

Make our pledge: United Against Racism

I commit to standing against racism in all its forms. I recognise that racism, whether overt or subtle, creates barriers that harm people within St Andrew's.

With humility and curiosity and guided by our STAH Care Values, Compassion, Accountability, Respect, and Excellence - I pledge to:

- **Listen and Learn:** Approach different cultures, histories, and perspectives with openness, respect, and a willingness to challenge my own assumptions.
- **Acknowledge Inequities:** Recognise the impact of systemic racism and commit to addressing inequities wherever they appear.
- **Speak Up:** Identify and challenge racist words, behaviours, and practices wherever they arise, even when it feels uncomfortable.
- **Act for Equity:** Work actively to create inclusive spaces where all people feel respected, valued, and able to progress and thrive, and actively advocate for patients who are treated unfairly, ensuring their voices are heard, their needs recognised, and their rights protected with compassionate, unbiased care.
- **Keep Growing:** Accept that anti-racism is a continuous journey of reflection, learning, and meaningful action.

By making this pledge, I affirm my commitment to fostering equity, celebrating cultural diversity, and building a fairer future for everyone. I will treat everyone (including all patients, service users, carers, staff, volunteers, and visitors) with respect, regardless of their ethnicity, background, or role, and contribute to a safe and inclusive environment for everyone.

[Click here](#) and together, we are '**United Against Racism**'.

SCAN
ME!



St Andrew's working together to end racism

