

Equality, Diversity & Inclusion Bulletin



June 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.

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

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NHS workforce and healthcare

NHS equality, diversity, and inclusion improvement plan.

NHS England, June 2023

<https://www.england.nhs.uk/long-read/nhs-equality-diversity-and-inclusion-improvement-plan/>

This improvement plan sets out targeted actions to address the prejudice and discrimination – direct and indirect – that exists through behaviour, policies, practices and cultures against certain groups and individuals across the NHS workforce. It has been co-produced through engagement with staff networks and senior leaders.

The plan:

- Sets out why equality, diversity and inclusion is a key foundation for creating a caring, efficient, productive and safe NHS
- Explains the actions required to make the changes that NHS staff and patients expect and deserve, and who is accountable and responsible for their delivery
- Describes how NHS England will support implementation
- Provides a framework for integrated care boards to produce their own local plans.

Clinical care

Unpicking the inequalities in the elective backlogs in England.

The King's Fund, May 2023

<https://www.kingsfund.org.uk/publications/unpicking-inequalities-elective-backlogs-england>

As part of a wider project on tackling the elective backlog inclusively, this King's Fund long read looks at what the data shows, and how things have changed in the past year.

Health inequalities

Left behind: exploring the prevalence of youth worklessness due to ill health in different parts of the UK.

Louise Murphy: Resolution Foundation, June 2023

<https://www.resolutionfoundation.org/app/uploads/2023/06/Left-behind.pdf>

This briefing note is part of the Young people's future health inquiry, a three-year programme supported by The Health Foundation. It explores the prevalence of youth worklessness due to ill health in different parts of the UK. It finds that economic inactivity due to ill health among 18-24 year-olds has nearly doubled over the past decade, and is heavily concentrated among those with low levels of skills, with four-in-five young people who are too ill to work having only qualifications at GCSE level or below. There are considerable differences between parts of the UK, with young people in areas dominated by small towns and villages more likely to be workless due to ill health than those living in large cities such as Glasgow, Liverpool and London.

Cost of living - a barrier to healthcare for the most vulnerable.

Healthwatch, 30 May 2023

<https://www.healthwatch.co.uk/news/2023-05-30/cost-living-barrier-healthcare-most-vulnerable>

The cost of living is having a detrimental impact on people's decisions about their healthcare. But if you are disabled, on means-tested benefits or aged 18-24, you're more likely to avoid vital health services due to the fear of extra costs. We set out immediate actions for the government and the NHS.

Inclusion health: tackling the extreme end of health inequalities.

Ines Campos-Matos: NHS Confederation blog, 1 June 2023

<https://www.nhsconfed.org/articles/inclusion-health-tackling-extreme-end-health-inequalities>

Integrating services is key to improving experiences for people in inclusion health groups and for the health and care system as a whole.

ADPH manifesto for a healthier nation.

Association of Directors of Public Health, April 2023

https://www.adph.org.uk/wp-content/uploads/2023/05/ADPH-Manifesto-2023_Final.pdf

The UK's health is declining and health inequalities are widening – strong leadership is required to change the current situation. Austerity and Covid-19, among other factors, have left lasting scars and poor economic performance is both a cause and a consequence of poor health. This manifesto from ADPH calls for all political parties across the UK to set out long-term plans to improve public health and reduce health inequalities.

Health Equity North: 2023.

Health Equity North; 2023.

<https://www.healthequitynorth.co.uk/growing-divide-in-regional-health-inequalities-exposed/>

This report finds a pattern of lower life expectancy, higher infant mortality and worse health and wellbeing in the north of England. It provides a snapshot of the health issues facing the North and adds to a growing body of evidence highlighting the urgent need to address regional health inequalities and improve productivity in the North.

Healthcare inequities in the underserved population beyond the fanfare surrounding a pandemic: COVID-19.

Alcindor ML. Evidence-Based Nursing 2023;26(2):61.

<https://libkey.io/libraries/1293/36788009>

Educating practitioners about factors contributing to inequitable healthcare in the poor, minorities and a broad range of vulnerable population can result in improve healthcare practices for confinement of and prevention of disease. Researchers, should target health disparities and identify factors that can be applied for health equalities in the poor, minorities and da broad range of vulnerable population to improve healthcare outcomes.

When being 64 for the most deprived feels like 90 for the better off.

Nuffield Trust; 2023.

<https://www.nuffieldtrust.org.uk/resource/chart-of-the-week-when-being-64-for-the-most-deprived-feels-like-90-for-the-better-off>

The 2021 Census asked everyone in the UK to report their general health from very bad to very good. As this chart shows, this self-reported health data illustrates how people living in the most deprived areas systematically experience significantly poorer health than those in better off areas.

Health disparities: why medical research is a crucial tool for change.

APPG on Medical Research

<https://www.amrc.org.uk/Handlers/Download.ashx?IDMF=455298b8-fc5d-4eb5-99a7-23da2c690489>

This report urges a shift in priorities for medical research funding to give a new focus to diversity and inclusion. It claims that research is a vital but under-utilised tool in the fight to address health inequalities in the UK. It brings together responses from a range of health care bodies and professionals, research organisations, patient representatives with lived experience, policy experts and researchers. These responses were collected as part of a 12-month inquiry conducted by the APPG.

Thinking about wellbeing inequality.

What Works Centre for Wellbeing; 2023.

<https://whatworkswellbeing.org/resources/thinking-about-wellbeing-inequality/>

In this paper, the authors explore the challenges and opportunities in attempting to produce a metrics of wellbeing inequality, introducing four possible approaches to measurement. The purpose is to prompt discussion about how best we might measure inequalities in wellbeing in a way that reflects the lived experience of people in society, and which allows useful comparisons to be made across groups of people and across time.

COVID-19

Racism and Ethnic Inequality in a Time of Crisis: Findings from the Evidence for Equality National Survey.

Policy Press; 2023.

<https://library.oapen.org/handle/20.500.12657/62248>

This book illustrates life through the COVID-19 pandemic for ethnic minorities in Britain. It presents new evidence of ethnic inequalities and underlying racisms, opening them up to debate as crucial social concerns. Written by leading international experts in the field, this is for anyone interested in contemporary ethnic inequalities and racism from academics and policy makers to voluntary and community sector organisations.

Race equality

The health of people from ethnic minority groups in England.

The King's Fund, May 2023

<https://www.kingsfund.org.uk/publications/health-people-ethnic-minority-groups-england>

This King's Fund long read, updated by Veena Raleigh, examines ethnic differences in health outcomes, highlighting the variation across ethnic groups and health conditions, and considers what's needed to reduce health inequalities.

Multiracial young adults at higher risk of mental illness compared to their monoracial counterparts, according to US university research.

The Mental Elf; 2023.

<https://www.nationalelfservice.net/populations-and-settings/black-and-minority-ethnic/multiracial-people-mental-health/>

Andie Ashdown summarises a cross-sectional study exploring mental health disparities between multiracial and monoracial young people in the United States. The post Multiracial young adults at higher risk of mental illness compared to their monoracial counterparts, according to US university research appeared first on National Elf Service.

Performance of ethnic minority versus White doctors in the MRCGP assessment 2016-2021: a cross-sectional study.

Siriwardena AN. British Journal of General Practice 2023;73(729):e284-e293.

<https://libkey.io/libraries/1293/36997201>

Differential attainment has previously been suggested as being due to subjective bias because of racial discrimination in clinical skills assessments. Ethnic background did not reduce the chance of passing GP licensing tests once sex, place of primary medical qualification, declared disability, and MSRA scores were accounted for.

Black maternal health.

House of Commons Women and Equalities Committee; 2023.

<https://publications.parliament.uk/pa/cm5803/cmselect/cmwomeq/94/report.html>

This report calls on the government to set a definitive target to eliminate 'appalling' disparities in maternal deaths. Black women are almost four times more likely to die from childbirth than white women. Maternal death rates in deprived areas are on the rise, with women in the most deprived areas 2.5 times more likely to die than those in the least deprived areas.

Choosing midwifery - the perceptions and experiences of Black, Asian and Minority Ethnic applicants to midwifery programmes: a mixed methods study.

Okiki C. Nurse Education in Practice 2023;69:103626.

<https://libkey.io/libraries/1293/10.1016/j.nepr.2023.103626>

This study aimed to explore recruitment to UK midwifery programmes from the perspective of applicants from Black, Asian and Minority Ethnic (BAME) groups and describe the perceptions and experiences of the application process for these applicants and those from white backgrounds.

Exploring coping strategies used by Black adults affected by racism in North America

The Mental Elf; 2023.

<https://www.nationalelfservice.net/populations-and-settings/black-and-minority-ethnic/coping-strategies-racism-north-america/>

Yasmin Ahmadzadeh considers a systematic review of the coping strategies employed by Black adults in North America to navigate experiences of racism. The post Exploring coping strategies used by Black adults affected by racism in North America appeared first on National Elf Service.

Supporting colleagues during Ramadan.

Chartered Institute of Personnel and Development (CIPD Ireland); 2023.

<https://www.cipd.ie/news-resources/practical-guidance/guides/supporting-colleagues-during-ramadan>

During Ramadan, many Muslims will be taking part in religious practices and fasting from sunrise to sunset each day for one lunar month, based on sighting of the moon. People professionals, HR practitioners, line managers and employers can take this opportunity to show understanding and, where possible, accommodate particular needs to help ensure that people can continue to perform to the best of their abilities.

LGBTQ+ equality

Leading for all: supporting trans and non-binary healthcare staff.

NHS Confederation, 2023

https://www.nhsconfed.org/system/files/2023-06/Leading-for-all-supporting-trans-non-binary-healthcare-staff_2023.pdf

This report, developed in partnership with the LGBT Foundation, includes new data from a survey and interviews with trans and non-binary people in the NHS. It finds that 55 per cent experienced transphobia in the workplace and 47 per cent experienced negative or stereotypical assumptions about their gender identity. It aims to support leaders to become effective, active allies to their health care staff; take action to ensure working environments are inclusive; and guide decision-making when developing policies for trans and non-binary staff.

Building an inclusive workplace: our experience of using benchmarking tools to support change.

Deborah Fenney: The King's Fund, April 2023

<https://www.kingsfund.org.uk/blog/2023/05/building-inclusive-workplace-experience-using-benchmarking-tools-support-change>

Back in 2019, a small group of colleagues – from the LGBT+ community and allies – came together to start The King's Fund's work on LGBT+ Equality. At the time, there was no outward sign that the Fund was LGBT friendly – no staff network or mentions in the diversity and inclusion (D&I) priorities or on the intranet, queer staff often quiet about their relationships or identity. Through starting to have more open conversations we found some of our queer colleagues, and started to build our network.

Intimate partner violence among non-binary people who use drugs and alcohol: what do we know?

The Mental Elf; 2023.

<https://www.nationalelfservice.net/populations-and-settings/lgbtq/partner-violence-among-non-binary-people-who-use-drugs-and-alcohol-what-do-we-know/>

Vishal Bhavsar explores the largest ever study on experiences and perpetration of intimate partner violence and abuse in non-heterosexual relationships, with data from the Global Drug Survey, COVID Special Edition. The post Intimate partner violence among non-binary people who use drugs and alcohol: what do we know? appeared first on National Elf Service.

Gender equality

Gender identity and sexual orientation: a glossary.

Ervin J. Journal of Epidemiology & Community Health 2023;77(5):344-348.

<https://libkey.io/libraries/1293/36805941>

This glossary provides a point of reference for understanding key differences in gender and sexually diverse terminology to (1) help guide researchers and practitioners in the use and understanding of terms and (2) facilitate the utility of more respectful, inclusive and consistent language application across the public health arena.

Gender Pay Gap Report 2022.

Royal College of Nursing (RCN); 2023.

<https://www.rcn.org.uk/Professional-Development/publications/gender-pay-gap-report-2022-uk-pub-010-774>

A report outlining the statistics of the gender pay gap at the Royal College of Nursing, 2022.

The gender divide in reasons for economic inactivity.

Nuffield Trust; 2023.

<https://www.nuffieldtrust.org.uk/resource/the-gender-divide-in-reasons-for-economic-inactivity-0>

There has been a recent increase in the numbers of people who say they are economically inactive (that is, not in work for various reasons), with rises in long-term sickness a particular challenge for health services. As this chart shows, however, there were some notable differences between men and women in the reasons they gave for being inactive

Disability equality and Carers

Caring in a complex world: perspectives from unpaid carers and the organisations that support them.

The King's Fund, May 2023

<https://www.kingsfund.org.uk/publications/unpaid-carers-caring-complex-world>

Unpaid carers provide significant levels of support to family or friends – equivalent to 4 million paid care workers. Carers often need support with their own health and wellbeing, but they are not always able to access this. To understand the current picture of local support available for unpaid carers in England, we interviewed commissioners and providers of support to unpaid carers and ran focus groups with unpaid carers in four areas of England, spoke to national stakeholders and reviewed existing literature and national data sets.

Love, care and hard work: life as an unpaid carer [podcast].

The King's Fund, May 2023

<https://www.kingsfund.org.uk/audio-video/podcast/love-care-hard-work-life-as-an-unpaid-carer>

In this latest King's Fund podcast episode, Jo Vigor speaks to Karen and Yvette, a couple who beautifully demonstrate the varied and essential role that unpaid care work plays in many relationships. As they share their story we learn what support they currently receive, and what could make a positive difference. Later in the episode, Jo is joined by Deborah Fenney to talk about our recent research in this area.

Struggling to be heard: understanding the experience of disabled people in England.

The King's Fund, June 2023

<https://www.kingsfund.org.uk/blog/2023/06/understanding-experience-disabled-people-england>

What can the 2021 census tell us about the number of disabled people in England? In this King's Fund blog Saoirse Mallorie and Lotte Row consider the numbers, and warn against relying on just one data source.

One in five unpaid carers in England and Wales 'do not have access to a vehicle'.

The Guardian, 5 June 2023

<https://www.theguardian.com/society/2023/jun/05/one-in-five-unpaid-carers-england-and-wales-do-not-have-vehicle-access>

Census data shows nearly half a million households that cater for someone disabled or in bad health are without car or truck.