

Equality, Diversity & Inclusion Bulletin



June 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.

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

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NHS workforce and healthcare

Leadership for a collaborative and inclusive future.

Messenger, General Sir Gordon: Department of Health and Social Care, 2022

<https://www.gov.uk/government/publications/health-and-social-care-review-leadership-for-a-collaborative-and-inclusive-future/leadership-for-a-collaborative-and-inclusive-future>

This report is the result of an independent review, led by General Sir Gordon Messenger and Dame Linda Pollard, into leadership across health and social care in England. The review focused on the best ways to strengthen leadership and management across health and with its key interfaces with adult social care in England. It makes recommendations on interventions on collaborative leadership and organisational values, positive equality, diversity and inclusion action, management standards and more.

Employment survey 2021: workforce diversity and employment experiences.

Royal College of Nursing, 2022

<https://www.rcn.org.uk/-/media/Royal-College-Of-Nursing/Documents/Publications/2022/June/010-216.pdf>

This is the second report from the RCN annual employment survey. It focuses on four major themes: working hours and patterns; experience of workplace abuse; bullying and harassment, and career progression.

Daily Insight: Someone Like Her.

HSJ: Health Service Journal (Daily Insight) 2022;;7032485.

<https://www.hsj.co.uk/daily-insight/daily-insight-someone-like-her/7032485.article>

She's been in the NHS for 35 years and believed she would never become CEO – but now Jinjer Kandola is the chief executive of two trusts, and has given a refreshingly honest take on improving diversity in the NHS. Also: Rising inflation has forced NHS England to announce an extra £1.5bn for health service organisations struggling with rising costs. 20 May.

Workforce Disability Equality Standard: 2021 data analysis report for NHS trusts and foundation trusts.

NHS England; 2022.

<https://www.england.nhs.uk/publication/workforce-disability-equality-standard-2021-data-analysis-report-for-nhs-trusts-and-foundation-trusts/>

This report provides a summary of the 2021 national data analysis and presents key findings and recommendations for continued focus and actions by trusts. regions and the national Equality, Diversity and Inclusion team at NHS England and NHS Improvement. It enables a comparison of year-on-year progress into the career and workplace experiences of NHS disabled staff.

NHS England and NHS Improvement: Equality objectives and information as at 31 March 2022.

NHS England and NHS Improvement; 2022.

<https://www.england.nhs.uk/publication/nhs-england-and-nhs-improvement-equality-objectives-and-information-as-at-31-march-22/>

This report provides an overview of NHS England and NHS Improvement's performance during 2020/21 and 2021/22 on how we have met our seven equality objectives in accordance with both the Public Sector Equality Duty (PSED) and the Specific Equality Duties (SEDs).

NHS England and NHS Improvement's Equality Objectives for 2022/23 – 2023/24.

NHS England and NHS Improvement; 2022.

<https://www.england.nhs.uk/publication/nhs-england-and-nhs-improvements-equality-objectives-for-22-23-23-24/>

This report sets out how NHS England and NHS Improvement has reviewed our existing equality objectives and developed new equality objectives for 2022/23 and 2023/24 and targets for 2022/23.

Neurodiversity guidance for employers, managers, staff and students.

Royal College of Nursing

<https://www.rcn.org.uk/-/media/Royal-College-Of-Nursing/Documents/Publications/2022/May/010-156.pdf>

This guidance has been developed for staff and students who are neurodiverse and for the managers and employers who support them. It is intended for the health and care sector but its overarching principles could be helpful in other settings.

Recruiting young people from care into NHS careers.

NHS Employers

<https://www.nhsemployers.org/case-studies/recruiting-young-people-care-nhs-careers>

The Northern Care Alliance NHS Foundation Trust (NCA) Looked After Children re-employment programme supports young people with a background in care and unaccompanied asylum seeker children, providing opportunities in NHS roles such as health care support, administration and ancillary. It was developed in partnership with NHS England and NHS Improvement, Next Step and The Prince's Trust.

Health inequalities

Tackling mental health disparities: ten evidence-based actions that government could take in the forthcoming white paper.

Centre for Mental Health, 2022.

https://www.centreformentalhealth.org.uk/sites/default/files/publication/download/CentreforMentalHealth_TacklingMentalHealthDisparities_PDF.pdf

Mental health inequalities mean that while it is true that anyone can experience mental ill health, the risks are much higher for certain groups who experience structural discrimination and disadvantage. This briefing shares 10 evidence-based actions that the government could take in the forthcoming disparities White Paper.

Strategies to reduce inequalities in access to planned hospital procedures.

Midlands Decision Support Network

https://www.midlandsdecisionsupport.nhs.uk/wp-content/uploads/2022/05/Strategies-to-reduce-inequalities-in-access-to-planned-hospital-procedures_20220429iv.pdf

This report follows on from a previous publication that described how people living in more deprived areas have poorer access to planned hospital care than their more affluent counterparts. This report aims to provide practical support for those keen to address the issues. It looks at how much additional care, and of what type, would be required to 'level-up' access to planned hospital procedures. It also looks at the interventions that exist that might help reduce inequities.

COVID-19

COVID-19 Health Inequalities Monitoring in England tool (CHIME).

Office for Health Improvement & Disparities (OHID); 2022.

<https://www.gov.uk/government/statistics/covid-19-health-inequalities-monitoring-in-england-tool-chime>

Indicators updated to include latest available data. A breakdown by sex has been added to many of the indicators of vaccination uptake: within England as a whole, data for males and females is now available for many of the inequality breakdowns. Indicators of hospital admissions, where COVID-19 was the primary, are provided by level of deprivation within upper-tier local authorities for the first time. These are cumulative age-standardised monthly admission rates by deprivation quintile.

BMA Covid review.

British Medical Association (BMA)

Report 1 - Protection: <https://www.bma.org.uk/media/5619/20220111-bma-covid-review-report-1-how-well-protected-was-the-medical-profession-final.pdf>

Report 2- Impact: <https://www.bma.org.uk/media/5620/20220141-bma-covid-review-report-2-the-impact-of-the-pandemic-on-the-medical-profession-final.pdf>

The BMA has undertaken a review into the UK government's handling of the pandemic and its impact on the NHS, the health of the population, and doctors. These reports conclude that the UK government failed in its duty of care to protect doctors and the wider health care workforce from avoidable harm and suffering in its management of the Covid-19 pandemic.

Race equality

Inquiry into racial injustice in maternity care.

Birthrights; 2022.

<https://www.birthrights.org.uk/campaigns-research/racial-injustice/>

The inquiry's report: Systemic Racism, Not Broken Bodies, uncovers the stories behind the statistics and demonstrates that it is racism that is at the root of many inequities in maternity outcomes and experiences.

'I was repeatedly ignored' - report finds maternity racism.

BBC News, 23 May 2022

<https://www.bbc.co.uk/news/health-61497923>

Black and Asian women are being harmed by racial discrimination in maternity care, according to an inquiry. The year-long investigation into "racial injustice" was conducted by the charity Birthrights. Women reported feeling unsafe, being denied pain relief, facing racial stereotyping about their pain tolerance, and microaggressions.

The over-representation of Black people as restricted patients in secure hospitals. Nuffield Trust chart of the week.

Nuffield Trust; 2022.

<https://www.nuffieldtrust.org.uk/resource/chart-of-the-week-the-over-representation-of-black-people-as-restricted-patients-in-secure-hospitals>

People with severe mental health problems who are in contact with the criminal justice system can be held as restricted patients in hospitals if they have been assessed as needing treatment. Miranda Davies takes a closer look at new data that shows that 16% of restricted patients in hospital are Black or Black British, despite only making up 3% of the general population.

Broken Ladders: The myth of meritocracy for women of colour in the workplace.

Fawcett Society; 2022.

<https://www.fawcettsociety.org.uk/broken-ladders>

Women of colour across the UK already know that experiencing racism at work is the norm. Broken Ladders centres on the voices and experiences of thousands of women of colour at work and explores their experiences. This research shows that every stage of the career journey, from entering work to senior leadership, women of colour are being locked out of reaching their true potential.

South Asian Dementia Pathway Toolkit (ADaPT)

Race Equality Foundation

<https://raceequalityfoundation.org.uk/adapt/>

This toolkit aims to provide improved culturally sensitive support for people living with dementia from South Asian communities. People from South Asian communities are at greater risk of developing dementia but are less likely to access all points of the care pathway – and more likely to present in crisis and/or at a later stage. They are more likely to face barriers including a late or missed diagnosis, reduced access to treatments, and inappropriate or inadequate support coupled with problems caused by language barriers. They often rely on local, community-led organisations for support.

LGBTQ+ equality

Sexual orientation, UK: 2020.

Office for National Statistics (ONS); 2022.

www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2020

Experimental Statistics on sexual orientation in the UK in 2020 by region, sex, age, marital or legal partnership status, ethnic group and socio-economic classification, using data from the Annual Population Survey (APS).