

Message to all staff.



Wirral Community Health and Care
NHS Foundation Trust

Wirral University Teaching Hospital
NHS Foundation Trust

Message sent on behalf of Dr Nikki Stevenson, Chief Medical Officer, Deputy Chief Executive and Executive Partner for the Multi-Cultural and BAME joint staff network

Lord Mann Review

Dear colleagues,

As the new Executive Partner for the Multi-Cultural and BAME joint staff network at WUTH and WCHC, I wanted to inform you about the findings of Lord Mann's review into tackling antisemitism and other forms of racism in the NHS.

Lord John Mann was commissioned in October 2025 to lead a review into how the NHS and its regulatory system recognises, reports and tackles antisemitism and other forms of racism.

We fully accept the recommendations of this review which can be seen [here](#) and will keep you updated on what this means for WUTH and WCHC, and further actions we intend to take.

I'd also like to share with you a letter from Sir Jim Mackey, Chief Executive at NHS England, and Danny Mortimer, Director General for People at NHS England, about the wider response of the NHS to this review, which can be seen [here](#).

This review has a clear focus on antisemitism and its recommendations also strengthen our wider work to tackle racism and discrimination in all forms.

I want to remind staff that our Trust absolutely does not tolerate racism and we remain committed to ensuring the elimination of all forms of racism.

We know that events at home and abroad will have been distressing for people and sadly have had the impact of creating polarising opinions but please remember we are all working together within the NHS and we have a duty to uphold its values.

As part of the NHS, we expect that in both our organisations every person, patient and colleague feels treated with dignity, compassion and respect. We all come to work to do the

best we can to look after the people in our care. As professionals, we have a duty to ensure that our patients and service users feel assured that we are here to help them and provide a quality, safe service and this should be reflected in how we conduct ourselves in public, including on social media.

We also remind staff that we have a strict [Social Media Policy](#) in place to guide and protect staff. Any staff that are active on social media accounts are personally accountable for their social media activity and breaches of the policy can result in serious disciplinary action, including dismissal.

If anyone does experience racism, please raise this with your line manager. You can also speak to a Freedom To Speak Up Guardian by e-mailing wih-tr.RaisingConcerns@nhs.net for WUTH staff or wchc.guardian@nhs.net for WCHC staff. You can also visit the 'Freedom to Speak Up' sections [WUTH intranet](#) and WCHC [Staffzone](#) for further details. Support is also available from the Multicultural and BAME staff network by contacting wuth.engagementandinclusion@nhs.net.

I want to repeat clearly that antisemitism and other forms of racism have no place in our organisations. As leaders we are committed to eliminating racism in the NHS. We will keep you updated on actions we are taking following the Lord Mann Review and thank you in advance for your support.

Kind regards,

Dr Nikki Stevenson

Chief Medical Officer, Deputy Chief Executive and Executive Partner for the Multi-Cultural and BAME joint staff network