

Article date: 5<sup>th</sup> February 2026

## Tahani's Story for Race Equality Week 2026 Growth, Reflection and Positive Change at WUTH

Tahani Hariz is a Clinical Skills Manager at WUTH. Originally from Aden in South Yemen, she came to the UK as a child.

Tahani trained as a nurse in Liverpool, beginning her career at Royal Liverpool University Hospital. She went on to work in palliative and end-of-life care — work she describes as deeply challenging but profoundly meaningful, because of the lasting impact it has on patients and families.

Since then, Tahani has held a range of roles across acute, community, and charitable settings, including senior clinical and management positions. These experiences gave her insight into leadership, workforce challenges, and the importance of supportive cultures for both staff and patients.

She first joined WUTH in 2010. While she received strong support from managers and colleagues, she did not feel there was a clear pathway for her to progress further at that point, and she made the decision to leave in 2015 and develop her career elsewhere.

**When Tahani returned to WUTH in 2022, she felt there had been significant improvements.**

“The culture has changed dramatically,” she explains. “The way people engage now and the openness— it’s completely different to what I experienced before.”

For Tahani, this change is not about denying past difficulties, but about recognising growth. Having worked across multiple organisations, she feels confident in saying that WUTH is on a positive trajectory.

“When you raise something, you’re listened to. When you escalate, you get a response. That matters. It shows intent, accountability, and respect.”

A key theme Tahani highlights is fairness. She speaks positively about the Trust’s efforts to support staff from diverse backgrounds, while also emphasising the importance of equity.

“It’s about being fair to everyone,” she says. “Support should recognise different needs, but it also has to work for teams as a whole. That balance is important for trust and for relationships at work.”



She points to the **Multicultural Staff Network** as having a real impact on ensuring compassionate conversations now happen more openly. The network is a conduit for the organisation understand lived experience, while still grounding decisions in fairness and consistency.

Tahani also reflects on the importance of leadership and role models. Seeing people progress based on their capability and performance — including leaders from non-white British backgrounds — reinforces her belief that opportunities at WUTH are there for all.

“What inspires me isn’t someone’s background,” she explains. “It’s seeing people with talent from all backgrounds progressing. I admire good leadership — people who know their teams, understand the detail, and make a real difference.”

Now in her current role as Clinical Skills Manager, Tahani is focused on supporting staff development, improving standards of care, and making practical changes that enhance both staff experience and patient outcomes. She is currently completing a Master’s in leadership and remains ambitious about the future.

“If it wasn’t for my manager encouraging me, I don’t think I would have done my Master’s. She encouraged me, supported me and showed me I was capable – which made all the difference in my development.”

Tahani’s story is not about ignoring challenges that existed, but instead reflects something more powerful: an organisation that has listened, learned, and changed — and a professional who chose to return because she could see that change happening.

She said: “There are still things that can be improved, but I can see that the Trust is driving positive changes. That’s something worth recognising.”