

Equality, Diversity & Inclusion Bulletin



November 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.

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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.

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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
Pride in midwifery.....	3
Ambitious for change: phase two report.....	3
Sexual orientation and gender identity in the medical profession.....	3
Combatting racial discrimination against minority ethnic nurses, midwives and nursing associates.....	3
Health inequalities	3
Sliding doors – what can we learn from history to improve disabled people’s experiences of health and care? ...	3
Health inequalities: what is happening in emergency medicine.....	4
NICE and health inequalities.....	4
Poverty and the health and care system: The role of data and partnership in bringing change.....	4
Health and place: how levelling up health can keep older workers working.....	4
COVID-19.....	4
Public views of and reactions to the COVID-19 pandemic in England: a qualitative study with diverse ethnicities.....	4
Attitudes towards coronavirus (COVID-19) vaccine and sources of information across diverse ethnic groups in the UK: a qualitative study from June to October 2020.....	5
Race equality.....	5
Young Black Men and Mental Health Programme.....	5
Preventing hair discrimination in schools.....	5
Gender equality	5
Supporting our NHS people through menopause: guidance for line managers and colleagues.....	5
How the abolition of the “tampon tax” benefited retailers, not women.....	5
Jobs for the boys.....	6

NHS workforce and healthcare

Pride in midwifery.

Allkins S. British Journal of Midwifery 2022;30(7):365.

<https://www.magonlinelibrary.com/doi/abs/10.12968/bjom.2022.30.7.365>

Editorial highlighting Pride events and what current campaigns are underway to progress LGBTQ+ rights in the UK.

Ambitious for change: phase two report.

Nursing and Midwifery Council (NMC); 2022.

<https://www.nmc.org.uk/about-us/equality-diversity-and-inclusion/edi-research/ambitious-for-change-research-into-nmc-processes-and-peoples-protected-characteristics/>

The second phase provided clear evidence to show that professionals with certain diversity characteristics experience NMC processes differently. We're developing actions to help address these issues, which we'll take forward as part of our EDI plan.

Sexual orientation and gender identity in the medical profession.

British Medical Association (BMA); 2022.

<https://www.bma.org.uk/advice-and-support/equality-and-diversity-guidance/lgbtplus-equality-in-medicine/lgbtplus-equality-in-medicine>

This report has found that fewer than half of lesbian, gay, bisexual, and queer respondents feel able to be open about their sexual orientation where they work or study. It suggests a medical workforce that still suffers from and engages in persistent negative stereotypes, derogatory language and social exclusion. It makes several recommendations around improving medical curricula, better training, increasing the visibility of LGBTQ+ role models and enabling dialogue and space to learn.

Combatting racial discrimination against minority ethnic nurses, midwives and nursing associates.

NHS England; 2022.

<https://www.england.nhs.uk/long-read/combating-racial-discrimination-against-minority-ethnic-nurses-midwives-and-nursing-associates/>

This document provides practical examples of how, as nursing and midwifery professionals, you can recognise, and challenge racial discrimination, harassment, and abuse. It also highlights other useful resources and training materials that will support you to care with confidence.

Health inequalities

Sliding doors – what can we learn from history to improve disabled people's experiences of health and care?

Deborah Fenney: King's Fund. Nov 2022.

<https://www.kingsfund.org.uk/blog/2022/11/sliding-doors-history-improve-disabled-peoples-experiences-health>

Deborah Fenney explores the context of The King's Fund work on disability research in the 1990s, and what it might teach us as we continue to focus on disabled people's access to and experiences of health and care.

Health inequalities: what is happening in emergency medicine.

Kelly Ameneshoa: King's Fund. Nov 2022

<https://www.kingsfund.org.uk/blog/2022/11/health-inequalities-what-happening-emergency-medicine>

Kelly Ameneshoa, Population Health Fellow at The King's Fund, considers how health inequalities affect access to care and how clinicians in A&E can consider population health issues in their day-to-day work.

NICE and health inequalities.

National Institute for Health and Care Excellence (NICE); 2022.

<https://www.nice.org.uk/about/what-we-do/nice-and-health-inequalities>

Health inequalities are differences in health across the population, and between different groups in society, that are systematic, unfair and avoidable. They are caused by the conditions in which we are born, live, work and grow. These conditions influence our opportunities for good mental and physical health. Our guidance supports strategies that improve population health as a whole, while offering particular benefit to the most disadvantaged.

Poverty and the health and care system: The role of data and partnership in bringing change.

The King's Fund. Oct 2022.

<https://www.kingsfund.org.uk/publications/poverty-health-care-system-data-partnership>

Poverty causes ill health, drives inequality in health outcomes and increases use of health services. This King's Fund long read with the Centre for Progressive Policy considers how successful sharing and acting on data can support health and care systems in mitigating, reducing and preventing poverty's effects on health.

Health and place: how levelling up health can keep older workers working.

The Health Foundation, 2022.

https://ilcuk.org.uk/wp-content/uploads/2022/10/ILC-Health-and-place-How-levelling-up-can-keep-older-workers-working_full-report.pdf

This report finds that a quarter of a million older people could have stayed in paid employment longer had the levelling up health targets been achieved a decade ago.

COVID-19

Public views of and reactions to the COVID-19 pandemic in England: a qualitative study with diverse ethnicities.

McNulty C. BMJ Open 2022;12(8):e061027.

<https://bmjopen.bmj.com/content/12/8/e061027>

To improve trust and compliance future reports or guidance should clearly explain any stated differences in health outcomes by ethnicity or other risk group, including specific messages for these groups and concrete actions to minimise any risks. Equality across ethnicities for healthcare is essential, and the NHS and local communities will need to be supported to attain this.

Attitudes towards coronavirus (COVID-19) vaccine and sources of information across diverse ethnic groups in the UK: a qualitative study from June to October 2020.

Sides E. BMJ Open 2022;12(9):e060992.

<https://bmjopen.bmj.com/content/12/9/e060992>

During vaccination rollout, including boosters, commissioners and providers should provide accurate information, authentic community outreach and use appropriate channels to disseminate information and counter misinformation. Adopting a context-specific approach to vaccine resources, interventions and policies and empowering communities has potential to increase trust in the programme.

Race equality

Young Black Men and Mental Health Programme.

Islington Council; 2022.

<https://www.islington.gov.uk/social-care-and-health/health-services-in-islington/mental-health/young-black-men-and--mental-health-programme>

This pioneering and innovative programme is designed to improve mental health wellbeing, and wellbeing life outcomes for young Black men. The video promotes the Barbers Project, which is part of Islington Council's larger Young Black Men and mental health programme.

Preventing hair discrimination in schools.

Equality and Human Rights Commission; 2022.

<https://equalityhumanrights.com/en/advice-and-guidance/preventing-hair-discrimination-schools>

This guidance is part of a package of resources designed to help school leaders foster an inclusive environment by ensuring their policies, where they develop and review them, are not unlawfully discriminatory. Our other resources include a decision-making tool, a video explainer and a case study. This guidance applies to all forms of hair discrimination, although it focuses on race because of the disproportionate impact upon pupils from specific racial groups.

Gender equality

Supporting our NHS people through menopause: guidance for line managers and colleagues.

NHS England. Nov 2022

<https://www.england.nhs.uk/long-read/supporting-our-nhs-people-through-menopause-guidance-for-line-managers-and-colleagues>

This guidance helps NHS organisations, line managers, and those working in the NHS understand more about the menopause, how they can support colleagues at work and those experiencing menopause symptoms.

How the abolition of the “tampon tax” benefited retailers, not women.

Tax Policy Associates; 2022.

<https://www.taxpolicy.org.uk/2022/11/10/tampontax/>

5% VAT applied to tampons until January 2021 – then it was abolished. Many were hoping that the savings would go to women, in reduced tampon prices. Our analysis of ONS pricing data shows that no more than 1% of the VAT savings was passed to consumers; the rest – and very possibly all the saving – was retained by retailers.

Jobs for the boys.

HSJ: Health Service Journal (Daily Insight) 2022;7033663.

<https://www.hsj.co.uk/daily-insight/daily-insight-jobs-for-the-boys/7033663.article>

The only two female chief executives of ambulance trusts have spoken candidly about the serious and systemic cultural problems within the sector that they are working to eradicate.