



Race, Ethnicity and Cultural Heritage (REACH) Staff Network Current Awareness Bulletin January – March 2023

News

Nursing in Practice, 15th March

[‘BAME people don’t have enough voice in the system’ says British Indian Nurses Association founder](#)

[Nursing in Practice](#)

Marimoultou Coumarassamy, founder and chairman of BINA and deputy chief operating officer at Birmingham and Solihull Mental Health NHS Foundation Trust, told Nursing in Practice that the Government needs to do more for minority nurses.

Nursing Times, 6th March

[NHS England issues apology to nurse who faced racial discrimination](#)

A recent landmark ruling saw Michelle Cox win an employment tribunal against NHS England and NHS improvement for racial discrimination and whistleblowing detriment.

Huffington Post, 23rd February

[Campaigners Call For Inquiry Into 'Injustices' Suffered By BAME NHS Staff](#)

Content note: suicide

Campaigners have demanded the abolition of what they describe as “kangaroo courts” and the splitting of the Care Quality Commission [CQC] regulator into two entities - a Patient CQC and a Healthcare Staff CQC.

MDDUS, 6th January

[A quarter of junior doctors are victims of race hate at work](#)

A quarter of junior doctors have been victims of race hate at work, with the majority abused by their patients, a survey has uncovered. The medical defence organisation MDDUS found that of that number, more than half said they had not felt adequately supported by senior managers when they reported racist abuse. One-in-five junior doctors said experiencing personal racism at work meant they had considered quitting medicine altogether. MDDUS, which represents the professional interests of 56,000 healthcare professionals, conducted a survey of its medical members across the UK aged between 24 and 34 years old. It found that 24% had experienced racism at work. Of those, more than three quarters (77%) said it was a patient who racially abused them.



Guidelines, Policies and Reports

Association for Young People's Health

[The importance of ethnicity for understanding young people's experiences of health inequalities: themes from available data](#)

In this data report, the Association for Young People's Health reviewed a range of publicly available data sources for information and shared the data to highlight the health inequalities experienced by young people from ethnic minority backgrounds.

[The importance of ethnicity for understanding young people's experiences of health inequalities: themes from engagement with a youth panel](#)

The Association for Young People's Health set up an youth panel to hear the views and experiences of a small group of young people. This report highlights the themes raised in these discussions.

CIPD Ireland

[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.

Doctors of the World

[Policy Briefing: Health Implications of the New Plan for Immigration and the Nationality and Borders Act 2022](#)

This briefing outlines the impact of the Act and the New Plan for Immigration on health, well-being, and access to NHS services, and provides recommendations to ensure everyone making a claim for protection in the UK has meaningful access to appropriate healthcare.

GMC

[Ethical Hub topic: Racism in the workplace](#)

A new resource to help doctors facing racism at work has been launched. The dedicated area brings together current GMC guidance and is focused on supporting those who experience discrimination. It gives advice on how to tackle it, whether personally or as a bystander.



[Tackling disadvantage in medical education: Analysis of postgraduate outcomes by ethnicity and the interplay with other personal characteristics](#)

This report explores the extent that inequalities persist in medical education, for example an 18 percentage point difference between the specialty exam pass rate of UK-trained Black doctors and UK-trained white doctors. It also considers good practice, and highlights the importance of evaluating interventions to enable a better understanding of initiatives that successfully support trainees from different backgrounds.

Healthcare Safety Investigation Branch

[Detection of jaundice in newborn babies](#)

This report explored the detection and diagnosis of jaundice in newborn babies, in particular babies born prematurely (before 37 weeks of pregnancy). Specifically, it explored delayed diagnosis due to there being no obvious visual signs of jaundice apparent to clinical staff.

NHS Blood and Transplant

[More donors of Black and Asian heritage needed to help patients waiting for an organ transplant](#)

A new report published today by NHS Blood and Transplant shows that there is a significant need for more organ donors of Black and Asian heritage, in order to help the growing number of patients waiting for life-saving transplants. To read the report in full go to [Annual Report on Ethnicity Differences](#).

NHS England

[NHS Workforce Race Equality Standard \(WRES\) 2022 data analysis report for NHS trusts](#)

[NHS Workforce Race Equality Standard](#)

The next phase of the WRES will focus on enabling people to work comfortably with race equality. Through communications and engagement, we will work to change the deep rooted cultures of race inequality in the system, learn more about the importance of equity, to build capacity and capability to work with race.

NHS Race and Health Observatory

[New report hails potential of digital apps in tackling ethnic health inequalities](#)

This report reviews how information gleaned from users of online health tools is used by health providers to analyse and improve patient health. The report highlights that a lack of co-ordination is limiting insight into how online healthcare services and apps are used by ethnicity and to tackle health inequalities. It also outlines a series of recommendations for the national NHS leaders and providers.



NHS Research Authority

[Increasing the diversity of people taking part in research](#)

NHS HRA wants to support researchers to consider from the outset how they can include everyone who would benefit from the outcome of their trials, particularly individuals from marginalised populations who are frequently underrepresented or excluded in research. You can read more about their plans, and about resources and tools for researchers to understand the important role they have in increasing diversity in research, on a new page of their website.

Office for Health Improvement and Disparities

[Preconception health among migrant women in England](#)

Analysis of preconception indicators among women who are likely to be migrants including social factors, health behaviours and pre-existing medical conditions.

Race Equality Foundation

[Racism is the root cause of ethnic inequalities in health](#)

This briefing summarises key points from a research article which examines the fundamental role of racism in leading to ethnic inequities in health, both directly, and indirectly via socioeconomic disadvantage.

Evidence summaries

The Mental Elf

[Tackling structural racism in suicide prevention: a conceptual framework](#)

Kam Bhui reviews a conceptual framework developed to understand structural racism and suicide prevention for ethnoracially minoritised youth in the United States.

NIHR Evidence

[How to increase vaccination uptake among migrant communities](#)

This study explored the main barriers and facilitators to vaccine uptake in different migrant populations. It looked at the factors associated with being under-vaccinated. Migrants' access to vaccination programmes in high-income countries, including for COVID-19, could be improved. Strategies include clear vaccination policies, educating healthcare professionals about the vaccination needs of newly-arrived migrants, and involving migrants in co-designing appropriate and acceptable systems.



Published research

Completeness, agreement, and representativeness of ethnicity recording in the United Kingdom's Clinical Practice Research Datalink (CPRD) and linked Hospital Episode Statistics (HES)

Population health metrics, March 2023

CPRD-HES has suitable representation of all ethnic categories with some overrepresentation of minority ethnic groups and a smaller proportion classified as 'other' compared to the UK general population from other data sources. CPRD-HES data is useful for studying health risks and outcomes in typically underrepresented groups.

Click here for full access: [Population Health Metrics](#)

The Impact of Race and Gender-Related Discrimination on the Psychological Distress Experienced by Junior Doctors in the UK: A Qualitative Secondary Data Analysis

Healthcare, March 2023

Participants experienced profoundly elevated levels of Psychological Distress (PD), feeling fearful, undermined, and under-confident. Discrimination is associated with elevated levels of PD, whilst negatively impacting workforce sustainability and retention. This reduces the opportunity for more diversity in NHS medical leadership.

Click here for full access: [Healthcare](#)

Cohort Profile: The United Kingdom Research study into Ethnicity and COVID-19 outcomes in Healthcare workers (UK-REACH)

International Journal of Epidemiology, February 2023

Emerging evidence also suggests that ethnic minority groups may be at an increased risk of long-term COVID-19 sequelae and poor mental health outcomes such as anxiety, depression and post-traumatic stress.

Click here for full access: [International Journal of Epidemiology](#)

Drivers and barriers of international migration of doctors to and from the United Kingdom: a scoping review

Human Resources for Health, February 2023

Many high-income countries are heavily dependent on internationally trained doctors to staff their healthcare workforce. Over one-third of doctors practising in the UK received their primary medical qualification abroad. Simultaneously, an average of around 2.1% of doctors leave the UK medical workforce annually to go overseas. The aim of this study was to identify the drivers and barriers of international migration of doctors to and from the UK. Our research contributes to the literature by providing a comprehensive up-to-date review of the drivers and barriers of migration to and from the UK.

Click here for full access: [Human Resources for Health](#)



White supremacy culture and the assimilation trauma of medical training: ungaslighting the physician burnout discourse

Medical Humanities, February 2023, 49, p.142-146

The physician burnout discourse emphasises organisational challenges and personal well-being as primary points of intervention. However, these foci have minimally impacted this worsening public health crisis by failing to address the primary sources of harm: oppression. Organised medicine's whiteness, developed and sustained since the nineteenth century, has moulded training and clinical practice, favouring those who embody its oppressive ideals while punishing those who do not. Here, we reframe physician burnout as the trauma resulting from the forced assimilation into whiteness and the white supremacy culture embedded in medical training's hidden curriculum. We argue that 'ungaslighting' the physician burnout discourse requires exposing the history giving rise to medicine's whiteness and related white supremacy culture, rejecting discourses obscuring their harm, and using bold and radical frameworks to reimagine and transform medical training and practice into a reflective, healing process.

Click here for full access: [Medical Humanities](#)

A mixed-methods evaluation of unconscious racial bias training for NHS senior practitioners to improve the experiences of racially minoritised students.

BMJ Open, January 2023, 13(1)

URBT may be one effective strategy to enhance awareness and encourage reflections of racial bias. We discuss how reducing racial inequalities requires a multifaceted approach that affords upfront conversations about systemic racism, implements effective initiatives, policies and procedures, and engages in continuous evaluation.

Read the article in full here: [BMJ Open](#)

Ethnic inequalities in involuntary admission under the Mental Health Act: An exploration of mediation effects of clinical care prior to the first admission.

British Journal of Psychiatry, January 2023, 222(1), p. 27-36.

Studies show ethnic inequalities in rates of involuntary admission and types of clinical care (such as psychological therapies). However, few studies have investigated if there is a relationship between clinical care practices and ethnic inequalities in involuntary admission. Aims: This study investigated the impact of ethnicity and clinical care on involuntary admission and the potential mediation effects of prior clinical care.

Read the article in full here: [British Journal of Psychiatry](#)



It's ok to be different: Supporting black and minority ethnic nurses and midwives in their professional development in the UK

Nurse education in practice, January 2023

Findings highlight the value of a diverse workforce, and of an inclusive organisational culture being crucial for effective team work, and of overall benefit to workforce management. Finally, a collaborative initiative like this can successfully improve team work to deliver better patient care.

If you would like a copy of this article email: nhslincslibrary.request@ulh.nhs.uk

The lived experiences of racial bias for Black, Asian and Minority Ethnic students in practice: A hermeneutic phenomenological study

Nurse Education in Practice, January 2023

Meaningful action must be taken by universities and practice partners to advance racial inequality initiatives by having robust anti-racism action plans and processes. These should be co-created with students and staff to reduce the race awarding gap.

Read the full article here: [Nurse Education in Practice](#)

Blogs / Commentary / Editorials / Opinion Pieces

BMJ

[Antiracism starts with an apology](#)

The stream of depressing, hurtful stories about treatment of NHS employees has been relentless. We're left to wonder whether we've reached a tipping point or whether we'll have to hear about more suffering before the NHS takes action beyond platitudes, hashtags, or faux outrage.

[Retention of ethnic minority staff is critical to resolving the NHS workforce crisis](#)

The English NHS is facing the biggest workforce crisis in its history with nearly 1 in 10 positions vacant. A 2022 report from the World Health Organization European region identified the UK as having the lowest number of medical doctors, nurses, midwives, and dentists per 10 000 population in western Europe and the third lowest in northern Europe after Latvia and Estonia.

British Journal of Occupational Therapy

[Racism in occupational therapy: "It's part of who we are . . ."](#)

In this editorial, we contextualize the positions from which we write about racism, in Eastern Canada, to show the ways colonial racism is inseparable from the construction of nations, cultures, and institutions. Drawing on the anti-racism commitments of numerous occupational therapy organizations, we examine evidence for and impacts of racism within occupational therapy, and we generate ideas for action."



HSJ

[Trust CEO apologises to staff subjected to racist behaviour](#)

East of England Ambulance Service Trust chief executive Tom Abell personally apologised to staff for their experiences and perceptions, according to the board paper. It said the report made “uncomfortable reading” and set a baseline for improvements.

[Racism: Some HR teams get it and some don't](#)

In light of NHS England recently losing an employment tribunal case against a senior black nurse on grounds of race discrimination and whistleblowing, Roger Kline casts light on learnings from the case for NHS board

Kings Fund

[When will the government and national agencies act to ensure that ethnicity coding in health records is fit for purpose?](#)

All governments in recent decades have committed to reducing health inequalities, including among ethnic minority groups. The pandemic's disproportionate impact on ethnic minority communities highlighted the critical importance of being able to measure health care need, use and outcomes among ethnic minority groups, in order to both mitigate the impact of Covid-19 and address ethnic disparities in health more generally.

Books / Audiobooks / Videos / Podcasts

NHS Race and Health Observatory

[10 steps hospitals can take to tackle ethnic inequalities in waiting lists](#)

This new infographic resource, designed in collaboration with the Nuffield Trust, aims to support the healthcare system by highlighting 10 key ways to tackle these disparities, and to take practical actions to address the ethnicity gap in care provision.

Training

Cardiff University

[Critically appraising for antiracism: recognising racial bias in research](#)

Elearning tutorial that aims to provide an:

- awareness of the issues and consequences of underrepresentation of minoritised ethnic populations in research
- awareness of the difference between race and genetic ancestry and how this relates to research



Critically Appraising for Anti-Racism

<https://www.criticallyappraisingantiracism.org/>

Racial bias in research impacts a study's relevancy, validity and reliability, though presently this aspect is not addressed in critical appraisal tools, and consequently appraisers may often not take racial bias into account when assessing a paper's quality. In response to this, **a supplementary tool has been developed**, to support appraisers in explicitly addressing racial bias.

Library Services

Would you like to keep up to date with the latest evidence on topics of your choice? Sign up for a current awareness alert: <https://www.nhslincslibrary.uk/knowledgeshare-request/>

Can't find the information you need? We can do literature searches for you:

<https://www.nhslincslibrary.uk/search-request/>

We can provide training on how to search healthcare databases and resources as well as showing you how to appraise the information that you find: <https://www.nhslincslibrary.uk/training/>

Online Resources

BMJ Best Practice is a clinical decision support tool that provides step-by-step guidance on diagnosis, prognosis, treatment and prevention of a wide variety of conditions: <https://bestpractice.bmj.com/oafed>

ClinicalKey is a database which supports healthcare professionals by providing access to the latest evidence across specialties: <https://www.clinicalkey.com/>