

Equality, Diversity & Inclusion Bulletin



September 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.

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

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Responding to the needs of a diverse workforce and community during Covid-19.

NHS Employers

<https://www.nhsemployers.org/case-studies/responding-needs-diverse-workforce-and-community-during-covid-19>

Solent NHS Trust is a community and mental health trust that covers Portsmouth, Southampton and parts of Hampshire and the Isle of Wight. At the outbreak of Covid-19, a comprehensive organisational diversity and inclusion response was developed, focusing on five workstreams. This case study describes in detail the five workstreams, accomplishments and lessons learnt for the future.

Guide to making flexible working requests flowchart.

NHS Employers

<https://www.nhsemployers.org/publications/guide-making-flexible-working-requests-flowchart>

The NHS People Plan sets out an ask for the NHS Staff Council to work alongside NHS England and NHS Improvement (NHSEI) to develop guidance to support employers to make flexible working a reality for NHS staff. To support this, the NHS Staff Council has created a flexible working request flowchart that details the steps line managers and staff in the NHS should take when making a request for a flexible working arrangement.

Let's get the work–life balance right.

Foster S. British Journal of Nursing 2021;30(14):873.

<https://www.magonlinelibrary.com/doi/abs/10.12968/bjon.2021.30.14.873>

NHS staff wellbeing and work–life balance is a priority for the NHS. However, we do not currently have a systematic approach to one key area that could increase retention: flexible working. A landmark case, reported by Parry (2021) involving a nurse dismissed for not agreeing to work weekends, is to be reviewed after she successfully appealed—and is likely to highlight where the NHS needs to be.

Clinical care

Health inequalities in a nutshell.

King's Fund. August 2021

<https://www.kingsfund.org.uk/projects/nhs-in-a-nutshell/health-inequalities>

Health inequalities are avoidable, unfair and systematic differences in health between different groups of people. Here we examine the data and what it tells us about the current impact on the population.

Inclusive language in health and care: why the words we use matter.

King's Fund. August 2021

<https://www.kingsfund.org.uk/blog/2021/08/inclusive-language-health-and-care>

Emily Lennon reflects on the impact of language when it comes to addressing health inequalities, and why it's more than just using 'correct' terminology.



What is the role of the NHS in tackling health inequalities?

King's Fund. May 2021

<https://www.kingsfund.org.uk/audio-video/podcast/nhs-role-tackling-health-inequalities>

This episode examines the power of gathering around a common cause with Dr Bola Owolabi, and whether the experiences of the pandemic will lead to a step change in tackling health inequalities.

What are health inequalities?

King's Fund. February 2020.

<https://www.kingsfund.org.uk/publications/what-are-health-inequalities>

Health inequalities are avoidable, unfair and systematic differences in health between different groups of people. There are many kinds of health inequality, and many ways in which the term is used. This means that when we talk about 'health inequality', it is useful to be clear on which measure is unequally distributed, and between which people.

COVID-19

Ethnic differences in SARS-CoV-2 vaccine hesitancy in United Kingdom healthcare workers: Results from the UK-REACH prospective nationwide cohort study.

Woolf K. The Lancet Regional Health - Europe 2021;8(-):100180.

<https://www.sciencedirect.com/science/article/pii/S2666776221001575>

Using a nationwide prospective cohort study and qualitative study in a multi-ethnic cohort of clinical and non-clinical UK healthcare workers (HCWs) researchers analysed ethnic differences in SARS-CoV-2 vaccine hesitancy. Of the 11,584 HCWs included in the cohort analysis, 23% (2704) reported vaccine hesitancy. Ethnicity was a significant predictor of hesitancy.

Unequal pandemic, fairer recovery: The COVID-19 impact inquiry report.

The Health Foundation; 2021.

<https://www.health.org.uk/publications/reports/unequal-pandemic-fairer-recovery>

By mid-March 2021 the pandemic had led to 119,000 excess deaths in the UK and in 2020 caused a 9.9% drop in GDP. Behind these overall figures lie the unequal burdens carried by different population groups and regions. Although the pandemic is still ongoing, this report explores these impacts and the range of different, intersecting factors influencing them. It provides an initial assessment of the effects of the pandemic using evidence available up to May 2021.

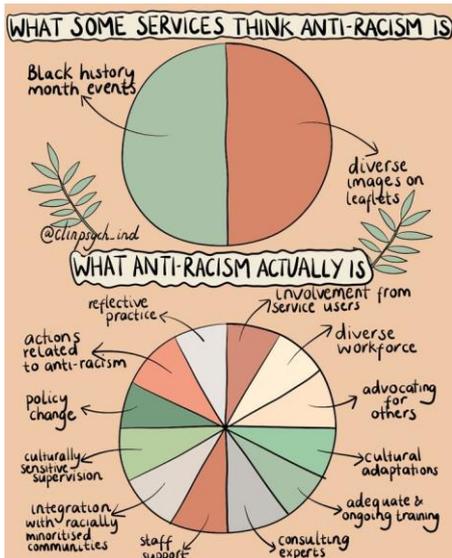
A perfect storm: health inequalities and the impact of Covid-19.

Local Government Association

<https://www.local.gov.uk/perfect-storm-health-inequalities-and-impact-covid-19>

This report warns that Covid-19 has created a 'perfect storm' of existing inequality and disease, leading to higher rates of coronavirus infections and death among the most disadvantaged people. It says it is vital to act now and drive forward work programmes that reduce inequalities, prevent poor health and improve people's opportunities to live healthier, more active lives. Examples from local authorities are included, ranging from providing mental health services for tackling loneliness and isolation, to accessing essential items such as food, medicine and financial support.





https://twitter.com/clinpsych_ind/status/1436291329693208590?s=21

Oral healthcare: model for asylum seekers and refugees.

Public Health England (PHE); 2021.

<https://www.gov.uk/government/publications/oral-healthcare-model-for-asylum-seekers-and-refugees>

This model of care provides professionals with guidance to support access to NHS dentists. Asylum seekers and refugees can face barriers when accessing NHS dentists. This model of care details the processes, rights and entitlements to care and includes supporting information and links to forms and guidance. It is designed for local authorities, support services and health professionals who work with asylum seekers and refugees.

NHS trusts must continue to tackle racism.

Foster S. British Journal of Nursing 2021;30(15):941.

<https://www.magonlinelibrary.com/doi/abs/10.12968/bjon.2021.30.15.941>

Although the latest report on workforce equality shows positive changes, some improvements are marginal and the issue must be kept high on the agenda.

The Macpherson Report: Twenty-two years on.

House of Commons Home Affairs Committee; 2021.

<https://committees.parliament.uk/publications/7012/documents/72927/default/>

The report is critical of the progress made in the 22 years since the Macpherson report into why the white killers of Stephen Lawrence were allowed to go free, which blamed institutional racism. The report castigates the police for failing to reform themselves, and successive governments for failing to take racial justice seriously enough. It condemns deep-rooted and persistent racial disparities and finds guidelines and recommendations ignored over the past two decades, or not followed through.



Most GP surgeries refuse to register undocumented migrants despite NHS policy.

Bureau of Investigative Journalism; 2021.

<https://www.thebureauinvestigates.com/stories/2021-07-15/most-gp-surgeries-refuse-to-register-undocumented-migrants>

There are thought to be up to 1.2 million undocumented migrants in the UK, according to a 2019 report by the Pew social science research centre. During the pandemic, those who have an uncertain immigration status have faced major barriers to receiving the Covid-19 vaccine. The simplest route to getting vaccinated is to be registered with a GP, but less than a quarter of GP surgeries surveyed would register someone without proof of address, proof of ID or legal immigration status.

LGBTQ+ equality

If We're Not Counted, We Don't Count: Good practice guide to monitoring sexual orientation and trans status 2021.

LGBT Foundation and NHS England; 2021.

<https://lgbt.foundation/downloads/ifwerenotcountedwedontcount>

This new good practice guide aims to provide support for services to implement effective sexual orientation and trans status monitoring. The guide contains updated guidance, tips and case studies, and explains how monitoring plays an instrumental role in identifying and addressing inequalities. It also explains how to use the information collected through monitoring to improve services for LGBT people.

'If you're not counted, you don't count': what can be done to tackle LGBTQ+ health inequalities?

The King's Fund; 2021.

<https://www.kingsfund.org.uk/audio-video/podcast/what-can-be-done-tackle-lgbtq-health-inequalities>

A podcast about big ideas in health and care. Three years on from the Government's LGBT action plan, Helen McKenna sat down with Dr Michael Brady, National Adviser for LGBT Health at NHS England, and Michelle Ross, Co-Founder and Director of Holistic Wellbeing services at cliniQ to explore the health inequalities LGBTQ+ people face and what needs to happen to make sure health services are inclusive.

GMC Guide for LGBT patients.

General Medical Council (GMC); 2021.

<https://www.gmc-uk.org/Ethical-guidance/Patient-guides-and-materials/LGBT-patient-guide>

The General Medical Council (GMC) has published a new guide for lesbian, gay, bisexual and trans (LGBT) patients, setting out what they should expect from their doctor. The GMC guide – its first aimed specifically at LGBT patients – has been produced in conjunction with Stonewall and LGBT doctors' organisation GLADD.

Gender equality

Sexism in medicine.

BMA. August 2021.

<https://www.bma.org.uk/media/4492/sexism-in-medicine-bma-report-august-2021.pdf>

This report summarises the results of a BMA survey of the medical profession. It found antiquated attitudes prevail towards women, who reportedly lack the support needed to establish themselves in leadership positions. The



questions in the survey covered various areas including conduct of colleagues and patients, impact of gender on career progression, the impact of having children, and reporting on sexism.

Age equality

Living longer: impact of working from home on older workers.

Office for National Statistics (ONS); 2021.

<https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/ageing/articles/livinglongerimpactofworkingfromhomeonolderworkers/2021-08-25>

The shift towards working from home seen during the coronavirus (COVID-19) pandemic may help enable older workers to remain in the labour market for longer.

Disability equality

National Disability Strategy.

HM Government; 2021.

<https://www.gov.uk/government/publications/national-disability-strategy>

This strategy sets out the government's vision to improve the everyday lives of disabled people, aiming to ensure that disability is not a barrier to people living full, independent lives where they can reach their full potential. The strategy has been developed with the input of more than 14,000 disabled people, as well as disability organisations, businesses, policy experts and many others.

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The lived experience of disabled people during the COVID-19 pandemic.

UK Government Disability Unit; 2021.

<https://www.gov.uk/government/publications/the-lived-experience-of-disabled-people-during-the-covid-19-pandemic/the-lived-experience-of-disabled-people-during-the-covid-19-pandemic>

The aim of this research was to understand the impact of Covid-19 on the lives of disabled people, to identify problems that could be resolved through policy changes and to make the changes necessary that would lead to positive outcomes. This research will feed into short-term responses to Covid-19. It will also be considered regarding policies within the Disability Unit's National Strategy for Disabled People and long-term planning efforts regarding possible future pandemics.

