

Race inequality in the NHS

A statement from the Academy of Medical Royal Colleges

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The NHS is the largest employer in the UK and one in five of its staff are from BAME groups. The proportion of Black and Asian staff is greater in the NHS workforce than the population. There is a significantly higher proportion of Asian staff (29.7%) amongst the medical workforce than in any other NHS staff group.¹

There is, however, long standing evidence of race inequality within the NHS as there is in terms of healthcare access and outcomes. This experience of inequality in the NHS applies amongst medical staff as much as in other staff groups.

With the current focus on race inequality and the Black Lives Matter campaign there cannot be a better time to collectively address these inequalities in the NHS once and for all.

The Academy of Medical Royal Colleges is clear that this must be a priority for healthcare in the UK at all levels – for its leadership, its employing organisations and its professional bodies.

The personal message from Sir Simon Stevens on [Black Lives Matter and health inequalities](#) is a clear example of this from the leadership of the NHS. The Academy of Medical Royal Colleges on behalf of the professional bodies for doctors equally pledges to raise the profile and support action to address race inequalities in the NHS.

This must cover issues of recruitment and progression of staff in all areas, access to education and training, differential attainment, likelihood and outcomes of disciplinary action as well as treatment and behaviours in the workplace.

Colleges and the Academy are already working closely with Medical Workforce Race Equality Standards (MWRES) team in providing data and information.

We recognise that as professional bodies medical royal colleges must play their part through leadership and example. As well as supporting initiatives in the NHS, the Academy and Colleges will seek to ensure that their own activities reduce inequalities.

1. [Gov.uk. Ethnicity facts and figures. NHS Workforce](#)