



All Party
Parliamentary Group
Black Health

Chaired by Paulette Hamilton MP

Black Health Improvement Framework

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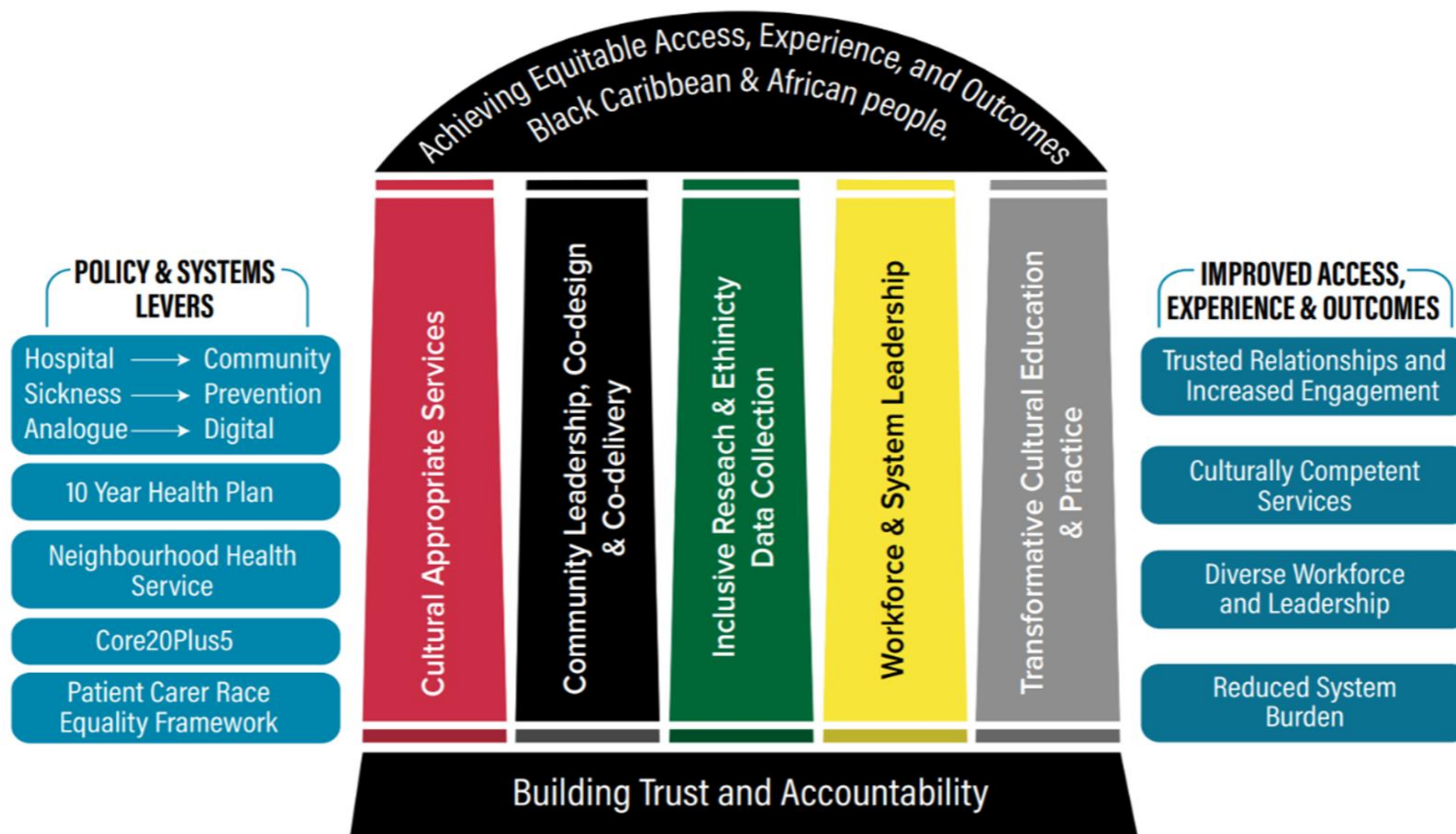
CAHN
Caribbean & African Health Network



Black Health Improvement Framework



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Framework Pillars Summary



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Culturally Appropriate Services

This pillar ensures that professionals are equipped to work with diverse communities in respectful and informed ways. It embeds anti-racism and cultural safety into education and professional development.

Community Leadership, Co-design & Co-delivery

This pillar ensures that communities are not just consulted but are active partners in shaping, delivering, and evaluating services. It promotes long-term, meaningful engagement, investment in community infrastructure, and ownership of outcomes.

Inclusive Research and Ethnicity Data Collection

This pillar focuses on how data is collected, coded, interpreted, and used to inform decisions. It challenges the default practice of comparing Black health outcomes to majority populations, which can obscure disparities and reinforce systemic bias.

Workforce & System Leadership

This pillar focuses on fairness in recruitment, progression, leadership, and investment. It ensures that Black staff are supported, represented, and empowered within the health and care workforce.

Transformative Cultural Education & Practice

This pillar supports deep, long-term cultural change across systems. It goes beyond technical training to challenge the very foundations of how knowledge, practice, and leadership are shaped. At its core is the commitment to decolonise education and professional development.

Framework Pillars (1 & 2)



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Culturally Appropriate Services

- Anti-racist training and Global Majority perspectives
- Inclusive continuing professional development and culturally safe learning environments
- Representation in curriculum design and delivery
- Inclusion of Global Majority educators and facilitators
- Lived experience informing content, teaching methods, and clinical assumptions.

Community Leadership, Co-design & Co-delivery

Trusted partnerships and co-production of services

- Investment in community infrastructure and feedback loops
- Non-tokenistic, sustained involvement and equity in delivery
- Representation of community leaders in service design and governance
- Visibility of Black-led organisations as co-delivery partners
- Lived experience driving service design, evaluation, and priority-setting
- Community commissioning and ownership of outcomes
- Accessible communication tools including infographics, plain language, and visual storytelling

Framework Pillars (3&4)

Inclusive Research & Ethnicity Data Collection

- Disaggregated ethnicity data and culturally relevant indicators
- Lived experience as valid evidence, embedded in research design and interpretation
- Community-led research and community-defined priorities
- Transparency in data use and targeted action based on findings
- Improved coding practices, with staff training and accountability
- Rejection of inappropriate benchmarking to majority populations
- Representation in research governance and analysis teams
- Legacy metrics to track historic harm and reparative progress

Workforce & System Leadership

- Representative leadership and career progression for Black staff
- Equity audits, safe spaces, and anti-racist human resources practices
- Staff voice and challenge mechanisms
- Visibility of Black professionals in decision-making roles
- Lived experience informing workforce policies, wellbeing strategies, and leadership development
- Equity-focused investment in recruitment, retention, progression, and leadership development
- Clinical leadership and strategic commissioning

Transformative Cultural Education & Training

- Challenging harmful norms and embedding cultural understanding
- Decolonisation of curricula, leadership development, and professional standards
- Elevating Global Majority knowledge systems and rejecting majority-centric models
- Representation in shaping cultural transformation
- Education that centres lived experience, promotes cultural humility, and redefines who holds knowledge

Government

Integrated Care Boards

NHS Trusts & Providers

**Primary Care Networks &
General Practices**

**Public Health Teams &
Local Authorities**

VCSFE organisations

**Education & Training
Providers**

Regulators

**Research Institutions &
Academic Partners**



For enquiries, please contact us:



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