

Equality, Diversity & Inclusion Bulletin



January 2022

Welcome to the latest copy of the Equality & Diversity Bulletin.

The aim of this publication is to bring together a range of recently-published research and guidance that will help you make evidence based decisions.

Accessing Articles

The following abstracts are taken from a selection of recently published articles.

If the article is available electronically, then there will be a blue link in the abstract. [Press CTRL and click to open the link. You will need to be registered for NHS Athens (see below) to be able to access the full text.] If the full text is not available electronically we may be able to obtain the document through our document supply services.

NHS Athens

Athens passwords allow you to download the full text of articles, where the Trust has a subscription. These are noted at the end of an abstract. To register for a free NHS Athens account please log on to:

<https://openathens.nice.org.uk/>

If you would like help in registering and using NHS Athens accounts, please contact the Library & Knowledge Service.

If you would like to order a copy of the full paper

If we don't have full text access please contact the Library & Knowledge Service, details below. There is sometimes a small charge for using the document supply services, depending where we can source items from.

Library & Knowledge Service

We are located on 2nd floor, New Alderley House and are staffed from 9.00am to 4.30pm Monday to Friday. 24 hour access is available, just swipe in with your Trust ID badge. You can issue and return books using the self-service kiosk, access the PCs and study facilities.

Contact us

General library enquiries: telephone - 01625 66 1362 or email - ecn-tr.StaffLibrary@nhs.net

Further information on library services and contacts: www.eastcheshirehslibrary.net

Feedback and requests for additional evidence searches

We are always happy to receive your comments, suggestions and evidence requests. We also have other services to help you keep up-to-date: www.eastcheshirehslibrary.net/keep-up-to-date.html.

Please send requests for further evidence searches to holly.cook3@nhs.net.

We would appreciate your feedback on this Bulletin: <https://forms.gle/U8MBMYRYyFNy6vNcA>

Contents

NHS workforce and healthcare	3
Multiple stakeholder perspectives of factors influencing differential outcomes for ethnic minority students on health and social care placements: a qualitative exploration.	3
An independent appraisal of the NHS Workforce Race Equality Standard.	3
Ethnic minority-led GP practices: impact and experience of CQC regulation.	3
Health inequalities	3
Overcoming health inequalities in 'left behind' neighbourhoods.	3
Overcoming health inequalities in 'left behind' neighbourhoods.	4
Nurse-led projects for people experiencing homelessness and other inclusion health groups: a realist evaluation..	4
Housing and health: a reading list.	4
Clarifying what we mean by health inequalities for young people.	4
UK Poverty 2020/21.	4
Levelling Up Health: A practical, evidence-based framework	4
COVID-19.....	5
Inequality and the Covid crisis in the United Kingdom.....	5
Race equality.....	5
Zeshan Qureshi (@DrZeshanQureshi) Tweeted	5
LGBTQ+ equality.....	5
Childhood trauma, bullying-victimisation and the mental health of LGBTQ+ individuals.....	5
Gender equality	5
Our Vision for the Women's Health Strategy for England.	5

NHS workforce and healthcare

Multiple stakeholder perspectives of factors influencing differential outcomes for ethnic minority students on health and social care placements: a qualitative exploration.

Nightingale J. BMC Medical Education 2022;22(1):17.

<https://libkey.io/libraries/1293/34983477>

Despite considerable efforts there continues to be a degree awarding gap within the United Kingdom (UK) between the proportion of White British students receiving higher classifications, compared to ethnic minority UK-domiciled students. Practice placement elements constitute approximately 50% of most health and social care programmes, yet surprisingly little research exists related to the factors which may contribute to ethnic minority student placement outcomes or experiences.

An independent appraisal of the NHS Workforce Race Equality Standard.

Civitas: Institute for the Study of Civil Society; 2021.

<https://www.civitas.org.uk/publications/an-independent-appraisal-of-the-nhs-workforce-race-equality-standard-wres/>

The NHS seeks to monitor and control diversity and equality through a programme known as the Workforce Race Equality Standard (WRES), which is based on a series of statistical indicators pertaining to outcomes between white and non-white minority groups. However, this paper argues that closer inspection of those indicators reveals 'they do not withstand methodological scrutiny'.

Ethnic minority-led GP practices: impact and experience of CQC regulation.

Care Quality Commission, January 2022

<https://www.cqc.org.uk/publications/themed-work/ethnic-minority-led-gp-practices-impact-experience-cqc-regulation>

In February 2021, the CQC began work to examine concerns raised by some GPs that ethnic minority-led GP practices were more likely to have a poorer experience or outcomes from regulation than non ethnic minority-led practices. While the limited data within the health and care system meant that it was not possible to establish any relationship between ethnicity of practice leadership and ratings, this work has identified contextual factors that can disproportionately affect ethnic minority-led practices and their ability to demonstrate how they provide good care.

Health inequalities

Overcoming health inequalities in 'left behind' neighbourhoods.

All-Party Parliamentary Group, January 2022

<https://www.thenhsa.co.uk/app/uploads/2022/01/Overcoming-Health-Inequalities-Final.pdf>

This report, published jointly with the Northern Health Science Alliance, shows the devastating impact of poor health for those living in deprived areas and left behind neighbourhoods (LBNs) and makes a number of recommendations to overcome the health inequalities faced by people living in these places.

Overcoming health inequalities in 'left behind' neighbourhoods.

Northern Health Science Alliance; 2022.

<https://www.thenhsa.co.uk/app/uploads/2022/01/Overcoming-Health-Inequalities-Final.pdf>

This report shows the impact of poor health for those living in deprived areas and left behind neighbourhoods and makes a number of recommendations to overcome the health inequalities faced by people living in these places.

Nurse-led projects for people experiencing homelessness and other inclusion health groups: a realist evaluation.

Abbott S. British Journal of Community Nursing 2022;27(1):32-39.

<https://libkey.io/libraries/1293/34990268>

Key points: Even small nursing projects that attempt to innovate should be evaluated, so that positive results can be disseminated to services and personnel planning similar initiatives; Sharing locally and more widely also inspires other nurses to consider similar initiatives and illustrates how innovative and imaginative nurses can be when given the opportunity and support; Local conditions may be crucial in the success of a project, so the evaluation needs to consider the impact of these.

Housing and health: a reading list.

House of Commons Library; 2022.

<https://commonslibrary.parliament.uk/research-briefings/cbp-9414/>

This reading list draws together reports and other material demonstrating the relationship between housing and health.

Clarifying what we mean by health inequalities for young people.

Association for Young People's Health; 2021.

<https://www.youngpeopleshealth.org.uk/health-inequalities-programme>

This paper seeks to offer a definition for health inequalities that is specific to young people and a conceptual framework to help identify key causes and levers that influence health outcomes. In highlighting the levers through which the 'social determinants' of health are translated into divergent health outcomes, this paper hopes to highlight opportunities for guidance and resources to improve young people's health.

UK Poverty 2020/21.

Joseph Rowntree Foundation; 2022.

<https://www.jrf.org.uk/report/uk-poverty-2020-21>

Annual report on the nature and scale of poverty across the UK, and how it affects people struggling to stay afloat. This report highlights early indications of how poverty has changed in our society since the start of the pandemic. It examines overall changes to poverty, looking at the impact of work, the social security system and housing. It includes insights from members of our Grassroots Poverty Action Group, who have direct experience of living on a low income.

Levelling Up Health: A practical, evidence-based framework

University of Cambridge and Newcastle University. December 2021

<https://www.phpc.cam.ac.uk/pcu/files/2021/12/Levelling-Up-Health.pdf>

There are substantial differences in health across the country which have been exacerbated by the pandemic. Men and women in deprived areas live an average of 9 and 7 years less, respectively, than their counterparts in more

affluent places. There are also large regional health inequalities across England with people in the northern regions living an average of two years less than those in the rest of England. The UK government have committed to a programme of levelling up to help left behind areas to prosper in the same way as other parts of the country. There are already several frameworks and models which have set out how to address inequalities, but none have applied the existing literature and case studies to levelling up. Therefore, the aim of this report is to set out a practical, evidence-based framework to 'level up' area-level health based on a review of the evidence and key case studies.

COVID-19

Inequality and the Covid crisis in the United Kingdom.

Institute for Fiscal Studies (IFS); 2022.

<https://ifs.org.uk/publications/15896>

IFS Working Paper W22/01. This report reviews the effects on the Covid-19 pandemic on inequalities in education, the labour market, household living standards, mental health and wealth in the UK.

Race equality

Zeshan Qureshi (@DrZeshanQureshi) Tweeted: Dad (NHS GP 30 yrs) said racism was unavoidable.

He was WRONG. My daughters WILL grow up in an anti-racist world.

Our paper "Addressing racist parents in a paediatric setting" [@bmj_latest](https://bmj_latest) is first ever exploring how to do this in paed.

Please share <https://t.co/uiAA0UqjdQ>

<https://twitter.com/DrZeshanQureshi/status/1470370673436602371?s=20>

LGBTQ+ equality

Childhood trauma, bullying-victimisation and the mental health of LGBTQ+ individuals.

The Mental Elf; 2022.

<https://www.nationalelfservice.net/populations-and-settings/lgbtq/childhood-trauma-bullying-victimisation-and-the-mental-health-of-lgbtq-individuals/>

Andie Ashdown and Theophanis Kyriacou review a study from the Netherlands that looks at the links between childhood trauma, bullying-victimization and mental illness in people from sexual minority groups.

Gender equality

Our Vision for the Women's Health Strategy for England.

Department of Health and Social Care (DHSC); 2021.

<https://www.gov.uk/government/publications/our-vision-for-the-womens-health-strategy-for-england>

Analysis of call for evidence consultation response has informed development of this document, which is published alongside the consultation response. This document sets out the government's vision and the publication of the strategy will follow in 2022.