

Equality, Diversity & Inclusion Bulletin

July 2023



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 on 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.eastcheshirenhslibrary.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.eastcheshirenhslibrary.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
Acting with intent: Karen Bonner on diversity and belonging in the NHS [podcast].....	3
Migration and the health and care workforce.....	3
Health inequalities	3
Policy Position: Health Inequalities.....	3
A vision for the future of primary care.....	3
Child poverty and health inequalities in the UK: a guide for paediatricians.	3
Disability	4
Transforming health assessments for disability benefits.....	4
Accessible and inclusive communication within primary care: what matters to people with diverse communication needs.	4
Oliver McGowan draft code of practice.	4
Race equality.....	4
Review of neonatal assessment and practice in Black, Asian, and minority ethnic newborns: exploring the Apgar score, the detection of cyanosis, and jaundice.....	4
Navigating cultural competence in district nursing.....	4
2022 consensus conference on diversity, equity, and inclusion: developing an emergency medicine research agenda for addressing racism through health care research.	5
Care or punishment? Black service users' experiences of inpatient mental health care under detention...5	
Ethnicity, child health and paediatric services.	5
On Your Side.	5
LGBTQ+ equality.....	5
Staff competence in caring for LGBTQ+ patients in the paediatric emergency department.	5
The problematic politics of LGBT+ suicide prevention in the UK.	6
LGBT+-specific experiences of partner bereavement suggest avoiding assumptions, promoting agency in disclosure and using inclusive communication as key to safe, accessible, supportive care.	6
Gender equality	6
The role of Gender in Operative Autonomy in orthopaedic Surgical Trainees (GOAST).....	6
Dismantling Disadvantage: Levelling up public services for women with multiple unmet needs.	6
Gender differences in acute care treatments for cardiovascular diseases.	6
Leave in the lurch: Paternity leave, gender equality and the UK economy.	7
Carers	7
The caring penalty.	7

NHS workforce and healthcare

Acting with intent: Karen Bonner on diversity and belonging in the NHS [podcast].

The King's Fund, June 2023 [30 mins]

<https://www.kingsfund.org.uk/audio-video/podcast/chief-nurse-karen-bonner-diversity-belonging-nhs>

How can we ensure that health and care staff from all backgrounds feel respected, valued and listened to at work? Siva Anandaciva sits down with Karen Bonner, Chief Nurse at Buckinghamshire Healthcare NHS Trust, to talk about the value of having a diverse workforce, and how we can make the health and care system fairer for staff, patients, and communities from ethnic minority groups.

Migration and the health and care workforce.

Migration Observatory

<https://migrationobservatory.ox.ac.uk/wp-content/uploads/2023/06/MigObs-ReWage-Evidence-Paper-Migration-and-the-health-and-care-workforce.pdf>

This paper examines the role of migration and the impacts of immigration policy on the UK's health and care workforce. The health and care industries faced significant staff shortages in 2023, with high vacancy rates in the NHS in England despite a growing clinical workforce. The UK immigration system admitted unprecedented numbers of overseas health and care workers in the year ending March 2023: almost 100,000 people, making up the majority of Skilled Worker entry visas.

Health inequalities

Policy Position: Health Inequalities.

Association of Directors of Public Health (ADPH); 2023.

<https://www.adph.org.uk/resources/what-we-say-about-health-inequalities/>

This policy position paper highlights that over recent years, the gap in healthy life expectancy across the four nations has increased, with issues such as the cost-of-living crisis and the Covid-19 pandemic further exacerbating this problem. In this paper the ADPH sets out its national and local recommendations for tackling health inequalities.

A vision for the future of primary care.

National Voices, June 2023

<https://www.nationalvoices.org.uk/publications/our-publications/vision-future-primary-care>

Through insights gathered within a coalition of health and care charities, this report identifies nine proposals for the reform of primary care that could make a difference for people living with health conditions and disability, and in particular people from groups that experience health inequalities, while also supporting the primary care workforce.

Child poverty and health inequalities in the UK: a guide for paediatricians.

Lee A. Archives of Disease in Childhood 2023;108(2):94-101.

<https://libkey.io/libraries/1293/35680401>

Research into the key elements of child poverty in the UK with particular attention to the reasons why children are living in poverty and what the consequences are for child health. A framework for health professionals to use to address child health inequalities is included.

Disability

Transforming health assessments for disability benefits.

National Audit Office (NAO); 2023.

<https://www.nao.org.uk/reports/transforming-health-assessments-for-disability-benefits/>

This report gives an early assessment of the progress that the Department for Work and Pensions (DWP) is making with plans to transform the application and assessment process for disability benefits. The report covers: the baseline performance of functional health assessments; DWP's approach to transforming functional health assessments; and challenges implementing the Health Transformation Programme.

Accessible and inclusive communication within primary care: what matters to people with diverse communication needs.

National Voices, 2023

<https://www.nationalvoices.org.uk/publications/our-publications/accessible-and-inclusive-communication-within-primary-care-what>

This report sets out the key issues faced by people with specific communication needs within primary care and what they feel would make the biggest difference. It also outlines some key actions primary care leaders and teams can take to support inclusive communication.

Oliver McGowan draft code of practice.

Department of Health & Social Care, June 2023

<https://www.gov.uk/government/consultations/oliver-mcgowan-draft-code-of-practice>

This consultation considers the draft code and if it gives CQC-registered providers the guidance needed to meet the legislative requirement to ensure all staff receive learning disability and autism training appropriate to their role. The consultation closes on 19 September 2023.

Race equality

Review of neonatal assessment and practice in Black, Asian, and minority ethnic newborns: exploring the Apgar score, the detection of cyanosis, and jaundice.

NHS Race and Health Observatory

<https://www.nhsrho.org/wp-content/uploads/2023/07/RHO-Neonatal-Assessment-Report.pdf>

Neonatal assessments include the Apgar score, a quick observation test used to assess babies minutes after birth, which was developed in 1952 and is now considered out of date by many health care professionals. The assessments are used as standard by health care professionals regardless of a baby's skin tone and can give misleading scores. This report concludes that tests that indicate the health of newborns minutes after birth are limited and not fit for purpose for Black, Asian and ethnic minority babies, and need immediate revision.

Navigating cultural competence in district nursing.

Reeve L. British Journal of Community Nursing 2023;28(7):338-343.

<https://libkey.io/libraries/1293/37369434>

This article aims to provide an outline of key areas for exploration in cultural competence. It will highlight communication, pain, end of life, nutrition and health disparities to consider barriers and challenges for district nursing practice.

2022 consensus conference on diversity, equity, and inclusion: developing an emergency medicine research agenda for addressing racism through health care research.

Davis J. Academic Emergency Medicine 2023;30(7):731-741.

<https://libkey.io/libraries/1293/37078910>

Racism in emergency medicine (EM) health care research is pervasive but often underrecognized. To understand the current state of research on racism in EM health care research, we developed a consensus working group on this topic, which concluded a year of work with a consensus-building session as part of the overall Society for Academic Emergency Medicine (SAEM) consensus conference on diversity, equity, and inclusion.

Care or punishment? Black service users' experiences of inpatient mental health care under detention.

The Mental Elf; 2023.

<https://www.nationalelfservice.net/populations-and-settings/black-and-minority-ethnic/care-punishment-black-service-users-experiences-inpatient-mental-health-care-detention/>

Ian Cummins summarises findings from a recent qualitative study by Solanki et al. (2023), which explores the experiences of individuals from Black Ethnic backgrounds detained under the Mental Health Act (1983). The post Care or punishment? Black service users' experiences of inpatient mental health care under detention appeared first on National Elf Service.

Ethnicity, child health and paediatric services.

Qureshi Z. Archives of Disease in Childhood 2023;108(6):453-454.

<https://libkey.io/libraries/1293/35760454>

The need for Paediatricians to address the unmet health needs of minoritised ethnic groups is discussed. The causes of ethnic health discrepancies and implications for practice are explored.

On Your Side.

Protection Approaches; 2023.

<https://www.onyoursideuk.org/>

On Your Side is a new, UK-wide support and reporting service for anyone in the UK who identifies as East and Southeast Asian who has experienced racism or any forms of hate. It is funded by the Department for Levelling Up Housing and Communities (DLUHC) through the Hong Kong BN(O) Welcome Programme.

LGBTQ+ equality

Staff competence in caring for LGBTQ+ patients in the paediatric emergency department.

Kelleher S T. Archives of Disease in Childhood 2023;108(7):525-529.

<https://libkey.io/libraries/1293/37094883>

Research assessing the competency of paediatric emergency department (PED) multidisciplinary staff in caring for LGBTQ+ (lesbian, gay, bisexual, transgender, queer/questioning, + inclusive of all identities) adolescents. This study highlights a gap in knowledge and skills amongst staff and indicates the risk of health inequalities facing teenage LGBTQ+.

The problematic politics of LGBT+ suicide prevention in the UK.

The Mental Elf; 2023.

<https://www.nationalelfservice.net/populations-and-settings/lgbtq/lgbt-suicide-prevention/>

Sarah Carr considers an analysis of the UK parliamentary debates and national policies on LGBT+ suicide representation in political and policy spheres. The problematic politics of LGBT+ suicide prevention in the UK appeared first on National Elf Service.

LGBT+-specific experiences of partner bereavement suggest avoiding assumptions, promoting agency in disclosure and using inclusive communication as key to safe, accessible, supportive care.

Valenti K. Evidence-Based Nursing 2023;26(3):107.

<https://libkey.io/libraries/1293/36737225>

Greater respect for autonomy and understanding of cultural or social identities in communication efforts will promote LGBT+ person-centred, equitable care. The Acceptance–Disclosure Model may help inform research, including interventions in support of bereaved LGBT+ people.

Gender equality

The role of Gender in Operative Autonomy in orthopaedic Surgical Trainees (GOAST).

Downie S. The Bone and Joint Journal 2023;105-B(7):821-832.

<https://libkey.io/libraries/1293/37399113>

This study showed that males perform 3% more cases as the lead surgeon than females during UK orthopaedic training ($p < 0.001$). This may be due to differences in how cases are recorded but must engender further research to ensure that all surgeons are treated equitably during their training.

Dismantling Disadvantage: Levelling up public services for women with multiple unmet needs.

Agenda Alliance; 2023.

<https://www.agendaalliance.org/news/new-report-reveals-shocking-rise-in-unnecessary-deaths-for-women-in-the-north-east/>

Across the country, women at the sharpest edge of inequality are being systematically failed by the services that should be supporting them. Women experiencing multiple unmet needs face intersecting disadvantages, many of which are shaped by long-term experiences of poverty and deprivation, as well as trauma and abuse.

Gender differences in acute care treatments for cardiovascular diseases.

Girleanu I. British Journal of Nursing 2023;32(12):580-586.

<https://libkey.io/libraries/1293/37344130>

This narrative review aimed to identify gender-related differences in multiple cardiovascular disease treatments and to provide an overview of the possible causes to aid in establishment of a cardiovascular disease (CVD) risk profile. Three recurrent themes emerged from the literature. These were gender differences in the burden of CVD, gender differences in symptom presentation and gender differences in management and treatment of CVD.

Leave in the lurch: Paternity leave, gender equality and the UK economy.

Pregnant then Screwed; 2023.

<https://pregnantthenscrewed.com/boosting-paternity-leave-has-economic-benefits/>

The research finds that increasing paid paternity leave to six weeks could reduce the gender pay gap and help to equalise men and women's participation in the labour market. The economic case for tackling gender inequality is strong, with analysis suggesting that closing gender employment gaps could increase economic output by £23 billion.

Carers

The caring penalty.

Joseph Rowntree Foundation

<https://www.jrf.org.uk/report/caring-penalty>

This report outlines how unpaid carers provide a service to society but argues that they shoulder a financial penalty in doing so. It uses data from Understanding Society and looks at the magnitude, causes and distribution of the carer pay penalty and how policies can help mitigate it.