

# Equality, Diversity & Inclusion Bulletin



April 2021

**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](mailto:ecn-tr.StaffLibrary@nhs.net)

Further information on library services and contacts: [www.eastcheshirehslibrary.net](http://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](http://www.eastcheshirehslibrary.net/keep-up-to-date.html).

Please send requests for further evidence searches to [holly.cook3@nhs.net](mailto:holly.cook3@nhs.net).

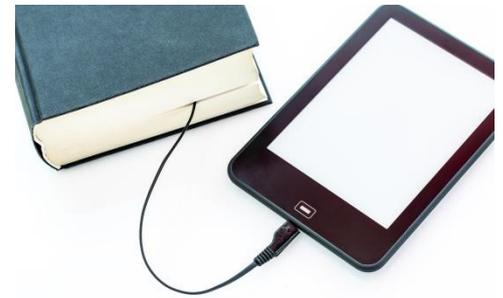
We would appreciate your feedback on this Bulletin: <https://forms.gle/U8MBMYRYyFNy6vNcA>

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# New ebook collection!

We have access to a new collection of 24 equality and diversity e-books. This collection has been purchased for all NHS trusts in the North of England by Health Education England. Access the titles via the library catalogue, and login with your NHS Athens username and password.



<http://bit.ly/EDebooks>

To create a free NHS Athens account complete the online form at <https://openathens.nice.org.uk> – choose ‘East Cheshire NHS Trust’ in the organisation drop-down list.

## NHS workforce and healthcare

### Daily Insight: Diversity gauntlet lands at Stevens' feet.

HSJ: Health Service Journal (Daily Insight) 2021;:7029815.

<https://www.hsj.co.uk/daily-insight/daily-insight-diversity-gauntlet-lands-at-stevens-feet/7029815.article>

In a letter to NHS England chief executive Sir Simon Stevens, 19 chairs and chief executives said he must ensure the executive officers appointed to the 42 emerging integrated care systems are representative of the ethnic diversity in their communities.

### Inclusive recruitment: Leading positive change.

NHS Employers; 2021.

<https://www.nhsemployers.org/case-studies-and-resources/2021/04/inclusive-recruitment-leading-positive-change>

This report examines various case studies from a range public, private, and voluntary sector organisations and aims to support employers to embed inclusive recruitment in line with the NHS People Plan.

### The ethnicity pay gap in the English NHS.

Nuffield Trust; 2021.

<https://www.nuffieldtrust.org.uk/research/the-ethnicity-pay-gap-in-the-english-nhs>

The NHS is the largest employer of ethnic minority staff in England with over 225,000 employees. Issues around equality are important, but how is this reflected in staff pay? This research report examines the differences in basic pay between ethnic minority staff and white staff employed by the NHS - by occupation, pay system and band.

## Clinical care

### Life expectancy in England in 2020.

Public Health Matters; 2021.

<https://publichealthmatters.blog.gov.uk/2021/03/31/life-expectancy-in-england-in-2020/>

Public Health England has released provisional estimates of life expectancy at birth for 2020. Find out how the COVID-19 pandemic has impacted on levels of mortality and inequality in England in 2020.

## What is happening to life expectancy in the UK?

The King's Fund; 2021.

<https://www.kingsfund.org.uk/publications/whats-happening-life-expectancy-england>

This article examines trends in life expectancy at birth up to 2020 and the impact of Covid-19 in 2020, gender differences, geographical inequalities, causes of the changing trends since 2011, and how the UK's life expectancy compares with other countries. This article was updated on 15 April 2021. It was previously updated in June 2020 and originally published in August 2018.

## COVID-19

### **Unequal impact? Coronavirus, disability and access to services: government response to the Committee's fourth report.**

House of Commons Women and Equalities Committee. 13 April 2021

<https://committees.parliament.uk/publications/5398/documents/54145/default/>

The Committee published the original report in December 2020 and this is the government response. It replies to the recommendations on food accessibility, the Public Sector Equality Duty, and the impacts on health and social care and education among others. It also outlines plans for the National Strategy for Disabled People, to be published in spring 2021.

### **Coronavirus and the different effects on men and women in the UK: March 2020 to February 2021.**

Office for National Statistics (ONS); 2021.

<https://www.ons.gov.uk/releases/coronavirusandthedifferenteffectsonmenandwomenintheukmarch2020tofebruary2021>

Brings together different sources to examine how men and women have been affected differently throughout the coronavirus (COVID-19) pandemic. Includes information on physical health, mental health, paid work, unpaid work, home-schooling, and loneliness.

### **Population profiles for local authorities in England.**

Office for National Statistics (ONS); 2021.

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/articles/populationprofilesforlocalauthoritiesinengland/2020-12-14>

Following the easing of a national lockdown in England, this interactive chart allows you to compare population statistics between local authorities. The updated tool brings together different population characteristics, including age, ethnicity, employment, households with children, industry, those in key worker occupations and deprivation.

## Race equality

### **Commission on Race and Ethnic Disparities: The Report.**

Commission on Race and Ethnic Disparities; 2021.

<https://www.gov.uk/government/publications/the-report-of-the-commission-on-race-and-ethnic-disparities>

The Commission's report into racial and ethnic disparities in the UK.

## **How to tackle health inequalities in Gypsy, Roma and Traveller communities.**

Friends, Families and Travellers; 2020.

[https://www.gypsy-traveller.org/wp-content/uploads/2020/11/SS00-Health-inequalities\\_FINAL.pdf](https://www.gypsy-traveller.org/wp-content/uploads/2020/11/SS00-Health-inequalities_FINAL.pdf)

An outline of the health and healthcare access issues identified in different traveller populations.

## **Commission on Race and Ethnic Disparities: The Report.**

Commission on Race and Ethnic Disparities; 2021.

<https://www.gov.uk/government/publications/the-report-of-the-commission-on-race-and-ethnic-disparities>

The Commission would like to see more in-depth research on the root causes of health disparities in physical and mental health, as well as a more systematic approach to how campaigns and communications are used in an ethnically diverse country.

## **Race, ethnicity, and disparities in mental health experiences and outcomes.**

The Mental Elf; 2021.

<https://www.nationalelfservice.net/populations-and-settings/black-and-minority-ethnic/race-ethnicity-disparities-mental-health-experiences-outcomes-antiracismresearch/>

As we prepare for the next instalment in our "How to be an anti-racist mental health researcher" webinar series, Kam Bhui considers research ethics and how we must disrupt and transform mental health research if we are serious about tackling inequalities and racism.

## **LGBTQ+ equality**

### **Trans pathways: mental health care for transgender and gender diverse young people in Australia.**

The Mental Elf; 2021.

<https://www.nationalelfservice.net/populations-and-settings/lgbtq/trans-pathways-mental-health-care-for-transgender-and-gender-diverse-young-people-in-australia/>

Talen Wright reviews a recent paper on the Trans Pathways study, which looks at mental health care for transgender and gender diverse young people in Australia.

### **Call to address LGBT+ health inequalities.**

AHSN Network; 2021.

<https://www.ahsnnetwork.com/lgbt>

The AHSN Network and LGBT Foundation have joined forces to launch a nationwide call for innovations to help address health inequalities facing lesbian, gay, bisexual and trans (LGBT) people, many of which have been exacerbated by COVID-19. The closing date for submissions is Monday 19 April 2021.

## **Podcasts**

### **The NHS Staff Survey: working through Covid-19 and beyond.**

The King's Fund; 2021.

<https://www.kingsfund.org.uk/audio-video/podcast/nhs-staff-survey>

Helen McKenna sits down with Suzie Bailey, Director of Leadership and Organisational Development at The King's Fund and Professor Michael West to explore the results of the 2020 NHS Staff Survey and discuss how the NHS can create an inclusive, compassionate, and supportive working environment for staff. 28 minute listen.