

Why are black
people always
on the frontline?

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HERITAGE
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SERVICE**

**Black people in the UK
have the highest
percentage of any ethnic
group that work at entry
level in admin, education
and health position.**

**Among the NHS
workforce, 71% of Covid-
19 fatalities were
experienced by BAME
nurses and 94% of deaths
were experienced by
BAME doctors**

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According to the McGregor Smith review. Black people are less likely to challenge management who do not treat them fairly and...

are less likely to ask for feedback around why they aren't being developed by Management

A large percentage have no development plan in place, infrequent 1-1's and are rarely given promotional opportunities.

They are also less likely to apply for jobs where they fit 50% of the job criteria

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Ask your line manager for regular 1-1s and have this request documented in your appraisal. Record whether this happens or not. If it doesn't, contact HR to request this.

Clearly outline that you would like to progress and would like a development plan created of how your manager will be helping you work towards this. Again, document this.

Subscribe to higher level internal and external job alerts. If you have the qualifications, apply to roles where you meet 50% or more of the criteria. You can learn and develop along the way.

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We live under a system that has thrived on systematic racism and racial capitalism for centuries. The system wasn't created to benefit the black community. However, we can draw attention to the barriers and strategically respond to racism.

Upskill and add to your CV. There are online courses available via The Open University on Futurelearn. Once you have completed a course/post graduate degree, tell your Manager that you would like to utilise your new skills.

Our dream is for the black community to have thriving and affluent businesses, institutions and a self-sustaining economy, in the same way that all other racial groups function, but unfortunately we still have to continue to fight for racial equality in white led organisations.

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