

# RACISM REPORTING TOOL

## NURSES UNITED & THE NURSES OF COLOUR NETWORK

Nurses United is an organisation of frontline nurses for frontline nurses. As part of Nurses United, Nurses Of Colour (NOC) is a network of Nurses, members of the Nursing field and Student Nurses that identify as People of Colour or Black, Asian and Minority Ethnic (BME/BAME). The Nurses of Colour Network leads on NU's anti-racist agenda.

## THE TOOL

We have created the Racism Reporting Tool to focus on the impact racism has on us as healthcare professionals.

We know that raising the alarm about racism in health and social care isn't easy to do. The Racism Reporting Tool is a way for people to report instances of racism on the front line safely, so we can use experiences to raise concerns collectively and anonymously.

This tool will reveal what we already suspect about the obstacles healthcare professionals of colour face within the NHS and we will use the information we collect to demand immediate improvements in services from NHS Boards/Trusts and this Government. It will highlight how often and in what form racism occurs, as well as identifying areas where racist incidents are left unaddressed on a frequent basis. We will be able to use the information gathered to pressure workplaces to adopt the anti racist framework.



By working together, we can win the change that nurses so desperately need to see. This means getting organised, taking action and encouraging our nursing colleagues to take action too. We know that when we get together and take action we can win. Nurses United has already seen that through our campaigns for a pay rise and to get PPE to the frontlines. We will use this tool to bring Nurses of Colour and allies together so that we can continue to build a community of nurses committed to an Anti-racist NHS and society.

## HOW WILL THIS MAKE A DIFFERENCE?

We will use the anonymous data to:

1. Create press releases to the media demanding that employers adopt our Anti-racist Framework
2. Hold NHS trusts accountable for instances of racism and demand immediate improvements
3. Create campaign material to highlight the experiences of People of Colour.

## HERE'S WHAT WE NEED

### YOU TO DO

1. Bookmark the Racism Reporting tool and use it to record your experience: [nursesunited.org.uk/racismreportingtool](https://nursesunited.org.uk/racismreportingtool)
2. Share the Racism Reporting tool with 5 colleagues this week.
3. Sign up to get involved in the campaign: [nursesunited.org.uk/anti-racist](https://nursesunited.org.uk/anti-racist)
4. Join Nurses United and the Nurses of Colour Network - [nursesunited.org.uk/join/](https://nursesunited.org.uk/join/)

## BACKGROUND...

We want to live in a society where racism no longer impacts upon our lives. The Nurses of Colour Network are health professionals who want to build a world where no one's health outcomes or opportunities are damaged by the harsh realities of systemic racism. Racism is a public health issue both in and out of the UK's health services.

Defeating racism cannot be done by passively suggesting policies and waiting for the existing structures to implement them. When we work together through our different experiences, we are powerful and can create the change we want to see in the world. That is why our network takes action.

During the peak of the Covid-19 pandemic, we all saw what we already knew, as too many of our colleagues are sadly losing their lives. Black people are more than 4 times more likely to die from Covid-19 than white people.

The 2019 Workforce Race Equality Standard data analysis report found that "BME staff were significantly underrepresented in senior and very senior management (VSM) pay bands... White applicants were relatively more likely to be appointed from shortlisting compared to BME applicants."

The convergence of the pandemic and the murder of George Floyd last year laid bare the deep and systemic injustices facing communities of colour. This has been particularly profound on all aspects of health, from patients to those of us on the frontline, being disproportionately impacted by the pandemic. While we are part of the larger conversation around dismantling systems of oppression, we also know we have to start working tangible campaigns that can challenge racism in our everyday lives - which is how we came to launch the Racism Reporting Tool.

 [nursesunited.org.uk  
/RacismReportingTool](https://nursesunited.org.uk/RacismReportingTool)


[Sign up to get involved](https://nursesuniteduk.org/NOCsignup)

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