



Somerset

OUR BLACK LIVES MATTER PLEDGE

The Black Lives Matter movement has shone a light on the racism that our Black, Asian and Minority Ethnic colleagues, patients and carers continue to face throughout the world.

As an NHS commissioner, we recognise our role in supporting a culture of inclusion and equity both for staff and for those patients whom we serve.

We commit to:

- celebrating the diversity of our ethnic minority colleagues, patients and carers.
- supporting our ethnic minority staff to ensure they have equal opportunities in respect of access to employment, progression and personal development.
- developing a culture of inclusion to ensure that all of our colleagues feel welcomed, valued and treated with respect and dignity.
- commissioning services in a way that is mindful of the different needs of people to improve both access to healthcare and health outcomes.
- working together with our system colleagues and communities to break down barriers to health care in all settings.

We do not tolerate racism or discrimination in any form, and we will continue to listen to our colleagues, patients and carers as we work to tackle health inequalities and discrimination wherever these occur.