

LIVERPOOL CITY REGION

ANTI-RACISM STRATEGY

2026-2029



Liverpool City Region
Race Equality Hub

NO PLACE
for **RACISM**



**LIVERPOOL
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NO PLACE
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Contents

| | |
|--|----|
| Foreword by Mayor Rotherham | 05 |
| 1. Introduction | 07 |
| 2. The LCR Context | 11 |
| 3. The LCR Boroughs and Anti-Racism Profile | 13 |
| 4. The Strategy Development Process | 27 |
| 5. Who is the Strategy for? | 33 |
| 6. The Principles | 35 |

Contents continued

| | |
|--------------------------------------|----|
| 7. The Vision | 38 |
| 8. The Outcomes | 40 |
| 9. The Dimensions of Racism | 43 |
| 10. Governance and Accountability | 51 |
| 11. Conclusion | 55 |
| Glossary | 58 |
| References | 64 |

Foreword by Mayor Rotheram

The Liverpool City Region has always been shaped by diversity.

For generations, people have come here to work, to build lives, to contribute, and to strengthen the communities we are proud to call home.

We are home to some of Europe's oldest Black and Chinese communities, and Liverpool was the site of the UK's first mosque as far back as 1889. This rich mix of cultures, histories and identities is part of what makes our city region unique.

But alongside that proud history, we also carry uncomfortable truths. We cannot ignore the legacy of exploitation, inequality and discrimination that has left lasting impacts on communities across our region. That history gives us not only a responsibility to acknowledge what has gone before, but a duty to act with purpose today.

That is why this Anti-Racism Strategy matters.

In the world we are living in now, it is not enough to simply say we are not racist. We must be actively, confidently anti-racist. Racism has not disappeared - in some areas it is becoming more visible and more entrenched. We see the effects in rising hate crime, in the spread of misinformation, and in the way fear can undermine people's sense of safety, belonging and opportunity.

This strategy is not about warm words or good intentions. It is about setting a clear, shared direction for the Liverpool City Region. It recognises that racism is not only about individual behaviour, but about systems, structures and outcomes - and that tackling those challenges takes sustained leadership and long-term commitment.

I want to recognise the work that has gone into developing this strategy. More than 400 people have helped shape it, and I am especially grateful to the Reference Group of Black, Asian and Minority Ethnic community leaders who have co-written this work, bringing both lived experience and professional expertise. That collaboration strengthens the strategy and ensures it reflects the realities people face.

But a strategy alone does not change lives.

What matters is whether it becomes a living, breathing document, owned not just by the Combined Authority, but across the whole city region. It must influence how decisions are made, how services are designed, and how organisations recruit, support and develop their people.

This work is also about the future we want to build together: a Liverpool City Region where everyone feels they belong, where talent is not wasted, and where opportunities are not limited by race or background.

If we get this right, we have the opportunity to make our city region a place where anti-racism is not just talked about, but delivered - visible in our institutions, embedded in our culture, and felt in people's everyday lives.

I am committed to continuing this journey with you.



Steve Rotheram

Mayor of the Liverpool City Region





1

Introduction

1 Introduction

The experiences of Black, Asian and Minority Ethnic community members has for a long time been characterised by racism and discrimination. More recently this has included a series of disturbances at the Suites Hotel in Kirkby in February 2023 and a negative social media campaign against a local Black owned business in St Helens in the early summer of 2024.

Islamophobic and racist riots occurred in the summer of 2024 (following the events in Southport), that spread to other parts of the Liverpool City Region and the UK. These riots and disturbances were fuelled by lies and misinformation that falsely characterised the attacker as a Muslim and asylum seeker and resulted in the burning down of the community library in Spellow Lane in Walton and violence and threats towards members of Black, Asian and Minority Ethnic communities across the Liverpool City Region. This left individuals and families in fear.

These riots took many by surprise. As a city region we are rightly recognised and proud of our reputation for social justice and for defending and supporting those in need and who experience inequality and discrimination. However, for many within Black, Asian and Minority Ethnic communities, the riots were less of a surprise, as in the years leading up to the riots, racially motivated hate crimes had increased significantly across most parts of the city region and recognition that the commitment to social justice has not always included the needs and experiences of Black, Asian and Minority Ethnic communities.

In response, the Metro Mayor, along with a number of civic leaders, held meetings with LCR faith and community representatives from which emerged a Mayoral commitment to take action in order to prevent future racist, Islamophobic and anti-migrant riots, promote community cohesion, dispel lies, misinformation and hostility towards

Black, Asian and Minority Ethnic communities and address the persistent and systemic racism faced by minority ethnic communities in LCR.

To address these issues, the Mayor asked key officers within his organisation, the Liverpool City Region Combined Authority (LCRCA) to develop a Liverpool City Region Anti-Racism Strategy that would work across organisations, agencies and administrative boundaries and recognise the unique histories, cultures of each local authority and to identify opportunities for economies of scale, uniformity of approaches and the sharing and development of good practice that would enable LCR to become an anti-racist city region.

To inform the strategy over 200 organisations and over 500 individuals were engaged in conversations between March and November 2025, providing a range of perspectives. These included Black, Asian and Minority

Ethnic led organisations, elected city region councillors and MPs, asylum and refugee communities, Muslim communities and as far as we know for the first time in the history of LCR, white, working-class communities were asked what they wanted to see from an anti-racism strategy. Two Anti-Racism conferences were held in July 2025 and November 2025 involving some 250 and organisational representatives who were invited to offer ideas and perspectives. All these extensive engagement sessions generated a wide range of perspectives and calls for action, all of which are included within the strategy and its associated framework for delivery and action plan.

However, amongst our findings there were three key issues that most, if not all of those from whom we gathered information from, were most concerned with and which are key issues that this strategy seeks to address.

1 FEAR:

There exists a real fear in holding open and honest conversations on race and racism. Fear of using the wrong language or terminology, of being blamed or held accountable for historical legacies or lack of action all act as an impediment to holding dialogues that are open and curious rather than ones based on fear and defensiveness. This limits opportunities to learn and develop racial literacy and education. Additionally, there is often a reluctance and fear of the term 'racism' itself, with some institutions and individuals, preferring to use terms such as discrimination or inequality or even stating that social class is the 'real' or 'bigger' issue. This has the impact of downplaying, marginalising or ignoring the very real lived experiences of our Black, Asian and Minority Ethnic communities, leaving them feeling gaslighted and excluded. In order to tackle racial injustice, we require more meaningful and bold conversations on race and racism.

2 MISINFORMATION:

The proliferation of lies and misinformation about asylum seekers, refugees, migrant workers and Black, Asian and Minority Ethnic communities more broadly, fuelled mainly, though not exclusively by social media is having a profound impact on many aspects of life within LCR. Lies and misinformation have permeated extensively into many of our communities, mainly but not exclusively our white-working class communities. This leaves Black, Asian and Minority Ethnic communities being wrongfully blamed for the devastating impact of austerity and the cost-of-living crisis. It has a profound impact on some communities, causing fear and mistrust and leading to increases in racially motivated violence and hate crimes, whilst leaving the vast majority of members of white working-class communities, appalled and ashamed of what is being done in their name.

3 MISTRUST:

For a variety of reasons, Black, Asian and Minority Ethnic communities experience well-founded mistrust in organisations and institutions. One key reason is because organisations and individuals have made promises and commitments to bring about change and have not translated these commitments into action. There is a real need to hold organisations to account and to utilise the knowledge and skills of Black, Asian and Minority Ethnic communities and individuals to facilitate this. If we are to realise racial justice, accountability will be key to achieving this goal.


Therefore, it is critical that the LCR Anti-Racism Strategy addresses these and other features of the race equality landscape within LCR. If this does not happen then this strategy will be seen as yet the latest unfulfilled set of promises, that leads to more mistrust and fails to tackle the key issues

that Black, Asian and Minority Ethnic communities face, rather than the issues prioritised by institutions and organisations.

The intention of the strategy is not to apportion blame to individuals for lack of action, but it is important to place racism within its historical context and acknowledge the impact, legacy and inaction to be able to understand how racism is manifested and what works to eliminate it.

Within the strategy, there are no numerical targets to be achieved. The focus of the strategy is on effecting change, which is often about what people think, feel and experience in their lives. This involves changing the culture of organisations and of the Liverpool City Region to a more progressive, inclusive one where anti-racism and diversity is actively recognised and celebrated.

The strategy enables organisations, institutions, companies, businesses, groups, communities and individuals to take action that will contribute meaningfully to ensuring our city region is a proud and inclusive one, and acts in the finest traditions of our identity as a region that stands up for issues of equality and social justice. It provides an understanding of what we want to achieve and why, a framework to recognise and tackle racism in its various forms and a series of actions that will enable us, as a city region, to achieve our vision for racial justice and equality. Our strategy is ambitious and will need hard work and a will to do things differently, to achieve its aims. However, we're confident that we will achieve all this so long as we're honest, brave and above all firmly committed.

 *'The weight of Liverpool' a fictional piece inspired by real life experiences.*
Written and performed by Brodie Arthur.



2

The LCR Context

2 The LCR Context

Black, Asian and Minority Ethnic communities form an integral part of the social, cultural and economic fabric of the Liverpool City Region and this strategy and accompanying documents uses the descriptor 'Black, Asian and Minority Ethnic' to describe people from non White British ethnic backgrounds. This includes (but is not limited to) Black, Asian and mixed heritage community members, Gypsy, Roma, Traveller, Showmen and Boater Communities, Irish Travellers, the Jewish Community and community members impacted by Islamophobia.

It is particularly important in the current context, to recognise the impact of Islamophobia as a specific form of racism. Islamophobia was a key driver of the disturbances following the event in Southport (summer 2024), protests outside hotels and other forms of accommodation and the emergence of flags on lampposts and other places.

Islamophobia is prejudice, discrimination, hostility or fear directed at Islam or Muslims and manifests as stereotypes, hate speech, discrimination and violence against individuals who are, or who are perceived as Muslim. It treats Muslims as a monolithic threat, ignores their diversity and fuels bigotry through harmful media, social exclusion and biased policies and practices that impact on daily life and opportunities.

However, it is also helpful in the context of this strategy, to use an umbrella term to describe those communities who experience racism. In developing solutions and action, it is essential that the unique experiences of specific communities and community members within that broader term is recognised and understood.

Finally, it is essential that the simultaneous oppressions that Black, Asian and Minority Ethnic community

members face is recognised as inseparable from other forms of inequality, such as social class, gender, disability, sexuality, thereby recognising the importance of intersectionality.



The Anti-Racism conference.



3

The LCR Boroughs and Anti-Racism Profile

3 The LCR Boroughs and Anti-Racism Profile

The 6 boroughs that make up the Liverpool City Region have their own identities, and cultures and are an important part of the civic pride and identity that all our communities share.

To ensure the effectiveness of the strategy, it cannot adopt a one-size-fits-all approach. It must reflect local contexts, circumstances and challenges. Therefore, each borough will tailor their own strategies to account for these contexts. This will enable them to contribute meaningfully to a city region-wide approach and will deliver actions that address the issues in each locality, while at the same time taking opportunities to share good practice and celebrate successes with the other areas that make up the Liverpool City Region.

Each local authority within the Liverpool City Region has made a commitment to tackling racial inequality and to the LCR Anti-Racism Strategy.





Halton Borough Profile

Halton has a relatively small but growing Black, Asian and Minority Ethnic population. There has been a Black, Asian and Minority Ethnic presence in Halton since it was established in 1974 and that more established minority ethnic community has been supplemented by newer arrivals to the borough who now call Halton their home.



Play the Halton video



Like other places across the Liverpool City Region and wider UK, our Black, Asian and Minority Ethnic population, although relatively small (3.5%) has seen a rise in overall numbers, which has brought about some challenges for community cohesion.

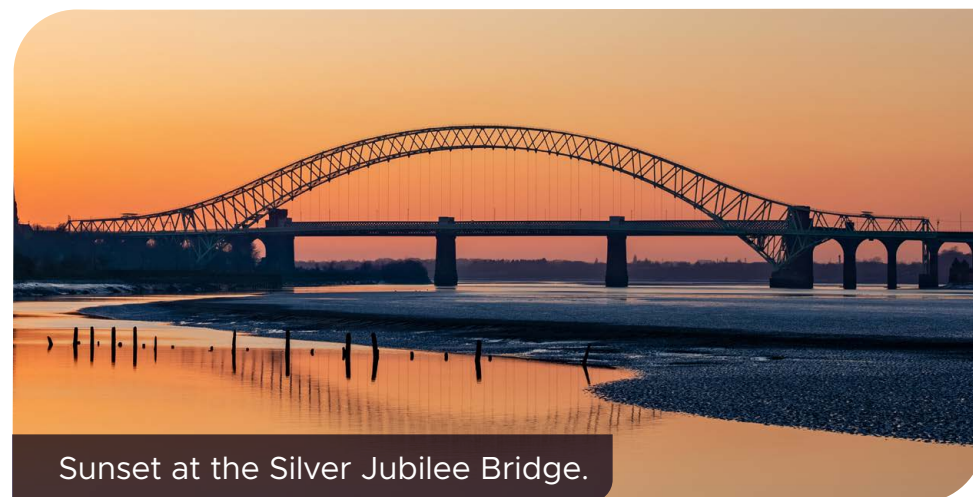
The key challenge for Halton is how we in the borough tackle racism, including that on social media, while also struggling to engage with groups who are willing to listen and engage in the issue. While Halton is not as diverse as other areas, this should not be used as an excuse, to not take effective action. The issue is important, not least to our Black, Asian and Minority Ethnic communities who are subjected to a wide range of discriminatory action and who often find themselves living in fear.

We also need to find ways to support people in the borough who lack confidence or are in fear of publicly supporting our anti-racist initiatives or want to act as allies.

The borough has introduced a Corporate Reverse Mentoring scheme, which is now in its second phase after a very successful first round. This has generated even more interest. Many of our senior and middle managers, have benefited greatly from learning and educating themselves on what it is like for Black, Asian and Minority Ethnic and other underrepresented people to live and work within the Borough.

We have strong support from our Senior Management Team in buying into our race equality work. We hope the strategy will support continued collaboration between different EDI networks across LCR and ensure EDI isn't being siloed.

Finally, our hope is that anti-racism is embedded in everybody's work, not just those who experience or see it. We want conversations on race and racism to continue happening and happen more frequently. Our Black, Asian and Minority Ethnic communities are worried that silence means compliance, and our white colleagues have been worried about not knowing what to say and in turn saying the wrong thing. We want to break the cycle of silence.





Knowsley Borough Profile

Knowsley has been home to a relatively small, but significant and well-established Black, Asian and Minority Ethnic community since it was first established in 1974 and parish archives, record a continued black presence in Knowsley going as far back as 1721.



Play the Knowsley video



Today, the boroughs' Black, Asian and Minority Ethnic communities make up some 4.6% of the population and this has included a significant increase of some 81% since the 2011 census. This increase in percentage, although relatively small in number, has brought about significant challenges for our Connecting Communities agenda, which refers to the bonds and connections that unite individuals within a community, promoting a sense of belonging and shared identity. Worryingly, the bonds that hold society together - civic participation, and a shared sense of belonging - are under growing pressure, leaving our communities more fragmented, fragile, and less resilient to threats. It is recognised that the challenges our communities face are not confined to isolated groups or places. They cut across social, economic, and geographic lines nationwide.

However, there is opportunity to provide a much stronger focus on celebrating and promoting the diversity of our communities including the delivery of a programme of events and activities that encourage people to come together around food, sport, culture and shared experiences.

In 2024, as part of Knowsley's 50th anniversary celebrations a new short film commemorating the history of Black families in the borough was created, entitled 'Here for Good'. The film tells the moving stories of four Black families, with all

the participants talking candidly about their lives and identities and how they are inextricably linked to growing up and living in Knowsley. The heart-warming stories are brought to life with family photos, anecdotes, documents and their fond memories.

The Strategy will help us to amplify and unify the boroughs messages on diversity and inclusion, challenge divisive lies and misinformation and ultimately celebrate Knowsley and its diverse communities. The Strategy will help strengthen our approach to Knowsley Better Together, which is based on the simple principle that more can be achieved if people work together – that's organisations, groups and individuals too. We can all play a part in a better future for Knowsley.





Liverpool Borough Profile

Liverpool is a borough with a rich history of racial diversity which has shaped and defined our city. We are proud to be the home of Europe's oldest Chinese community, Britain's oldest Black community, the first mosque built in the UK and of the oldest Jewish communities in Britain.



Play the
Liverpool video



Among the boroughs within the Liverpool City Region, we have the largest and most diverse population, and we are seeing this increase with almost a quarter of our population being from an ethnic minority background.

However, we recognise and acknowledge that racism is still a very real and troubling reality in our city, causing real harm and pain to our Black, Asian and Ethnic Minority communities which is a priority for us to address.

The last few years have been challenging for us and the entire city. With a rise in racially and religiously motivated hate crimes, the increased spreading of racial misinformation and increasing community tensions, causing a growing sense of uncertainty and anxiety among racially diverse residents.

Moreover, we also recognise that the Council's historic failure to deliver impact and change for our Black, Asian and Minority Ethnic communities, means trust needs to be rebuilt.

Addressing this, is imperative to us at the Council. 2026 will see us launch our Anti-Racism Strategy working collaboratively with the Liverpool Strategic Partnership, as well as actively working through our newly launched Council Anti-Racism Action Plan. Our work in this space has already begun and we have seen the positive impact of our tackling misinformation

campaign, and our community engagement to develop our Anti-Racism Strategy.

We look forward to the opportunity the Liverpool City Region Anti-Racism Strategy provides us to collaborate with partners across the region to deliver true and lasting change for our residents and beyond. Anti-Racism is at the centre of our thinking in Liverpool, and we are looking forward to continuing to work with our partners across the city region to ensure racism has no place in our city.



Image: Rob Jones & Visit Liverpool

Residents of Liverpool City Region.



St. Helens Borough Profile

St Helens has had a Black, Asian and Minority Ethnic presence for over 150 years, with established communities dating back to the rapid industrialisation and population boom of the mid-19th century.



Play the
St Helens video



Today, 3.47% of St Helens' population identify as Black, Asian or Minority Ethnic (2021 census) and this is increasing. While many of our minority ethnic communities feel proud to call St. Helens their home and are well-established, the increased racial diversity of the borough has brought significant challenges.

Over the years, St. Helens has experienced a significant increase in racially motivated hate crime and the presence of racist graffiti. Our schools have highlighted an increase in racist incidents and are taking positive steps to address this, but we also know that there exists significant underreporting of hate incidents, particularly affecting new members of the Black community.

Our recent engagement with Black, Asian and Minority Ethnic groups found that:

- The majority felt a strong sense of belonging to St Helens, and optimism for the future, felt St. Helens was a great place to live and felt part of their local community
- Some had experienced racial discrimination and have had instances of feeling unsafe, particularly at night
- Some outlined the positive impact of local voluntary and community groups and the council in helping them integrate into the local community

- Some outlined positive sentiment around the support from partners including the Council, the police and the fire service to tackle racially motivated hate crime in the borough
- The majority outlined a need for a stronger education programme on diversity and different cultures
- The majority outlined a need to continue efforts to build a sense of community cohesion and togetherness.

Through our anti-racism strategy, we will make significant efforts to address racism through policies, strategies, and partnerships, focusing on tackling systemic injustice, increasing Black, Asian and Minority Ethnic representation in employment, supporting businesses and promoting diversity in the community and providing hate crime reporting mechanisms. Initiatives will include target setting, delivering training, co-producing strategies with Black, Asian and Minority Ethnic staff groups, and partnering with the LCR Race Equality Hub to increase economic opportunities.

St Helens Borough Council intends for this strategy to enhance the visibility of EDI activity, develop a welcoming, inclusive environment for all residents and promote a united and collective approach across the Liverpool City Region, recognising that the region is stronger when communities stand together.



Sefton Borough Profile

Sefton is a vibrant, welcoming and outward looking borough that actively attracts residents, staff and visitors from across the country, the region and a wide range of ethnic and cultural backgrounds. This strengthens our workforce, our economy and our shared community life.



Play the
Sefton video



However, we also recognise growing national and local challenges relating to community tensions, particularly those fuelled by misinformation and far right narratives.

Sefton is a predominantly white borough, but it is home to a growing mix of ethnic and cultural communities, including Asian, Black, Mixed heritage, Arab, African, Eastern European and Middle Eastern residents. While these groups make up a small proportion of the population, they contribute significantly to Sefton's cultural identity. We recognise that their experiences can be less visible due to population size, which is why our work prioritises Anti-Racism, visibility, lived experience and community cohesion.

The violent disorder in Southport in July 2024, when groups mobilised around false claims and targeted a local mosque, demonstrated how quickly harmful disinformation can generate fear and division within communities. Sefton is determined to learn from this event, strengthen community resilience and ensure that our work on cohesion and Anti-Racism continues to evolve. By building trust, amplifying all marginalised voices, improving awareness of misinformation and deepening engagement across all communities, we aim to foster a borough that stands firmly against hatred and is genuinely welcoming to everyone.

Sefton begins this work from a place of commitment and unity. The Council (on 15th January 2026) has taken a clear and public stand against hatred in all its forms, unanimously

backing the Together Alliance—a campaign promoting “love, unity and hope” in response to far right narratives and misinformation. This builds on Sefton's earlier Unity Motion (resolved at Council on 12th September 2024) which reaffirmed our collective stance against racism, antisemitism, Islamophobia and all discriminatory acts, emphasising solidarity across communities and a zero tolerance approach to hate.

From this strong foundation, Sefton Council continues to prioritise inclusion, belonging and community cohesion. Our leadership has repeatedly reaffirmed that there is “no place in Sefton for racist messages”, and that attempts to divide communities will be challenged through proactive partnership, accurate communication and a commitment to fairness, truth and collective resilience.

We are committed to improving our understanding of under representation across local services and community spaces, and to addressing the structural barriers that drive discrimination and limit full participation. Working with all our communities, and our partners and local businesses, we are developing a new community cohesion framework that strengthens belonging and cohesion. Our borough wide listening exercise invites everyone to share their views and experiences, ensuring that the actions we take reflect the voices of the whole community. Alongside this, we continue to collaborate across the Liverpool City Region to share learning, align approaches and support a warm, welcoming and inclusive region for all.



Wirral Borough Profile

Wirral Council welcomes and supports the new LCR Anti-Racism Strategy. Tackling racism is a fundamental part of Wirral's commitment to 'create a fairer, safer, accessible, and inclusive Wirral where everyone feels that they belong, have a voice, and have an equal chance to succeed and thrive'.



Play the
Wirral video



Our communities are our greatest strengths with people of many different backgrounds and life experiences living side by side. Supporting them to thrive in an environment that is free of harassment and discrimination is a core strand running through our Council Plan and fundamental to how we and our partners work. We want to ensure that Wirral is a place where diversity is celebrated and where inequality is actively tackled.

Our council staff play a key role in helping to tackle racism across the Borough and supporting the LCR Race Equality Programme. EmbRace anti-racism training is being rolled out across Wirral, and hundreds of council employees have undertaken the training to date. Our Race, Religion, and Belief staff network have been paramount in raising awareness through a variety of events in the last year.

But we know there is much more to do. Wirral has seen an increase in community tensions over the past few years, in a national and regional context of increasing tensions over the occupancy of hotels by asylum seekers such as Kings Gap in Hoylake. National rhetoric and local misinformation incite tensions periodically and the situation remains fragile.

The Council is leading pro-active responses to this, with our partner agencies and Wirral's diverse range of community, voluntary and faith groups working together to provide support for our residents. Our multi-agency

Hate Crime Strategy Group is delivering a comprehensive plan to help tackle racism, such as establishing a reporting centre network and co-ordination of education in secondary schools.

Our communities do great work in welcoming and supporting new communities to our borough, including providing clothing, English lessons, workshops, access to work and volunteering opportunities. Residents who sought asylum in the UK and are now working and living here in Wirral, recently spoke at a Full Council meeting, to share their positive experiences since coming here.

But we want to do more. We will work with our partners both in Wirral and across the City Region to deliver this Anti-Racism Strategy. Within Wirral, we are also building our new Equalities, Diversity and Inclusion (EDI) Strategy to set out how we will deliver these ambitions; support communities to develop a shared understanding of each other's needs and proactively encourage community cohesion and good relations between different communities.

And we will do this by working together - as residents, elected members, staff, partners, and our communities - to raise awareness, understanding and robust actions to challenge racism and ensure Wirral is a place where all communities can live with dignity and respect.



4

**The Strategy
Development
Process**

4 The Strategy Development Process

This strategy is grounded in a commitment to becoming actively anti-racist and in dismantling racism. It recognises that racial equity, while important, is not the endpoint. The work must move beyond equal treatment or adjusted solutions and towards a racial justice perspective. This means seeking to dismantle the structures and systems that produce and reproduce inequality. Such a shift is fundamental if the Liverpool City Region is to address racism in a meaningful and sustained way. The process of coproduction is ongoing, and the strategy development and production is only the start of this process, and its implementation will be informed by those with Lived Experience.

The contents of the strategy reflect the current and authentic conversations that took place from March 2025 to November 2025. It is informed by the voices of Black, Asian and Minority Ethnic professionals and community leaders during a focused writing retreat.



It is steeped in the current context which relates to real issues and solutions whilst also located in what is possible to achieve. However, the strategy has been informed by the recognition that,

- Racism must be understood as a system, not just as interpersonal incidents that occur between individuals. The strategy must be actionable, not just compassionate.
- Bottom-up empowerment and critical examination of power structures are essential
- The use of storytelling and lived experiences is necessary to humanise the issue and foster empathy.
- The strategy must confront denial and lack of awareness, including resistance from some communities.
- Honest recognition of racism's roots in capitalism and colonialism is necessary.
- Coproduction, collaboration and the inclusion of Black, Asian and Minority Ethnic communities as key partners is essential.



The Methodology

This strategy begins from the understanding that racism exists and causes significant individual, collective and societal harm. Acknowledging this truth allows us to move beyond questioning or debating its existence and instead focus on building shared understanding and collective action. This foundation shapes the strategy's design and delivery, ensuring that it remains grounded, accountable, and centred on people's dignity and wellbeing.

The methodology is built upon three interrelated strands that were used throughout the engagement and writing process and has informed the development of the strategy. These strands are not simply methods of engagement; they are ethical, political and analytical commitments that shape how knowledge is valued, how decisions are made, and how transformation is pursued.



● **Lived Experience and Expertise:**

Participants brought deep insight and practical wisdom from their own lives, work and communities. This collective knowledge is treated as a source of truth, central to meaningful analysis and action. By grounding the process in lived experience, the strategy remains accountable to those most affected by racism and relevant to the specific contexts of the Liverpool City Region. However, it is essential that this collective knowledge is remunerated.

● **Black Feminist Theory:** Black Feminist theory provides both the ethical and analytical foundation for this work. It names and addresses the simultaneous oppressions that Black, Asian and Minority Ethnic people face and insists on understanding racism as inseparable from other forms of inequality, thereby recognising the importance of intersectionality.

● **Storytelling for Social Change:**

Storytelling was used as both a creative and analytical tool. It enabled participants to explore complex experiences, articulate vision, and connect emotionally and intellectually with one another. Through storytelling, harm was acknowledged and space was made for imagination and transformation. As a method, it helped translate experience into collective insight and strategic direction.

The above approach was used in a focused and intentional way with the LCR Anti-Racism Strategy Reference Group. This group was established to support the development of the strategy and they spent three days in September 2025, together exploring, reflecting and learning to enable a draft strategy framework to emerge.

The draft strategy framework was then sense checked with the evidence that was gathered during extensive engagement activity (Mar 25 to Nov 25) and included over 200 organisations and 500 individuals (see appendix for engagement activity).

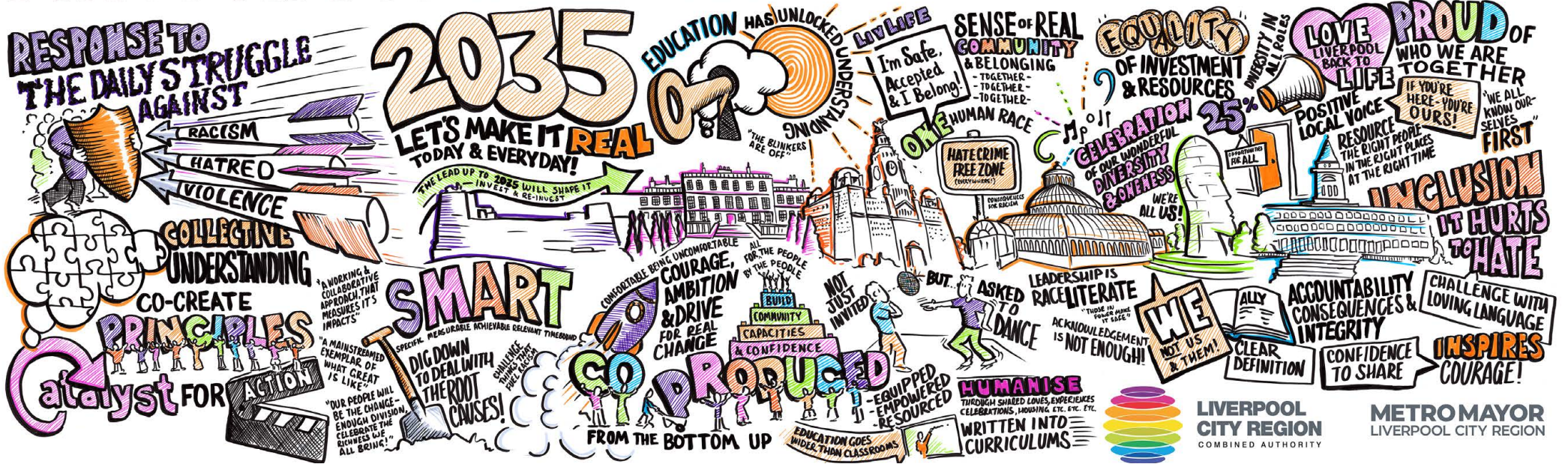
This final strategy, delivery framework and action plan are a culmination of all those conversations.



The Anti-Racism conference.

ANTI RACISM STRATEGY CONFERENCE

JULY 8TH 2025



LIVERPOOL CITY REGION COMBINED AUTHORITY

METROMAYOR LIVERPOOL CITY REGION

Image courtesy of Ice Creates



5

Who is the strategy for?

5 Who is the strategy for?

This strategy and its outcomes are focused on bringing about positive change for Black, Asian and Minority Ethnic Communities living and working in the LCR. However, the action required to deliver the strategy's principles, vision and outcomes, lies firmly with organisations, partners and stakeholders from the public, private and voluntary sectors, and communities and individuals across the Liverpool City Region, who

individually and collectively enable the structural and systemic racism that impacts the lives of Black, Asian and Minority Ethnic Community Members.

This racism is enabled through an often intangible and complex combination of historical legacies, systemic policies, cultural narratives, and individual biases that normalise inequality and is sustained not only

by active prejudice and discrimination but also by passive inaction, apathy and the failure of individuals and organisations to challenge existing discriminatory systems.

 [Play the Anti-Racism Strategy Conference, 8th July, 2025.](#)





6

The Principles

6 The Principles

This strategy is grounded in a commitment to becoming actively anti-racist and working towards racial justice. This means seeking to dismantle the structures and systems that reproduce inequality. Such a shift is essential if the Liverpool City Region is to address racism in a meaningful and sustained way.

The principles set out below define how this should be approached. They describe the values, attitudes and practices that must shape both the development and implementation of the strategy. They are not abstract ideals, but practical commitments to the ways in which individuals, organisations and institutions will show up, share power and remain accountable in the pursuit of racial justice.

The principles are embedded in the outcomes, framework for delivery and the action plan.

1. Active Anti-Racism and Bravery

- The strategy is grounded in a commitment to being actively anti-racist, not just passively “not racist.” This means challenging structures and systems that reproduce inequality and being brave—both individually and institutionally—in confronting racism, even when it’s uncomfortable.
- Bravery is seen as both a personal and organisational responsibility, requiring visible leadership, willingness to make mistakes, and a culture that nurtures courage.
- True commitment is shown by what is done, not just what is said.

2. Amplifying Black, Asian and Minority Ethnic Voices

- To amplify Black, Asian, and Minority Ethnic voices, ensuring these communities are included, heard, and able to influence decision-making.
- This includes authentic representation at all levels, not just during special events or months, and avoiding tokenism or short-term, knee-jerk responses.
- Hearing voices means creating space for individuals to show up as they are, without forcing labels or limiting the ways they can contribute. This approach values diversity and recognises that needs and solutions may look different across communities.

3. Building Knowledge and Allyship

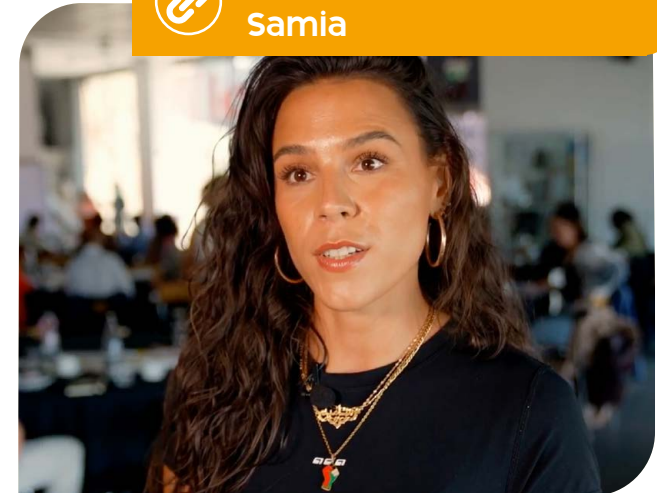
- Continuous learning, self-reflection, and enhancing knowledge are essential to build effective allyship.
- Allies are expected to take on the learning and action, rather than relying on those with lived experience to educate others.
- True allyship is not passive; it means being actively anti-racist by challenging inequity, speaking up, and taking risks to confront racism. Allies in power must be bold and brave, using their privilege, status and influence to advocate for change and support those with less power.

4. Working Together and Collaboration

- This stresses the importance of collective action by working together across communities, organisations, and sectors.
- Collaboration is seen as essential for building shared values, tackling root causes, and achieving sustainable change.
- Implementation requires clear facilitation, support, and resourcing. Organisations, leaders, and community representatives must take responsibility for ensuring that collaboration is actively supported and sustained.
- Collaboration should be specific and responsive to local needs, involving organisations, leaders and community representatives.



VOX POP:
Samia





7

The Vision

7 The Vision

“Liverpool City Region will be **THE** leading anti-racist region where people feel safe, valued and listened to”

The vision is ambitious and transformative, aiming for a Liverpool City Region where:

- **Truth and History:** The Liverpool City Region openly acknowledges and tells the truth about its history and origins, particularly regarding race and racism.
- **Targeted Investment:** There is targeted investment and transparent funding pathways to support anti-racism work and affected communities.
- **Equitable Opportunities:** Opportunities are equitable across all sectors, breaking down barriers to participation and advancement.
- **Empowerment to Speak Up:** People are empowered to speak up and say that racism is not acceptable, fostering a culture of active anti-racism and solidarity.
- **Education:** Anti-racism is embedded into education at all levels, ensuring that learning environments are inclusive, honest, and empowering and reflective of multiracial communities and the wider city region.
- **Belonging:** A shared sense of belonging is rooted in Liverpool City Region’s values, with all communities feeling safe, seen, and included.
- **Courage and Accountability:** There is courage and safety to challenge racism, with clear accountability for actions and outcomes and where discussions on race and racism are characterised by openness and curiosity, rather than by fear and defensiveness.
- **Visible Diversity:** Diversity is visible at all organisational levels, reflecting the communities served.



VOX POP:
Julie - Wirral Change





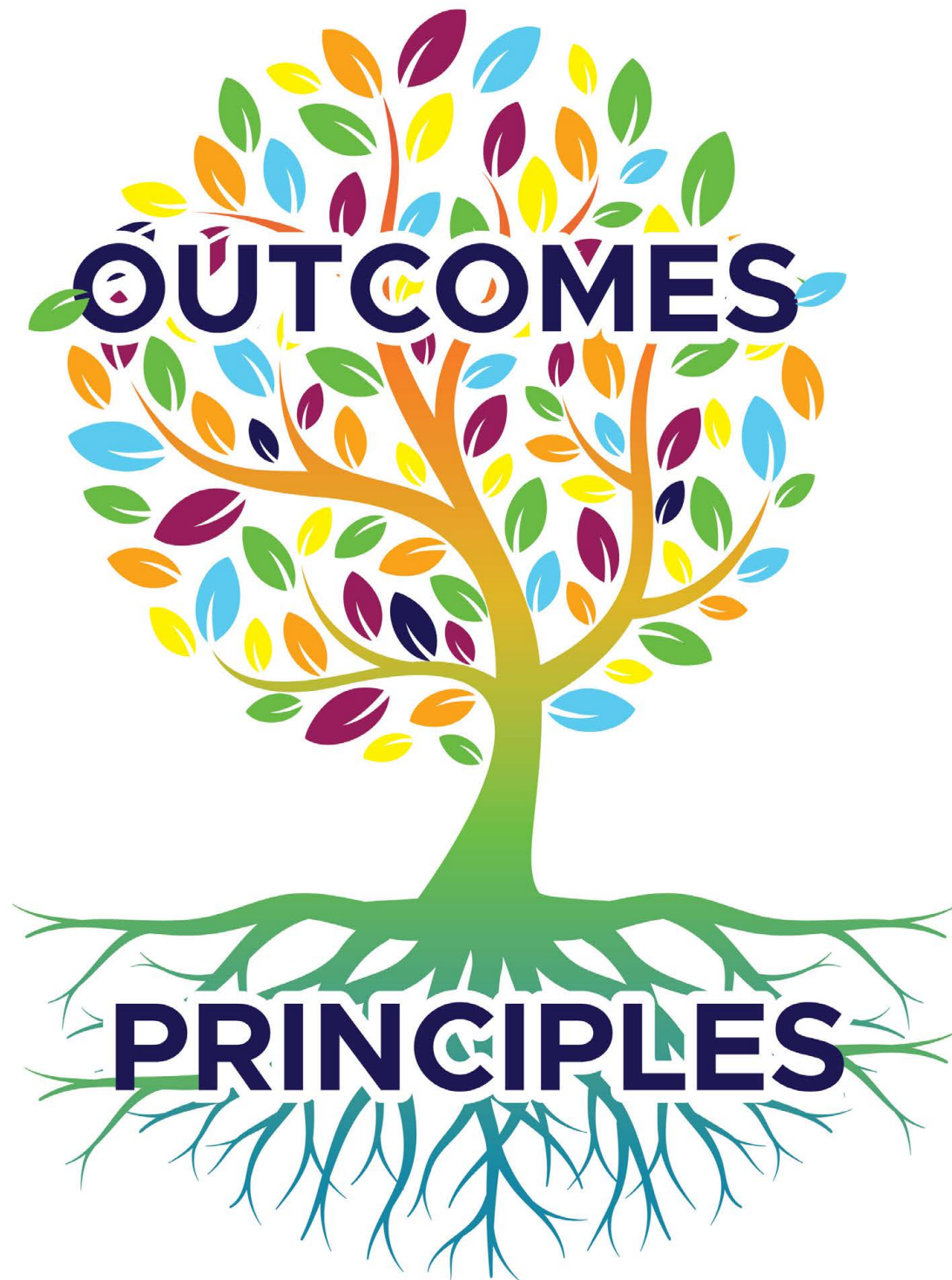
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The Outcomes

8 The Outcomes

Principles as Roots, Outcomes as Growth

This metaphor emphasises that strong foundational principles lead to visible, positive change.

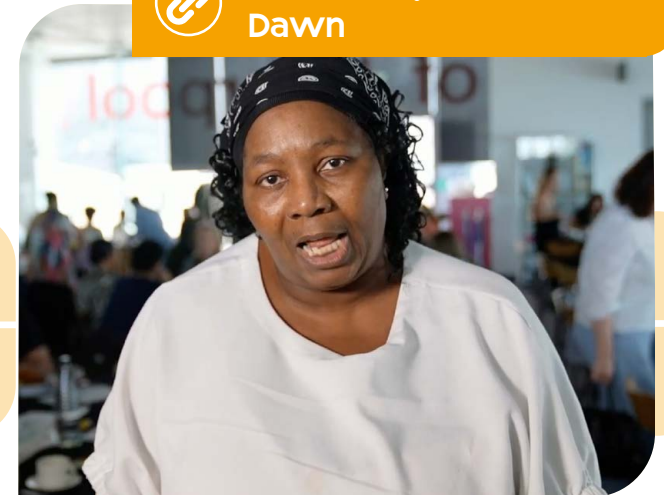


| The LCR Anti-Racism Strategy will lead to:

- Diverse leadership and representation across sectors
- Authenticity is normalised and unique identities are celebrated
- A greater sense of belonging and voice at all levels
- Community trust and confidence in institutions
- Extraction of social value and community and economic benefits
- The visibility and celebration of Black, Asian and Minority Ethnic Communities within LCR
- People live safe, valued, and fulfilling lives and have equitable access to services
- Inclusive, thriving LCR communities
- Fair and just systems and institutions
- Tackling misinformation and communicating/educating in accessible ways



VOX POP:
Dawn

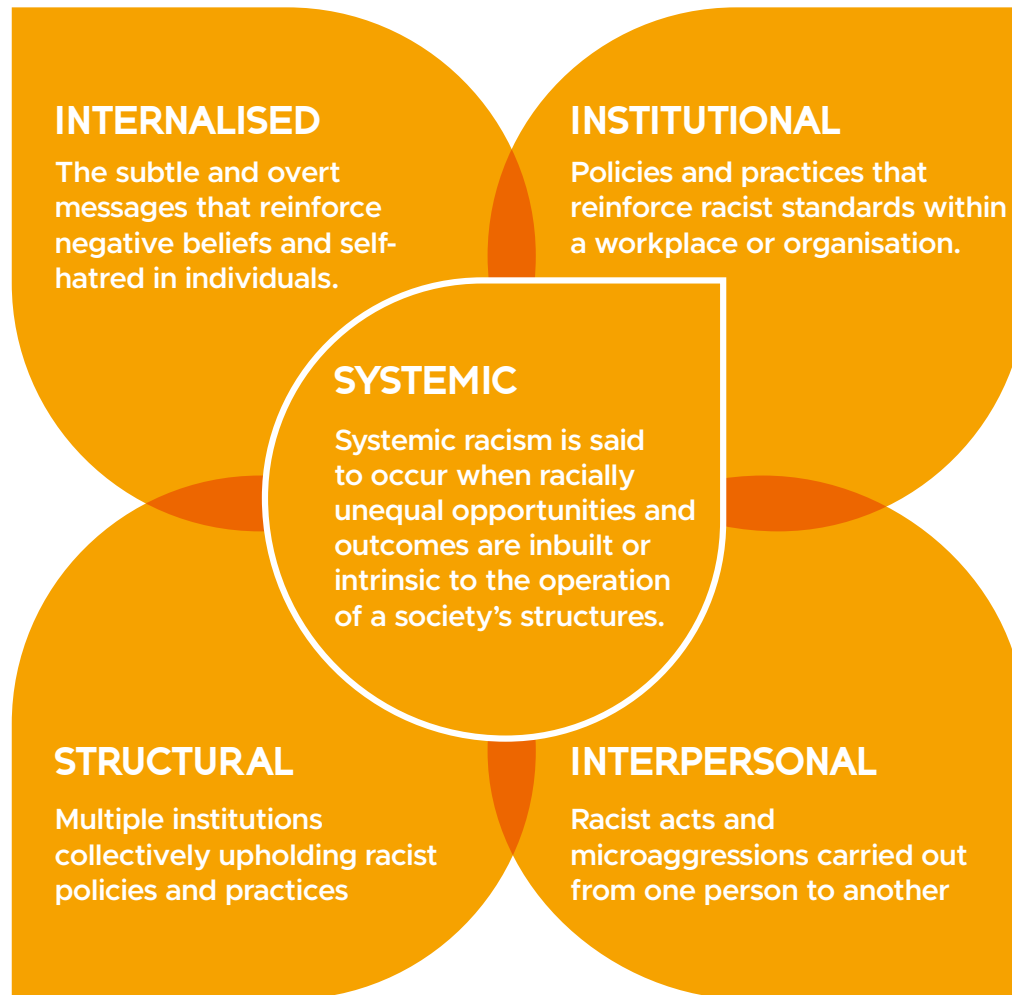




9

The Dimensions of Racism

9 The Dimensions of Racism



This strategy and framework are informed by five dimensions that support a comprehensive understanding of how racism operates across society. Four of these dimensions describe the distinct but interconnected levels at which racism is produced, maintained and experienced: internalised, interpersonal, institutional and structural. These levels reflect how racism shapes individuals' beliefs, relationships, organisational cultures and wider systems of access and exclusion.

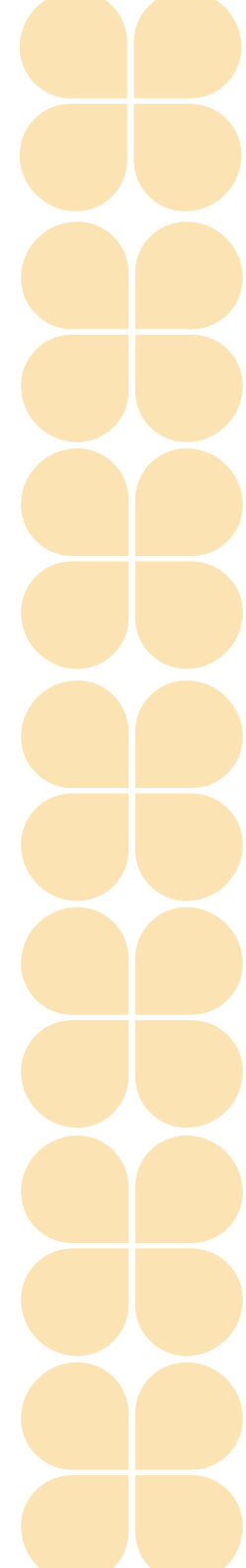
The fifth dimension, systemic racism, refers to the underlying system in which these levels operate. It is the foundation that enables and sustains racism across society, embedding unequal opportunities and outcomes within the structures and institutions that govern everyday life such as education or criminal justice. Systemic racism is not separate from the other dimensions but instead reflects how they are held in place by deeper patterns within society.

- **Internalised:** This is a process by which Black, Asian and Minority Ethnic Community members absorb, accept, and internalise negative societal beliefs, stereotypes, and hierarchies about their own racial or ethnic group. This can result in self doubt, shame, reduced self-worth, distancing oneself from their cultural identity, self-hatred or rejection of one's physical features, believing white people are superior, adapting to dominant cultural standards, or denying that racism exists.
- **Interpersonal:** Racist acts and microaggressions carried out by one person against another.
- **Institutional:** Policies and practices that reinforce racist standards and hierarchies within a workplace or organisation.

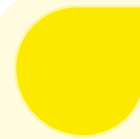
- **Structural:** Multiple institutions collectively upholding racist policies and practices.
- **Systemic:** Systemic racism is said to occur when racially unequal opportunities and outcomes are inbuilt or intrinsic to the operation of a society's structures.

The delivery framework linked to this strategy provides a comprehensive overview of each of these dimensions with good practice examples and ideas for action.

The table below provides an overview of how the dimensions and the principles contained in this strategy can be actioned to enable the vision to be realised.



Internalised Racism



Dimension aim

To develop greater self-worth and identity among marginalised groups that will promote greater authenticity and improve their overall well-being.



Active Anti-Racism and Bravery

Celebrate minority communities and create safe spaces for open conversation.



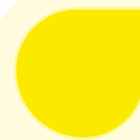
Amplify Black, Asian & Minority Ethnic voices

Safe spaces should be established for all communities to express themselves freely, fostering open dialogue and mutual respect.



Building Knowledge and Allyship

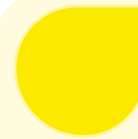
To provide accurate historical and scientific education that debunks falsehoods about differences between “races,” and enables people to develop a strong, positive connection to their own culture and heritage.



Working together

To foster trust and support between communities, therefore counteracting the “divide and rule” effect of internalized racism which can create intra-group conflict.

Interpersonal Racism



Dimension aim

To promote empathy, understanding and friendship among all racial and ethnic groups, where lived experience is acknowledged and respected and that interpersonal interactions reflect acceptance, respect and humanity.



Active Anti-Racism and Bravery

Be willing to make mistakes.

Individuals with privilege should use their voice to have courageous conversations about racism.



Amplify Black, Asian & Minority Ethnic voices

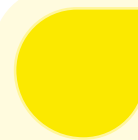
Reciprocal mentoring (where learning flows both ways between leaders and marginalised staff) is a key strategy for building understanding, allyship, and leadership capacity.



Building Knowledge and Allyship

Training, mentoring and open conversations.

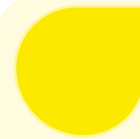
Allies must take responsibility for their own learning and understanding.



Working together

Strengthening social networks and community connections to create environments where people of all racial backgrounds feel safe, belong and are welcome, rather than “othered” or marginalised.

Institutional Racism



Dimension aim

To achieve racial equality and justice by dismantling the systemic barriers and ingrained practices within institutions that disadvantage Black, Asian and Minority Ethnic people.



Active Anti-Racism and Bravery

Explicit recruitment and communication
Mandatory anti-racism training
Create pathways for reporting and protect those who wish to whistle-blow about racism or discrimination.



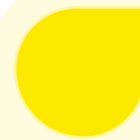
Amplify Black, Asian & Minority Ethnic voices

Voices are present, amplified and able to influence at every level of decision making – not just in token roles or during special events.



Building Knowledge and Allyship

Organizations must establish structures and policies that facilitate knowledge building.



Working together

To identify, share and support good practice that will address embedded policies and practices that disadvantage minority ethnic people, therefore building trust between institutions and the communities they serve.

Structural Racism

Active Anti-Racism and Bravery

Challenge structures & systems.

Building Knowledge and Allyship

Continuous learning and professional curiosity are non-negotiable. Organizations should foster a culture where ongoing education, reflection, and curiosity are expected and valued.

Dimension aim

To achieve full and equal participation in all aspects of society for people from racially marginalized communities by identifying and dismantling the barriers and structures that perpetuate racial inequity and so create a society where everyone has a fair and just opportunity to be healthy, succeed and participate fully in a system that is based on justice and equity for all.

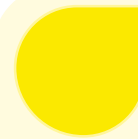
Amplify Black, Asian & Minority Ethnic voices

Marginalized voices must be heard consistently, not just during events like BHM. This means putting people from these communities in positions of power and compensating them fairly for their expertise and leadership.

Working together

To collect data on race and ethnicity to better understand and combat structural racism and use this evidence to lobby for effective change and to create strong mechanisms to hold public and private authorities accountable for implementing anti-racist policies and achieving measurable outcomes.

Systemic Racism



Dimension aim

To re-distribute power, privileges, and rights that have been historically hoarded or unfairly assigned based on racial identity, therefore ensuring that a person's race no longer predicts their life outcomes.



Active Anti-Racism and Bravery

A culture that nurtures courage.



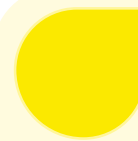
Amplify Black, Asian & Minority Ethnic voices

Voices should be integral to shaping solutions and not just sharing experiences.



Building Knowledge and Allyship

Allyship must be active and visible, especially among those in positions of power.



Working together

To dismantle the system of laws, policies, institutional practices, and cultural norms that perpetuate racial group inequity and to replace with new, effective policies that ensure equitable access to opportunities and resources in all areas of life.



10

Governance and Accountability

10 Governance and Accountability

A feature of the race equality landscape within LCR and elsewhere, is that too often, organisations and individuals, make promises and commitments to tackle racial inequality, that even if implemented, are rarely developed long enough to bring about the necessary change.

Ensuring that individuals and organisations are held to account is critical to Black, Asian and Minority

Ethnic communities in order to achieve the change they want to see.

The LCR Anti-Racism Strategy will be implemented through coordinated efforts across the Liverpool City Region, involving the Combined Authority, local councils, and other key partners and stakeholders from the private and voluntary and community sectors and will ultimately belong to the CA through its cabinet and Metro Mayor, with the

principles, vision and outcomes at the core of activity and interventions. The Liverpool City Region Anti-Racism Leadership Forum, involving civic leaders from across the public, private and voluntary sectors, will oversee implementation, monitor progress, and ensure accountability and the LCR Anti-Racism Reference Group will evolve to maintain a key role in the implementation, overview and ongoing development of the strategy.



Steve Rotheram, Mayor of the Liverpool City Region addressed the Anti-Racism Strategy Conference.



Katherine Fairclough, Chief Executive of Liverpool City Region Combined Authority.

Accountability and Governance Guiding Principles.

The strategy recognises the importance of a 'bottom-up' approach in order to understand and respond to the racism that blights the experiences of Black, Asian and Minority Ethnic community members within the Liverpool City Region. This strategy is seeking top-down responsibility in conjunction with the bottom-up approach.

We recognise that the change that needs to happen is also at a local and community level, through borough wide Anti-Racism action, and involving a wide range of partners, stakeholders and communities to contribute and add value to the wider city region strategy.

The inclusion of Black, Asian and Minority communities in monitoring and accountability processes is critical in order to:

- Enable those with lived experience of racism to influence and impact on the development of the strategy

- Build healthy relationships based on mutual trust and respect.
- Facilitate greater understanding and recognition of the key challenges, barriers and obstacles to change and to find shared solutions.

However, individual organisations and sectors will need to develop their own accountability arrangements as a key part of their own anti-racism activity. While the precise nature of governance and accountability arrangements will depend on individual organisational structures and contexts, good anti-racist governance and accountability measures will include the following features,

- The active inclusion in strategic monitoring, evaluation and accountability arrangements of communities with lived experience of racism, in recognition that their involvement is more likely to result in the development of actions that meet their needs.

- Systems of accountability should form a key part of wider organisational governance arrangements, rather than separate structures that are unable to exercise power or influence decision-making processes.
- Meaningful executive leadership representation should form a key part of monitoring arrangements and forums in recognition that accountability ultimately rests with CEO's and executive leaders.
- Disparities in power relationships between leaders and decision-makers of organisations and Black, Asian and Minority Ethnic individuals and communities must be acknowledged, recognised and steps taken to mitigate where appropriate.
- While it might prove difficult, particularly within smaller organisations, there must be a recognition that the skills, knowledge and expertise of Black, Asian and Minority Ethnic communities is being utilised in service

of organisational strategies and priorities and they should be remunerated or otherwise rewarded appropriately for their contribution.

- Accountability is focused primarily on meaningful change, rather than action.
- Good practice is recognised, shared and celebrated.

A full accountability framework will be developed as part of the work of the delivery of the strategy but early ideas for inclusion include:

1. Reporting back on organisational KPIs & Actions/Activities perhaps through organisational, borough and sector wide self-assessments
2. Satisfaction survey for Black, Asian and Minority Community members with a repeat in 3 years - "safe, valued and listened to"

3. Charter or Commitments that organisations/businesses can sign up e.g. an Anti-Racism Strategy Equality Impact Assessment; NHS framework; Fair Employment Charter: Liverpool City Region Arts & Culture Race Equality manifesto
4. The sharing of stories to support change
5. Each borough to develop their own Anti-Racism strategy linked to borough challenges/priorities and encompassing the vision, principles, framework for delivery and actions within the LCR Anti-Racism Strategy
6. Annual Leadership Forum event to feedback on progress against the strategy – this should be a celebration of making the change and not about box ticking



VOX POP:
Mark - CEO Everyman





11

Conclusion

11 Conclusion

The Liverpool City Region Anti-Racism Strategy can be a unifying force in relation to its vision, principles and the framework for delivery and the action plan is intended as a support and enabling mechanism.

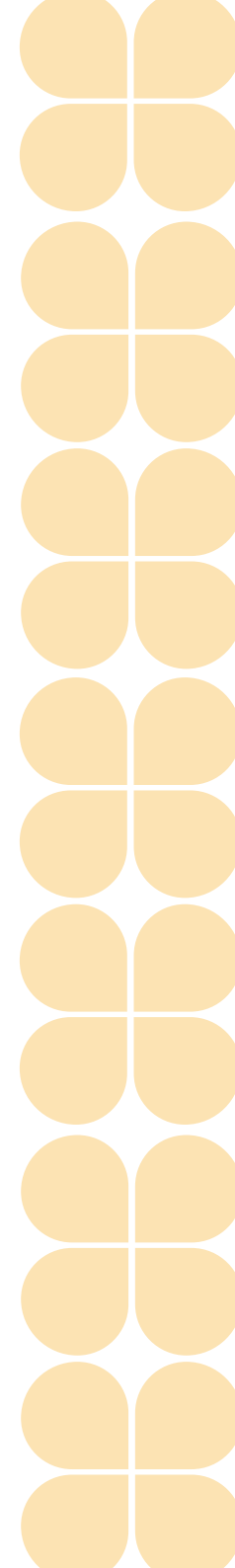
The recently established LCR Anti-Racism Leadership Forum will be the custodian of the strategy and working with the CA will create mechanisms for ensuring ongoing and proactive action on Anti-Racism.

The formal ownership of the strategy will be the Liverpool City Region Combined Authority Cabinet and the Metro Mayor.

A community accountability mechanism will be developed, building on the role and work of the Reference Group during the production of this strategy.

Therefore, this strategy and associated documents:

- **Are offering ideas and solutions on how to take on anti-racism practices**
- **Are encouraging public sector organisations and partners/communities to understand what is happening in their respective boroughs and to scope out local action**
- **Will provide a context and space for organisations/boroughs to share the change they have taken along with good practice and challenges.**



ANTI RACISM STRATEGY CONFERENCE



Image courtesy of Ice Creates

Glossary

Accountability:

Accountability in the context of racial equity work, refers to the ways in which individuals and communities hold themselves to their goals and actions, and acknowledge the values and groups to which they are responsible. To be accountable, one must be visible, with a transparent agenda and process. Accountability demands commitment.

Allyship:

An ally is someone who makes the commitment and effort to recognise their privilege or advantages (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression,

even those from which they may benefit in concrete ways. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.

Anti-Racism:

The active and intentional practice of identifying, challenging, and opposing racism in all its forms. Unlike being “not racist,” which signifies a neutral stance, anti-racism requires deliberate actions to dismantle systemic racism and promote racial equity at all levels.

Asylum Seeker:

A person who has left their home country, often abruptly due to persecution, war or violence and formally

applied for protection in another country, but whose claim has not yet been legally concluded. Under international law, such as the 1951 Refugee Convention, seeking asylum is a fundamental human right.

Authenticity:

To be truthful and aligned with your real identity, experiences, and values in relation to race and racism, rather than performing what others expect a “racial identity” to look or sound like. It ensures that commitments to equity are deeply rooted in self-awareness, accountability and tangible change.

Black, Asian and Minority Ethnic:

Black, Asian and Minority Ethnic (BAME) is a demographic grouping used

to describe people who are not White British and is used widely in UK research and policy on race and diversity. It is useful in enabling data to be tracked historically and geographically. However, the use of BAME as an overly broad term is being phased out, given that it masks the unique lived experiences and distinct socio-economic disparities faced by different individual ethnic groups.

Colonialism:

A practice of domination where a powerful state establishes and maintains control over another territory and its people. The result of such incursion is the dispossession of vast amounts of land and resources from the original inhabitants. While it has existed since antiquity,

the term most commonly refers to European expansion from the 15th century to the mid-20th century. Today, the legacy of colonialism is viewed as a source of systemic racism, economic inequality and environmental degradation.

Community Cohesion:

A social and political framework that describes how diverse groups of people can live, thrive and work together. It focuses on building strong relationships, fostering a sense of belonging, valuing diversity and ensuring equal opportunities for everyone, regardless of their background.

Coproduction:

A way of designing and delivering public or other

services in which councils or organisations and ordinary citizens work together, sharing power and responsibility as equal partners throughout the process. It acts on the premise that organisations are more likely to develop and deliver effective services that better meet the needs of groups or communities, if they involve those groups or communities in how those services will be designed and delivered. Local authorities typically describe it as residents, people with lived experience, councillors, community groups and officers jointly co-designing, co-commissioning, co-delivering and co-evaluating services, so that people affected by decisions have real influence over how services are shaped and run.

Ethnic Minority:

Individuals who do not identify with the majority or dominant ethnic group in a particular society and is often used to describe non-white populations in the UK (e.g., Black, Asian, Mixed, or other ethnic groups).

Equity:

The process and condition of ensuring that a person's racial identity no longer predicts their life outcomes. Unlike "equality," which provides everyone with the same resources, equity involves differentiated and targeted strategies to address the unique barriers and historical disadvantages faced by different racial groups.

Gypsy, Roma, Traveller, Showmen and Boater Communities:

Gypsy, Roma, Traveller, Showmen and Boater communities is an umbrella term for several distinct minority groups, many of whom have a recognised ethnic status and/or a traditional nomadic or mobile way of life.

Hate Crime:

In UK law and policing practice, a hate crime is any criminal offence that is motivated by, or shows, hostility or prejudice towards a person because of a protected characteristic such as race, religion, disability, sexual orientation or transgender identity. The working police/CPS definition is often expressed as: any criminal offence which

is perceived by the victim or any other person to be motivated by hostility or prejudice based on one of those characteristics.

Inclusive:

Practices, policies or environments that actively promote the participation and representation of all individuals, regardless of their background, identities or ability.

Indigenous:

The original, native inhabitants of a region who lived there prior to colonisation or the establishment of current state borders.

Institutional Racism:

Institutional racism refers specifically to the ways in which institutional policies

and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create disadvantages for Black, Asian and Minority Ethnic groups.

Internalised Racism:

Internalised racism occurs when an individual or groups, oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviours, social structures, and ideologies that support the dominating group's power e.g. accepting or centring Eurocentric standards of beauty, dress, behaviours etc.

Interpersonal Racism:

Interpersonal racism occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.

Intersectionality:

A recognition that outcomes for individuals are the result of more than one dimension of their identity e.g. race, social class etc. A person may face multiple and overlapping disadvantages because of the existence of two or more of these identities or characteristics.

Irish Travellers:

An indigenous, minority ethnic group, originating in Ireland. They have a distinct culture, heritage, and language. Irish travellers often face discrimination, severe

housing and educational challenges and experience significant health inequalities.

Islamophobia:

Prejudice, discrimination, hostility or fear directed at Islam or Muslims and manifested as stereotypes, hate speech, discrimination and violence against individuals who are, or who are perceived as Muslim. As a form of racism, it treats Muslims as a monolithic threat, ignores their diversity and fuels bigotry through harmful media, social exclusion and biased policies and practices.

Jewish Community:

A global, diverse ethno-religious group originating from ancient Israelites, bound by shared ancestry, culture, history

and often the Jewish religion. It encompasses various traditions, levels of religious observance and a strong, enduring sense of identity.

Liverpool City Region:

LCR is a region made up of 6 local authorities: Halton, Knowsley, Liverpool, Sefton, St Helens and Wirral and has 1.6 million residents.

Microaggressions:

The everyday verbal, non-verbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalised group membership.

Migrant workers:

Migrant workers are individuals who move from their home country to another for employment, either temporarily or permanently. They represent a significant portion of the global and UK workforce, though they often face unique legal and social challenges.

Mixed heritage:

Mixed heritage refers to individuals with parents, grandparents, or ancestors from different racial, ethnic, or cultural backgrounds. It is one of the fastest-growing demographic groups in the UK, and are often described using terms like biracial, multiracial or dual heritage. This background often involves navigating multiple cultures and identities. Liverpool has a high mixed

heritage population that is both statistically significant and deeply historical.

Oppression:

The systematic subjugation of one social group by a more powerful social group for the social, economic and political benefit of the more powerful social group.

Positive Action:

Measures that employers and service providers can take to encourage, support or recruit individuals from groups with protected characteristics (e.g. race, gender, disability) who are underrepresented, disadvantaged or have specific needs. It is a voluntary, proportionate approach designed to create a level playing field by removing barriers, rather

than providing preferential treatment in hiring.

Positive Discrimination:

The practice or policy of favouring individuals who belong to groups who are recognised as experiencing disadvantage or who are subject to discrimination. This practice is unlawful in the UK.

Prejudice:

A pre-judgment or unjustifiable and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalisations (or stereotypes) that deny the right of individual members of certain groups to be recognised and

treated as individuals with individual characteristics.

Race:

Race is a made-up social construct, and not an actual biological fact. The concept of race is rooted in colonisation and empire building, closely linked to the justification of differential treatment of human beings, for example through slavery. Racial categorisation schemes were invented by scientists to support world-views that some groups of people as superior and some as inferior. Despite there being no biological merit in the concept of race, racism is still prevalent in UK society and racial discourses persist.

Racial Justice:

The systematic fair treatment of people of all

racess, resulting in equitable opportunities and outcomes for everyone. It extends beyond “anti-racism” by proactively building deliberate systems and supports to achieve and sustain equity.

Racial Literacy:

The ability to recognise, respond to and counter the forms of everyday racism and systemic inequality that influence our social, economic, and political experiences. Rather than a “destination” one reaches, it is viewed as an ongoing journey of learning and unlearning.

Racism:

The systematic discrimination experienced by Black, Asian and Minority Ethnic communities through the institutional policies and

practices of society and by shaping the cultural beliefs and values that support those racist policies and practices.

Refugee:

A person forced to flee their home country to escape war, violence, or a well-founded fear of persecution based on race, religion, nationality or political opinion. A refugee has been formally recognised as needing protection after crossing an international border.

Reparations:

Reparations are part of a movement for reparatory justice concerning transatlantic slavery and colonial exploitation. While often associated with financial compensation, they can also include gestures like formal apologies, debt cancellation

and systemic changes to address ongoing inequality.

Repatriation:

The return of individuals to their homeland, which may be voluntary (freely chosen) or forced (deportation).

Restorative Practice:

Restorative practice uses dialogue, empathy and accountability to address, repair and prevent racial harm, moving beyond punitive measures toward healing and systemic change. It centres the voices of those affected by racism, fostering shared responsibility to dismantle racial inequities and rebuild community or personal trust.

Stereotypes:

A generalised and oversimplified belief or image

about a particular group of people. Stereotypes can be positive, negative or neutral, but they often fail to account for individual differences and can lead to prejudice and discrimination.

Storytelling:

A powerful, intentional method used to challenge dominant narratives, expose systemic racism, and amplify the lived experiences of marginalised groups and communities.

Structural Racism:

The normalisation and legitimisation of historically rooted, systemic policies, practices, and cultural norms that routinely produce cumulative, adverse outcomes for Black, Asian and Minority Ethnic communities. It operates

across interconnected systems such as housing, healthcare, education, criminal justice etc. to create and sustain racial inequalities, often independent of individual prejudice.

Systemic Racism:

How societal structures, laws, policies and institutional practices create and perpetuate racial inequality. It is embedded in systems like housing, education, healthcare and criminal justice, resulting in harmful, discriminatory outcomes for Black, Asian and Minority Ethnic groups, often without needing intentional bias.

Trauma Informed:

Trauma-informed, anti-racist approaches acknowledge that racism causes profound, ongoing, and generational

trauma and demands that systems of care dismantle systemic and interpersonal racial harm rather than just treating symptoms by recognising racialised stress and fostering safety and equity for marginalised communities.

White Privilege:

The unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it. It creates and maintains belief systems that make current racial advantages and disadvantages seem normal.

Woke:

Being consciously aware of and alerted to societal,

political and racial injustice and the need for reform. Critics often use it as a derogatory term for progressive or socially liberal views.

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NO PLACE for RACISM



**LIVERPOOL
CITY REGION**
COMBINED AUTHORITY

METROMAYOR
LIVERPOOL CITY REGION



Liverpool City Region
Race Equality Hub



Sefton Council 



 **WIRRAL**