

RCOG Race Equity Project Care Package

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Objective

To design and launch a user-friendly, sustainable care package (bundle) aimed at addressing racism within the NHS workforce. The project aligns with the moral and practical imperative of fostering an equitable, inclusive workplace while addressing the economic cost of workplace bullying and harassment, estimated at £2.281 billion annually.

Method

Literature Review and Survey: Comprehensive reviews of antiracism interventions and a survey of RCOG members identified gaps and areas of need.

Collaborative Development: An open call for doctors interested in shaping the care package resulted in the selection of 15 participants. They engaged with managers, service leads, and colleagues to identify and evaluate resources.

Stakeholder Engagement: Events at RCOG facilitated discussions with key stakeholders, ensuring the care package aligns with organizational goals and healthcare outcomes.

Resource Curation: The care package integrates training materials, workshops, and educational tools aimed at self-advocacy, conflict resolution, and addressing stereotypes.

Design

The project follows a care bundle approach, a methodology combining evidence-based interventions to achieve significant improvements in workplace equity and inclusion. The design incorporates a range of resources tailored for various healthcare roles, from board-level directors to frontline clinicians, ensuring accessibility and relevance to a diverse audience.

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About the Package

The five eLearning modules introduce key Race Equity concepts and provide practical tips, encouraging learners to reflect on the material. Reflection can be done individually or in groups with peers.

Each module includes both a pre-learning and post-learning quiz to assess knowledge.

Participants who complete the core modules will receive a certificate. Optional resources are available throughout the course for further learning.

The content is accessible online, with each domain taking 1-2 hours to complete, including time for videos.

Additional resources for data collection and monitoring are available for download. Each module is tailored to specific key audiences, which include:

- Chief Executive Teams
- Senior Management Teams
- Managers, Midwives (Band 7 and above), Consultants, Senior LeDs and SAS Doctors, ST6-7 Residents, and Allied Health Professionals
- Resident Doctors, Midwives, Allied Health Professionals, and Nurses
- All Groups

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Anti-racist Leadership

Focus on behaviours and language, leaders take accountability for racism within their organisation, set clear policies, means to monitor and measure the discrimination in the workplace



Creating and supporting equitable teams

Unlock innovation and collaboration through diverse and inclusive teams; promote fair recruitment; clear channels for escalation.



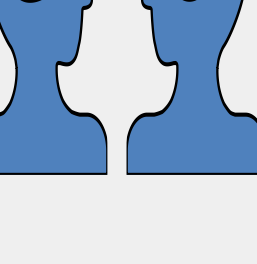
Support - Fostering a sense of belonging

Role of mentorship, allyship and coaching, equitable access to support after experiencing an adverse event



Empowerment – People have a voice and feel listened to

Providing self-advocacy, negotiation, conflict resolution skills. Encouragement and challenge stereotypes and assumptions



Psychological safety at work

Creating spaces to feel heard, acknowledging that external factors can impact internal, mental, and emotional experiences for affected individuals.

Exec teams and Band 9 and above

Band 7 and above, consultants senior SAS/LED

Consultants Resident doctors midwives Allied professional

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Everyone

Results

The package was divided into five domains :
Anti Racism Leadership - Change start of the top of an organisation , **Creating and supporting Equitable Teams, Support** - Fostering a sense of belonging , **Empowerment** – People have a voice and feel listened to , **Psychological safety at work** - Ensure psychological safety by keeping spaces free from negative behaviours.

The care package then has been finalized and in the process of being transformed into an e-learning platform, enabling scalable and sustainable access for NHS staff. Stakeholder feedback has been positive, highlighting the anticipated impact on reducing workplace racism, fostering a culture of inclusivity, and improving staff well-being.

Conclusion

The success of this initiative underscores the importance of collaboration with multidisciplinary teams and key stakeholders in addressing systemic racism. Moving forward, the next steps include piloting the care package, rigorous evaluation of its impact, and securing funding for Phase 3 to ensure long- term sustainability and alignment with healthcare outcomes. This project demonstrates the potential for targeted, evidence-based interventions to create lasting cultural change within the NHS.