Black Maternity MATTERS



Black Maternity Matters
Anti-Racism Development Programme
for Senior Leaders - July to November 2026

Join our Collaborative

Black Maternity Matters is a cross organisational Anti Racism Collaborative supporting NHS staff to tackle the racially inequitable outcomes for women, families, and babies racialised as Black. Launched in 2021 in the West of England to promote safer, equitable care and combat disparities caused by racism within the NHS. Delivered by **Representation Matters**, **BCohCo** and supported by **Health Innovation West of England** and **Black Mothers Matter**, BMM has a wealth of evidence based experience and expertise.

Black Maternity Matters is the only collaborative of its kind in the UK; a nationally recognised, community-rooted and evidence-driven movement transforming perinatal anti racism, safety and equity. Our programmes are consistently described by participants as eye-opening, life-changing and professionally defining. This is not training as usual; it is a rare opportunity to join a respected, innovative and high-impact collaborative with a proven track record.

While our core programme focuses on reducing the hurt and harm experienced by Black women, families and babies within perinatal systems, our **Anti-Racist Leadership Development Programme** is uniquely designed for those with the authority to shape the wider health and social care landscape. This is a privileged space, intentionally crafted for senior leaders who recognise that their decisions, governance structures and organisational cultures directly influence safety, equity and trust.

Over the past three years, more than **100 senior leaders** across ICBs, Trusts and partner organisations have taken part. They tell us this programme has shifted their understanding of leadership, accountability and racialised harm in ways no other intervention has achieved. Many describe it as the first time they have been able to explore anti-racism with honesty, depth and expert guidance.

This is a transformational, system-level intervention grounded in critical race theory, whiteness theory and critical pedagogy, delivered by specialist practitioners with lived experience. Leaders are supported to interrogate their identities, influence, challenge organisational norms and build the clarity and courage required to lead anti-racist change.

Through immersive training, reflective book-based learning, QI-driven action and a sustained community of practice, leaders turn insight into measurable organisational transformation. As part of the **BMM Collaborative**, a respected, innovative and nationally recognised movement, they gain access to ongoing support, expert workshops, restorative spaces and a community committed to long-term change.

Senior Leader Focused Development

As senior leaders, you hold the authority, influence and responsibility to shape cultures, allocate resources and set the conditions for safe, racially equitable care. Our programme is designed to support you to examine how individual behaviours, team dynamics and organisational systems can unintentionally perpetuate unsafe care and to equip you with the tools to lead meaningful change.

Our partners at **Black Mothers Matter** are clear: traditional EDI approaches do not shift outcomes. They raise awareness, but they do not transform practice, culture or safety. Acknowledging that racism within NHS systems contributes directly to poorer outcomes and experiences for people racialised as Black, we take the position that **anti-racist leadership is the only credible route forward**.

This programme offers a transformational, system-level approach built around four core components:

1. Specialist, in-depth anti-racist training for leaders

Delivered in a brave space by practitioners with lived experience, this training supports leaders to understand how racism operates structurally and how it shows up in decision-making, governance and organisational culture. You will explore **critical race theory, whiteness theory** and **critical pedagogy** to build the insight required to lead anti-racist transformation across systems.

2. Embedding learning into leadership practice

Through the Black Maternity Matters Book Club Sessions, leaders meet three times to explore a curated reading list that deepens reflection and strengthens the connection between theory, lived experience and organisational responsibility. This is not abstract learning, it is leadership development grounded in real-world application.

3. Turning insight into organisational action

Leaders are supported to design and deliver a **leadership transformation plan** that addresses inequity within their sphere of influence. You will have access to CPD-accredited QI workshops and themed community-of-practice sessions focused on anti-racism, enabling you to translate learning into measurable, accountable change.

4. A sustained community of anti-racist leadership

Beyond the six-month programme, you join a wider collaborative of leaders and NHS colleagues committed to transforming perinatal and organisational safety and culture. You will have access to ongoing virtual workshops, learning opportunities, a dedicated website, social platforms and an annual celebration and graduation event.



Additional Support

Should you require it, you will have access to therapeutic, race- and trauma-informed support, alongside restorative opportunities such as Brave Spaces (for participants racialised as Black and Brown) or one to one debriefing sessions, or extra emotional coaching around specific concepts, such as understanding Whiteness.

Who Can Apply?

This programme is open to senior leaders across healthcare, local authority, social care, universities, and health-adjacent organisations from within the West of England Region. Eligible applicants include individuals in strategic or managerial roles, such as **directors, heads of departments, chief executives, senior academics,** and **system-influencing leaders**, who hold responsibility for shaping policy, culture, workforce development, or organisational decision-making. Applicants must be positioned to drive structural and anti-racist change within their organisation. If you are not sure whether you are eligible, please contact us at **healthinnowest.blackmaternitymatters@nhs.net**.

This opportunity is offered at no cost for applicants working within the West of England. If you are from another region and would like to join this cohort, please contact us as we can provide you with details on cost.

Black Maternity Matters is designed first and foremost to reduce the hurt and harm experienced by women, families and babies racialised as Black when interacting with perinatal systems. Its core purpose is to transform perinatal safety, culture and practice so that racialised inequities are actively prevented rather than reproduced.

Alongside this, the **Anti-Racist Leadership Development Programme** (Senior Leaders Cohort) is intentionally designed for those in positions of power and influence across the wider health and social care system. While Black Maternity Matters perinatal cohorts focus on the perinatal pathway, this leadership programme recognises that racialised harm is shaped by decisions, cultures and structures far beyond maternity and neonatal services.

Senior leaders set the tone, allocate resources, shape organisational culture and hold responsibility for ensuring that anti-racist practice is embedded, not optional. This programme supports leaders to understand how racism operates structurally, to redesign systems that cause inequity, and to build organisations where anti-racist culture improves **staff wellbeing, patient safety** and **community trust**. It complements Black Maternity Matters by ensuring that the wider system is equipped, accountable and aligned with the transformation happening within perinatal care.

Whilst delivered by Black Maternity Matters, this session goes far beyond perinatal improvement. It equips leaders to understand and address the structural drivers of racial inequity, strengthen organisational culture, and lead more confidently in complex systems. You do not need to work directly within perinatal services to benefit, the learning is relevant to any senior leader committed to racial equity and high-quality care.

Dates:

In-Person Training Dates	Online Book/Film Club Dates
Thursday 16th July 2026 9:30am - 4:30pm	**Thursday 3rd September 2026** 10:00am - 12:00pm
Monday 28th September 2026 9:30am - 4:30pm	**Wednesday 21st October 2026** 10:00am - 12:00pm
Wednesday 18th November 2026 9:30am - 4:30pm	**Thursday 10th December 2026** 10:00am - 12:00pm

*The venue details will be confirmed with you as soon as you are confirmed a place on the course, and will be located between Bristol and Gloucester.

To Apply

- To register for a place on this invaluable course use this link to submit your details:

Black Maternity Matters - Senior Leaders Cohort 9 - Registration Form

- We will confirm your place as soon as possible, in the interim please hold the above dates in your diary.
- All training dates are mandatory to complete the course. If after registering you are no longer able to attend any of the sessions once offered a place, you will not be able to join this cohort.



For more information please contact us
healthinnowest.blackmaternitymatters@nhs.net

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