



Report Title	Lord Mann Review & NHS England Actions 2026
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Accountable Director	Mandy Wilcock, Director of People and Organisational Development
Previous committees/groups	None
Recommended action(s)	Approval
Purpose of the paper	This paper sets out the immediate actions requested by NHS England following the publication of the Lord Mann Review and provides an assessment of the Trust's current position, areas requiring further development, and proposed next steps.
Executive Summary	
NHS England has written to all NHS organisations requesting a series of immediate actions following publication of the Lord Mann Review. These actions are intended to strengthen organisational approaches to tackling antisemitism, anti-Muslim hostility and all forms of racism within the NHS. The letter requests confirmation of organisational adoption of the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism and the Government definition of anti-Muslim hostility by 31 July 2026. An initial review indicates that Yorkshire Ambulance Service is well aligned with many of the requirements through existing work programmes, including the Anti-Racism Charter, Anti-Discrimination Statement, Behavioural Framework, Workforce Race Equality Standards (WRES) action planning, Equality Support Network engagement and wider organisational culture initiatives. The review has identified several areas requiring confirmation, further development or formal adoption. These include the adoption of the NHS Race and Health Observatory Seven Anti-Racism Principles and the Government definition of anti-Muslim hostility, preparation to implement the recently published NHS Staff Standards and NHS anti-racism training on publication and strengthening arrangements for monitoring and reporting progress against anti-racism activity. Subject to approval, confirmation of the adoption of the definitions of antisemitism and anti-Muslim hostility will be submitted to meet the 31 July 2026 deadline.	
Recommendation(s)	The Trust Board is asked to: a) Note the current YAS alignment with the NHS England immediate actions. b) Endorse the adoption of NHS Seven Anti-Racism Principles and the Government definition of anti-Muslim hostility. c) Support the proposed next steps.

Link to Board Assurance Framework Risks (board and level 2 committees only)	6. Develop and sustain an open and positive workplace culture. 9. Develop and sustain improvements in leadership and staff training and development. 11. Collaborate effectively to improve population health and reduce health inequalities.
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Lord Mann Review & NHS England Actions 2026

1.0 INTRODUCTION

- 1.1 The Lord Mann Review, published on 4 June 2026, examined incidents of antisemitism within the NHS and made a series of recommendations for NHS organisations aimed at improving services and ensuring safety for all patients and staff (Appendix A).
- 1.2 NHS England has accepted the recommendations and requested immediate action from all NHS organisations. These actions focus on organisational culture, anti-racism, workforce training, governance, community engagement and monitoring of race-related inequalities.
- 1.3 NHS Trusts are required to confirm to NHS England by 31 July 2026, via an MS Form, the adoption of two specific definitions; International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism and the Government definition of anti-Muslim hostility.
- 1.4 This paper sets out the immediate actions requested by NHS England following the publication of the Lord Mann Review, and provides an assessment of the Trust's current position, areas requiring further development, and proposed next steps.

2.0 CURRENT POSITION

- 2.1 Appendix B sets out the NHS England immediate actions including an initial appraisal of the progress of YAS against these requirements. The actions relate to strengthening assurance, formalising commitments, implementing national requirements, and enhancing communication, engagement and reporting arrangements. The YAS appraisal shows overall strong partial alignment through existing anti-racism, equality, culture and workforce initiatives and ongoing programmes of work.
- 2.2 One immediate action is the adoption of the NHS Race and Health Observatory Seven Anti-Racism Principles, which is new to YAS. Appendix C is a summary infographic of the seven principles. An initial review of the principles indicates broad alignment between existing Trust commitments and the principles of leadership, community engagement, data, evaluation and anti-racist practice adopted by YAS. The seven anti-racism principles are:
 - Demonstrate leadership by naming racism
 - Understand and acknowledge
 - Meaningfully involve racially minoritised individuals and communities
 - Collect and publish data
 - Identify racial bias
 - Apply a race critical lens
 - Evaluate and reflect.
- 2.3 The NHSE actions include expectations regarding implementation of the NHS England Staff Standards, recently published on 6 July 2026. A separate paper will be presented to TEG to appraise YAS' current position against these standards with an action plan for improvement to ensure the requirements are met. The YAS position is good to strong. The NHS Staff Standards include:
 - Line management.
 - Health and wellbeing.
 - Violence prevention and reduction.
 - Championing sexual safety.

- Tackling racism.
- Promoting flexible working.

- 2.4 In the same way Trusts were asked to adopt the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism (YAS adopted in December 2025), Trusts are asked to adopt the Government definition of anti-Muslim hostility. This is new for YAS with no current definition in place hence the 'not aligned' self-assessment.

The UK government's non-statutory definition of anti-Muslim hostility states:

"Anti-Muslim hostility is intentionally engaging in, assisting or encouraging criminal acts – including acts of violence, vandalism, harassment, or intimidation, whether physical, verbal, written or electronically communicated – that are directed at Muslims because of their religion or at those who are perceived to be Muslim, including where that perception is based on assumptions about ethnicity, race or appearance.

It is also the prejudicial stereotyping of Muslims, or people perceived to be Muslim including because of their ethnic or racial backgrounds or their appearance and treating them as a collective group defined by fixed and negative characteristics, with the intention of encouraging hatred against them, irrespective of their actual opinions, beliefs or actions as individuals.

It is engaging in unlawful discrimination where the relevant conduct – including the creation or use of practices and biases within institutions – is intended to disadvantage Muslims in public and economic life."

3.0 GAPS AND AREAS REQUIRING FURTHER WORK

- 3.1 For the immediate actions which are not aligned or partially aligned, there is strong intent and correlation with the YAS Strategy, existing practices and ongoing development work.
- 3.2 There are two elements that require Board approval in terms of a strategic intent and Trust position; adoption of the NHS Race and Health Observatory Seven Anti-Racism Principles and the Government definition of anti-Muslim hostility.
- 3.3 Further work is also required to strengthen arrangements for monitoring, reporting and communicating progress against anti-racism activity, ensuring that colleagues, staff representatives, patients and communities remain informed and appropriately engaged in future developments. Existing governance and reporting mechanisms provide a strong foundation; however, opportunities exist to further enhance organisational assurance and oversight in line with the recommendations arising from the Lord Mann Review.

4.0 PROPOSED NEXT STEPS

- 4.1 To ensure compliance with the NHS England expectations and immediate actions to meet the Lord Mann Review, the following next steps are proposed:
- Seek Board approval subject to TEG endorsement of the 7 Anti-Racism Principles and the Anti-Muslim Hostility definition (Director of People by 31 July 2026)
 - Embed commitment of 7 Anti-Racism Principles and definitions of Antisemitism and Anti-Muslim Hostility into existing Anti-Racism culture

development work (Associate Director of People Development by 30 September 2026)

- Establish a programme of work as part of the EDI Action Plan objective “Publish Anti-Racism Charter and supporting resources”, engaging with relevant stakeholders, to address all Lord Mann Review and NHSE immediate actions (Associate Director of People Development by 30 September 2026)
- Provide updates and assurance through the governance structure of Diversity & Inclusion Steering Group, People & Culture Group, People Committee and Trust Board including impact metrics (Diversity & Inclusion Team, quarterly).

4.2 These next steps will support the continued development of the Trust's anti-racism agenda and wider commitment to creating an inclusive workplace culture.

4.3 Delivery of the immediate actions will require collaborative working across the Trust including Service Line Leads, Corporate Communications, Corporate Governance, Violence Prevention and Reduction, Freedom to Speak Up, Equality Support Networks in particularly the Race Equality Network, Trade Unions, YAS Academy, and the YAS Together culture development programme.

5.0 RISKS

5.1 Given the good to strong alignment of the current YAS strategic approach and practices and the planned improvement work, the risk of non-compliance is low. The key risk relates to the NHS England requirement to declare adoption of the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism (adopted December 2025) and the Government definition of anti-Muslim hostility. The latter requires Trust Executive Group endorsement and Trust Board approval prior to 31 July 2026.

5.2 If the Trust does not implement the required actions, then this could limit YAS' ability to demonstrate progress in tackling racism and improving the experience of staff from ethnically diverse backgrounds, resulting in a disproportionate impact on patient and staff experiences and the quality of care provided.

5.3 Some NHS England immediate actions are dependent on the publication of national anti-racism learning materials and further implementation guidance. Strong engagement will continue with the national statutory and mandatory training reform work to ensure YAS is ready to implement on release and meet the competency expectations.

6.0 RECOMMENDATIONS

The Trust Board is asked to:

- a) Note the current YAS alignment with the NHS England immediate actions.
- b) Endorse the adoption of NHS Seven Anti-Racism Principles and the Government definition of anti-Muslim hostility.
- c) Support the proposed next steps.

7.0 APPENDICES

Appendix A - [Lord Mann review of antisemitism and other forms of racism in the NHS and healthcare regulatory system - GOV.UK](#)

Appendix B – Assessment of NHS England Requirements and Organisational Response

Appendix C - NHS Race and Health Observatory, Seven Anti-Racism Principles

Appendix D – Letter to NHS Leaders following publication of the Lord Mann Review

Appendix A; [Lord Mann review of antisemitism and other forms of racism in the NHS and healthcare regulatory system - GOV.UK](#)

Appendix B; Assessment of NHS England Requirements and Organisational Response

NHS England Requirement	Alignment Status	Current Position	Gaps/Further Work Required	Governance
A. Sign up to the NHS Race and Health Observatory Seven Anti-Racism Principles Seven Anti-Racism Principles and Briefings - NHS – Race and Health Observatory	Partially aligned	Established anti-racism commitments through: • Anti-discrimination statement and Behavioural Framework • Equality, Diversity and Inclusion action plan including Anti-racism objective and cultural awareness rollout • Strong reporting routes with Professional Standards Panel • WRES data and action planning • Established Race Equality Network • Established Equality Impact Assessments	• Formally sign-up to Seven Anti-Racism Principles • Finalise and publish Anti-Racism Charter with staff and manager guidance • Launch ‘See Something Wrong, Do Something Right’ call to action	• Diversity & Inclusion Steering Group • People & Culture Group • YAS Together Programme Group
B. Implement the Violence Prevention and Reduction Standard, including data capture and targeted improvement activity NHS staff standards: detailed requirements for employers - GOV.UK	Partially aligned	• Violence Prevention & Reduction incident reporting processes with data analysis • VPR prioritised improvement objectives including use of Body Worn Cameras	• Ensure data capture, monitoring and analysis of incidents includes incidents of racism, antisemitism, anti-Muslim hostility and other protected characteristics	• Violence Prevention Reduction Strategic Group • People & Culture Group • NHS Oversight Framework

NHS England Requirement	Alignment Status	Current Position	Gaps/Further Work Required	Governance
C. Prepare to implement the NHS Staff Standards NHS staff standards: detailed requirements for employers - GOV.UK	Aligned	- Preparation to implement the NHS Staff Standards is core business in some instances (e.g. health and wellbeing, championing sexual safety) and improvement objectives in others (e.g. anti-racism and flexible working). - Strong engagement with Leadership & Management Framework development work with good alignment.	Assessment of current YAS position against the NHS Staff Standards with prioritised plan to address identified gaps – TEG paper to be presented at a future meeting	YAS Together Programme Board
D. Adopt the Government definition of anti-Muslim hostility A Definition of Anti-Muslim Hostility - GOV.UK	Not aligned	Anti-discrimination statement sets out a clear position regarding not tolerating discrimination in any form	- Anti-Muslim hostility not specifically stated or defined - Make explicit as part of the Anti-Racism Charter and case study examples	- Diversity & Inclusion Steering Group - People & Culture Group - YAS Together Programme Group
E. Ensure all staff complete the NHS Core Skills Framework Equality, Diversity and Human Rights module	Aligned	- NHS EDHR eLearning module mandated for all staff 95.57% compliance rate (297 staff non-compliant)	Some historical non-compliance dating back to 2024	- Essential Learning Oversight Group - Non Clinical Portfolio Governance Board - People & Culture Group
F. Implement the new NHS anti-racism bitesize module when released	Aligned	- Strong engagement with NHSE Statutory & Mandatory Reform project - NHSE propose bitesize module (3-4 mins) awaiting approval and release	Implement on release	- Essential Learning Oversight Group - Non Clinical Portfolio Governance Board - People & Culture Group

NHS England Requirement	Alignment Status	Current Position	Gaps/Further Work Required	Governance
G. Ensure Board agreement to undertake anti-racism training when available	Aligned	- Board commitment to anti-discrimination and anti-racism - Board receives regular equality, inclusion and workforce culture updates	Gain Board commitment to undertake training when available	- Trust Board - Essential Learning Oversight Group
H. Ensure colleagues, staff representatives, patients and communities are aware of actions being taken and are appropriately engaged	Partially aligned	- Established engagement mechanisms through Equality Support Networks, WRES engagement activity, consultation exercises and wider organisational communications - External web content and press releases	- Develop communications and engagement plan aligned to Lord Mann recommendations - Engage with the Critical Friends Network (Patient Experience) ensuring ethnically diverse representation	- Diversity & Inclusion Steering Group - People & Culture Group - YAS Together Programme Group
I. Ensure Board and relevant committees understand staff survey data relating to racism and are taking action	Aligned	- Workforce equality metrics and Staff Survey data are reported through existing governance arrangements, including WRES reporting and ethnicity pay gap data - Specific NSS ethnicity data shared with the Race Equality Network	Opportunity to strengthen visibility of racism-related indicators, actions and progress monitoring.	- Diversity & Inclusion Steering Group - People & Culture Group - People Committee - Trust Board
J. Confirm adoption of the IHRA definition of antisemitism	Aligned	International Holocaust Remembrance Alliance (IHRA) Definition of Antisemitism adopted December 2025	Definition adopted, to be further embedded as part of the Anti-Racism work.	- Diversity & Inclusion Steering Group - People & Culture Group

NHS England Requirement	Alignment Status	Current Position	Gaps/Further Work Required	Governance
				YAS Together Programme Group

Appendix C; NHS Race and Health Observatory, Seven Anti-Racism Principles

