



## Anti-racism statement

**The General Pharmaceutical Council (GPhC) is the regulator for pharmacies, pharmacists and pharmacy technicians across Great Britain. We support, facilitate and assure the public protection role of the pharmacy professions.**

**Racism continues to be a significant public health challenge and has a profound impact on patients and professionals.**

While we celebrate the diversity of pharmacists and pharmacy technicians, we also know they experience everyday racism and micro-aggressions in practice and throughout their careers and at all levels of seniority. The GPhC workforce is not immune from this either and we are determined to make a change.

Racism isn't just about individuals being racist. It includes systemic oppression and workforce inequality.

**And we will not accept it.**

Anti-racism is an active, visible and conscious effort to work against all forms of overt and systemic racism. We recognise that this goes beyond conscious or open hostility towards individuals because of their culture, colour, nationality, race or ethnic background. It can be subtle and less overt or obvious.

We must acknowledge our own institutional shortcomings by embracing and adopting an anti-racism approach by consciously structuring activities to reflect our values and actions to address any systemic barriers to race equality.

This requires solidarity, bravery and honesty in recognising there remains much to do and that we must work collectively and collaboratively to listen to experiences and tackle these inequalities. We will act with courage. And we will take responsibility for our actions.

**We will have a zero-tolerance approach to racism.**

We will change our systems, our organisational structures and our attitudes, so that systemic racism is not perpetuated. And that anti-racism is deeply ingrained in everything we do, from our policies and practices to the values and culture that we nurture.

We will build a positive environment where everyone, especially people of colour, feel involved and included.

And we will take prompt and robust action where these expectations are not met.

**Acts of racism, bullying and harassment could result in Fitness to Practise proceedings or other enforcement action.**

Racism is incompatible with the standards for pharmacy professionals, which all pharmacists and pharmacy technicians must live up to. We will overtly challenge racist actions and attitudes, both inside the organisation and within the communities we serve. This is highlighted by our

commitment to **nine shared principles for regulators on advancing workforce race equity in health and social care**, which build on the **seven Anti-Racism Principles of the NHS Race & Health Observatory**.

We will use our regulatory levers and influence to tackle discrimination, protect communities and registrants and reduce health inequalities. And we will be more proactive about speaking out on these issues.

**We will empower – we will build – we will protect**

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At the GPhC, we're committed to anti-racism. We **empower** our communities, we **build** inclusive systems, and we **protect** the integrity of pharmacy through equity, accountability, and action. #AntiRacism #GPhC #Inclusion #PharmacyForAll #thegoldenthread