepared to speak out and act on race equality issues.** | Using key questions as a prompt, build consideration of race equality into the planning phase of outputs.    Using a checklist of outputs, review content to ensure alignment with our organisational priority of being actively anti-racist. | Outputs reviewed on a regular basis to assess progress and where we could be more vocal and proactive when discussing race. |  |
| **Diverse range of contributors to all outputs (blogs, podcasts, reports, videos, panels, social media) and more diverse spokespeople.** | Develop a more diverse range of contributors and spokespeople – bringing a richer range of perspectives and experiences to our outputs. | Contributors recorded and benchmarked to ensure we have a more diverse bank of contributors.    More diverse spokespeople with expertise and authority (in line with the increasing diversity of our senior management team). |  |
| **Imagery reflects diversity and commitment to race equality.** | Ensure that imagery/photography/video stock content is authentic, appropriate, and any commissioned projects are briefed and executed appropriately.    Ensure our website development includes diverse imagery and content. | Better visibility of people from ethnic minorities, highlighting their role, value and contribution to our work and that of public health.    Website includes images and content which clearly demonstrates diversity and reflects our focus on race equality. |  |
| **Media activity targeted to more diverse outlets.** | Add more diverse outlets to our media list. | Successfully reached a wider range of outlets and have relationships in place with a more diverse range of journalists from more diverse outlets. |  |

Version 1 – James Gore – 12 September 2023

Version 2 – JG – 02 October 2023