



**ROYAL  
PHARMACEUTICAL  
SOCIETY**



10 March 2021

Dear Colleague

On behalf of our partners, we're proud to share the **Joint National Plan for Inclusive Pharmacy Practice** for all pharmacists and pharmacy technicians in England.

Last September, after a first national Roundtable event, the pharmacy sector published a [Joint National Statement of Principles on Inclusive Pharmacy Professional Practice](#) asking all pharmacy professionals to join together to develop a culture of inclusive practice and embed it into everyday care to benefit the health of our diverse communities.

The ambition is to make pharmacy the exemplar for other health care professions, leading the way on inclusive practice and addressing health inequalities.

Today we're launching the plan which has been co-produced by a Stakeholder Advisory Group and our partners who have signed it.

**As a group we're asking all pharmacy professionals to join with us to deliver it in your healthcare setting over the next four months with a focus on continuing to address vaccine hesitancy and reducing health inequalities more broadly.**

The plan sets out immediate and minimum actions for pharmacy professional leaders at all levels and in all care settings to consider, including developing their understanding of the benefits of diverse teams and culturally competent healthcare service delivery; and ensuring the voices of colleagues from a Black, Asian and Minority Ethnic background are represented and heard in decision-making forums at all levels.

- For the Chief Pharmaceutical Officer's team this will include a piece of work to collect data about and explore Black, Asian and Minority Ethnic representation in pharmacy leadership in NHS England and NHS Improvement which we will report back on at the next Roundtable. We will also be developing a set of

metrics so we can measure and monitor progress, and these will align with existing and developing NHS policy.

- The Royal Pharmaceutical Society (RPS) published [Improving Inclusion and Diversity across our profession; our strategy for pharmacy 2020-2025](#): A strategy that was built in collaboration with the profession and demonstrates a clear commitment to bringing about real change to ensure everyone feels a sense of belonging. The RPS has been publishing its gender and ethnicity pay gaps reports and actions plans. In 2021, it will add to this by reporting on disability and publishing an action plan. In addition, the RPS has conducted a review of its recruitment processes and is collecting inclusion and diversity data for all elected and appointed positions across boards and committees. The RPS will publish the data this year and it will be reviewed against the make-up of its membership and the wider profession.
- The Association of Pharmacy Technicians UK (APTUK) will be undertaking work to collate data on representation across its membership during April and May 2021 and on the Association's leadership following a restructure of the executive committee in May 2021. Progress of this work can be viewed on the [APTUK website](#).

The plan also includes collaborative projects to develop a 'menu' of accredited training and resources for pharmacy professionals on culturally competent healthcare service delivery; and a resource pack to help pharmacy teams to learn how to use local population health data to help them engage with diverse communities to design culturally competent approaches to tackling health inequalities. We will share these new resources, best practice case studies and key webinar dates in due course and continue to work with the professions to develop our plans for implementation and evaluation.

We recognise that some organisations and teams will be ahead in terms of having arrangements in place to meet the plan's first ambitions. Where this is the case, the ask is to push ahead further and encourage others by sharing your progress. For others, this plan will be a first step and will require development to reach what's now needed. A key message is to use it to help you move along the route towards cultural competence and inclusive practice with purpose and belief, celebrating success with us as you move forward.

This initiative is a united response to two Public Health England reports – [Beyond the data](#) and [Disparities in the risk and outcomes of COVID-19](#) – confirming that COVID-19 has had a disproportionate impact on healthcare staff and communities from Black, Asian and Minority Ethnic backgrounds.

The Plan has been published on the [Royal Pharmaceutical Society](#) and [Association of Pharmacy Technicians UK](#) websites. You can also [read a blog published by Keith Ridge](#) today.

**Please read the plan and work through what it means for you as an organisation or as a pharmacy professional.**

Please also sign up to the [Inclusive Pharmacy Practice community on FutureNHS](#) to keep in touch with the national work and share your progress.

We're grateful to all individuals and organisations for joining together in this work. There will be a second Roundtable in Summer 2021 to celebrate success and evaluate and share progress where a second phase of the plan will be developed. We look forward to including more people and organisations in the next Roundtable so please get in touch if you wish to join: [England.CPhO-Office@nhs.net](mailto:England.CPhO-Office@nhs.net)

Best regards



Dr Keith Ridge CBE  
Chief Pharmaceutical Officer for England



Sandra Gidley  
President, Royal Pharmaceutical Society



Liz Fidler  
President, Association of Pharmacy Technicians UK