

Trust Statement

North Tees and Hartlepool NHS Foundation Trust: an apology

We would like to extend a full apology to Mr Manuf Kassem in respect to findings of discrimination in the workplace. In doing so, we also commit to learning from this experience, for our staff and indeed for our patients.

We build to a new ambition for equality, diversity and inclusion within our organisation. Our dedication is to a positive experience for our entire workforce within the Trust. We will continue to support our leaders and managers to embed a positive cultural journey through learning and growth for all across the organisation. We have established a number of staff networks that best represent our diverse communities, and their guidance has become critical in ensuring we are robust now and for the future.

Furthermore, we have committed to working with one of the UK's leading EDI agencies to ensure we deliver a meaningful approach to inclusion, working with our colleagues, patients and our wider communities.

It is critical; from board to ward that our dedication to inclusion and acceptance is embedded, maintained and sustained in the values we all live every day.

Dated: 7 November 2022