



 **NHS
RACE & HEALTH
OBSERVATORY**

STRATEGIC AMBITIONS

2024-2027

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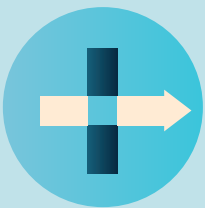
2024 - 2027



**Shifting care
from hospital
to community**



**Shifting
healthcare from
analogue to digital**



**Shifting focus
from sickness
to prevention**



**Empowering
people to deliver
health equity**

When the NHS Race and Health Observatory was first established, it was clear there was a mountain to climb. Racial and ethnic inequity in healthcare had long been an area lacking adequate attention, sufficient funding, and the political will to repair it. This is despite the fact that the damaging effects of racism on the health and experiences of Black, Asian, and ethnic minority groups can be seen everywhere you look.

The Observatory was established to scale this mountain. We've been filling vital evidence gaps through new research, highlighting impactful insights where they exist, and championing community intelligence that normally flies below the radar of leaders and policymakers.

For our second strategy, we're developing a set of strategic ambitions for the sector. Part of the Observatory's role is to convene a coalition

of actors – patients, communities, politicians, healthcare workers, carers, policymakers and more – to collectively set a direction for the system.

These ambitions will build on our past work, respond to what the evidence tells us, and draw upon government and NHS stated ambitions for the next ten years – we'll support the shift to community care through a focus on co-production and access to primary care. We'll ensure that digitisation and innovation aren't leaving behind ethnic minority communities. And we'll support the shift towards prevention by tackling the structural and institutional racism that lies behind so much of the racial inequity in maternity and neonatal health, and in mental health, for people of all ages.

Finally, we'll enhance race equity for the NHS workforce, paving the way for a fairer and more effective healthcare service.

OUR DRAFT **AMBITIONS**

SHIFTING CARE FROM HOSPITAL TO COMMUNITY



Community participation

Enhance community participation and co-production in the design and delivery of healthcare services, paving the way for an NHS that is responsive to the genuine needs of diverse communities of all ages.



Education and Cultural Safety

Promote better education and training to embed cultural safety in primary care and beyond, and work to build trust between communities and primary care practitioners, enhancing the delivery of care in the community.

SHIFTING HEALTHCARE FROM ANALOGUE TO DIGITAL



Research and Evidence

Improve the quality of granular patient ethnicity data in healthcare records and ensure that clinical research is based on meaningful representation of ethnic minority communities.



Technology and Innovation

Ensure technology, innovations, and effective practices in areas such as sickle cell and genomics are mobilised and optimised to serve ethnic minority people across the lifespan and eliminate health inequities.

OUR NEXT 3 AMBITIONS CONTINUED ON THE BACK →

OUR DRAFT **AMBITIONS**

SHIFTING FOCUS FROM SICKNESS TO PREVENTION

05

Maternal and Neonatal Health

Addressing structural disparities in maternal and neonatal mortality for Black, Asian, and minority ethnic women and babies by tackling racism in both hospitals and communities, preventing avoidable deaths.

06

Mental Health

Support reform to mental health legislation, practice, and culture to ensure that mental health services are serving ethnic minority communities, and that people are entering the system before they are in crisis.

EMPOWERING PEOPLE TO DELIVER HEALTH EQUITY

07

Workforce and Leadership

Empower Black, Asian, and minority ethnic members of the healthcare workforce by tackling disparities in pay and progression; setting targets for a reduction in bullying and harassment; and promote a more diverse and inclusive leadership in the NHS



As well as working towards these ambitions, we will remain alert to the shifting landscape of health equity, and responsive to emerging trends throughout this strategic period.