



Equality, Diversity and Inclusion Staff Network Bulletin

March 2023

General information

Centre for Ageing Better

[Ageism: What's the harm?](#)

This report shows how ageism causes deep and lasting harm to people and society, directly and indirectly, exacerbating social divisions and inequalities and damaging our economy.

Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust

[NHS Trust launches careers portal to improve recruitment diversity](#)

Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust (CNTW) has created a new Application Support Hub to support candidates from a diverse range of backgrounds through their recruitment process.

The King's Fund

[6 key questions to help shape diversity and inclusion plans in 2023](#)

It's the most wonderful time of the year for me here at The King's Fund. It's the time where we reflect on a year's worth of diversity and inclusion work and the fruits of change borne out of that work while also starting to make plans to shape equity, diversity and inclusion initiatives in the year ahead. For me, this time of year is always tinged with excitement because the new year is a blank sheet of paper, a story yet to be written, and I know from experience just how many things can happen in a year.

[Unprofessional behaviours: actions needs consequences](#)

[Blog] If you had a magic wand and could change just one thing about diversity, equity and inclusion at work what would you change and why?

The Mental Elf

[Workplace discrimination and depression: new Danish workforce study explores the links](#)

The authors concluded that perceived workplace discrimination can significantly increase the risk of employees developing severe depressive symptomatology and lead to the onset of a depressive



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disorder. Additionally, the authors highlighted that this relationship can be affected and differentiated by other work-related variables, such as workload and relationships with colleagues.

NHS England

[Increasing diversity in research participation: A good practice guide for engaging with underrepresented groups](#)

This document provides practical insights for researchers on how to engage more diverse participants in health research.

Professional Psychology: Research and Practice, 2023, 54(1), pp. 17–27

Centering equity, diversity, and inclusion in ethical decision-making.

This article summarizes the strengths of three representative and current models, as well as limitations in terms of equity, diversity, and inclusion. We proposed a new model, the socially responsive ethical decision-making model that integrates culture and self-awareness throughout.

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



MAPLE Staff Network

[BBC Sounds: 1800 Seconds on Autism](#)

[Podcast] From home and family to humour and epic geekiness, this is a funny and enlightening podcast about thinking differently. With autistic hosts Robyn Steward, Jamie Knight and guests.

[BBC Two: Inside our Autistic Minds](#)

[TV series] Chris Packham helps autistic people illustrate how their minds work, helping them connect with their friends and family in a new, more authentic way.

City & Guilds Foundation

[Supporting neurodivergent employees in the workplace](#)

Our new research has found that employers are currently failing to support neurodivergent employees, and there is currently a lack of training available and awareness in most workplaces.

Department for Work and Pensions

[Shaping future support: the health and disability Green Paper: consultation outcome](#)

This Green Paper explores how the benefits system can better meet the needs of disabled people and people with health conditions. As such, it forms an important part of the government's wider plans and is this Department's main contribution to the National Disability Strategy.

[Transforming support: the health and disability White Paper](#)

Following the consultation Shaping future support: the health and disability Green Paper, this White Paper sets out proposals to help more disabled people and people with health conditions to start, stay and succeed in work.

House of Commons Library

[How is health affecting economic inactivity?](#)

The number of working-age people who can't work because of long-term sickness has been increasing since before the coronavirus pandemic. It rose from 2 million at the start of 2019 to 2.5 million as of November 2022 to January 2023. This Insight explores how people leaving the workforce because of ill health affects economic inactivity.

Office for National Statistics

[Disability by age, sex and deprivation, England and Wales: Census 2021](#)

Insights into disability prevalence in England and Wales in 2021, broken down by age and sex. Main findings are presented at country, regional and local authority level.



NHS Employers

[I don't want to be called disabled](#)

[Blog] The Workforce Disability Equality Standard (WDES) report contains the latest analysis of data collected across the NHS. In many respects, the data is very positive, with many of the indicators showing an improving trend.

[Understanding disability infographic](#)

Access our infographic to understand what a disability is and learn how organisations and managers can support disability in the workplace.

NHS England

[Supporting people with a learning disability and autistic people to live happier, healthier, longer lives: bitesize guide for local systems](#)

This guide contributes to delivering this commitment. It draws together a number of resources and provides a one stop shop for professionals who put in place services and approaches to support children, young people and adults who have a learning disability or who are autistic to lead healthier, happier, longer lives.

Nursing Times

['No one should feel ashamed of their disability'](#)

I have reasonable adjustments in place to make the playing field more level. However, early on in my training, I had a nurse question my reasonable adjustments. They told me that there was no point in me being there if I needed adjustments and that maybe I should consider a different career.

The Parliamentary Office of Science and Technology

[Invisible disabilities in education and employment](#)

Disability occurs in many different forms. An invisible disability, or non-visible disability, is an impairment or health condition that is not immediately obvious. This POSTnote provides an overview of invisible disability in the UK. It outlines types of invisible disabilities and relevant legislation and policy.

Resolution Foundation

[Costly differences: Living standards for working-age people with disabilities](#)

This briefing focuses on the living standards of people with disabilities, including results from a new survey of just under 8,000 working-age adults, over 2,000 of whom reported a long-term illness or disability, to offer insight into their experience of the current crisis. People with disabilities are more vulnerable to rising costs of essentials because energy and food make up a greater share of their budgets than for the non-disabled.



PRIDE+ (LGBTQ+) Staff Network

BMJ Quality and Safety

[Monitoring patients' sexual orientation and gender identity: Can we ask? Should we ask? How do we ask?](#)

[Blog] There is a growing body of research which evidences that LGBTQ+ people experience significant health inequalities. At a broad level, monitoring sexual orientation and gender identity is known to be important. However, to date, such monitoring is not consistent.

House of Commons Library

[2021 Census: What do we know about the LGBTQ+ population](#)

Historically, there has been limited official data about people who are LGBTQ+ in the UK. The most recent censuses in England and Wales, Northern Ireland and Scotland collected data on this topic for the first time. In the Wharf & University area of Lincoln, more than 13% of respondents identified as LGBTQ+, with 8% identifying as bisexual – the 5th highest in the country.

House of Lords Library

[Pride in the UK: From its roots to today](#)

On 1 July 1972 the UK's first Pride march was held in London. This date was chosen as the nearest Saturday to the anniversary of the riots, or uprising, at the Stonewall Inn in 1969. Pride marches have since become annual events throughout the UK and around the world. This LGBTQ+ history month, this article explores 50 years of Pride.

Hospice UK

[I Just Want To Be Me](#)

This report, based on first-hand research with the trans and gender-diverse community and those working in end-of-life care, explores the barriers faced by trans and gender-diverse people when accessing end-of-life, hospice and palliative care, and sets out recommendations for how to tackle them.

The HR Director

[How to test if your organisation has homophobic/transphobic attitudes](#)

[Blog] With 1 in 8 LGBTQ+ people revealing they don't feel confident reporting homophobia in the workplace, Joanne Lockwood argues how to test for, identify and uncover these often hidden prejudices in the workplace and how to action change.



The Kings Fund

[LGBTQ+ staff and patients deserve better from the NHS](#)

[Blog] More than a quarter of lesbian, gay, bisexual and queer NHS staff and three in five trans staff considered their work experiences serious enough to amount to unlawful discrimination, abuse or harassment.

Pink News

[LGBTQ people are more likely to experience imposter syndrome at work – here's how to manage it](#)

[Blog] Many people feel like they're not good enough at work, and those in the LGBTQ+ community could feel this more. Imposter syndrome involves feelings of self-doubt and failure that overtake work achievements. These feelings are one of the workplace's most common mental health issues.

Communication about sexual orientation and gender between clinicians, LGBT+ people facing serious illness and their significant others: a qualitative interview study of experiences, preferences and recommendations

BMJ Quality and Safety, February 2023

LGBT+ people continue to experience and anticipate discrimination in health and social care. Skilled communication is vital for quality person-centred care, but there is inconsistent provision of evidence-based clinician education on health needs and experiences of LGBT+ people. This study aimed to identify experiences, preferences and best practices for communication regarding sexual orientation, gender identity and gender history in order to reduce inequalities in healthcare.

For full access to this article click here: [BMJ Quality and Safety](#)



Race, Ethnicity and Cultural Heritage (REACH) Staff Network

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.

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.

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.

Huffington Post

[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.

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.

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

[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.

[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.

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.



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.

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](#)

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](#)



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.



Women's Staff Network

BMJ

[International Women's Day – and how institutions and individuals can reduce sexism in healthcare](#)

On International Women's Day, let's pause and consider whether there's a link between the burden that a medical career places on women and the imminent strikes by doctors in training. Does the traditional medical training model expect too much relentless, self-sacrificial overwork?

CIPD

[Gender pay gap reporting guide](#)

Guidance to help employers comply with reporting requirements and address gender pay gaps.

House of Lords Library

[International Women's Day 2023: Have gender gaps narrowed?](#)

In its latest global gender gap report, published in July 2022, the World Economic Forum found that the global gender gap had slightly narrowed between 2021 and 2022. Despite this, it contended that the Covid-19 pandemic had caused a "generational loss" in closing the gap. This article details the findings of the report and some of the actions taken by the government to try to support the education of women and girls in the UK and worldwide.

Institute for Fiscal Studies

[Progression of parents in NHS medical and nursing careers](#)

This report examines how the length of parental leave and rates of progression after having children vary by specialty, gender and other staff characteristics among doctors, dentists, nurses and midwives in the English NHS.

Nuffield Trust

[Future proof: the impact of parental and caring responsibilities on surgical careers](#)

Support for working parents is vital for ensuring staff currently employed by the NHS achieve work-life balance, particularly amidst a workforce crisis driven by poor retention as well as recruitment. The Royal College of Surgeons of England commissioned the Nuffield Trust to explore the impact of parental and caring responsibilities on surgical careers in order to understand the issues within that profession.



So you think you are an ally? Effects of (in)congruence between men's self-perceptions and women's perceptions of men's values and allyship on women's inclusion and vitality

Journal of Occupational and Organizational Psychology, March 2023, 96(1), p. 119-143

Simply, when women perceived men as higher (or the same) in justice, moral courage and civility than men reported themselves, it positively predicted women's outcomes. This suggests that humble self-presentation by men on characteristics that are parallel to allyship (but not allyship) may be ideal. Yet, both under- and overestimation by men on allyship itself predicted poorer outcomes for women, suggesting that the ideal is for men to have an accurate assessment of their own strengths and weaknesses as an ally.

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

Her stories: ending sexual exploitation, abuse and harassment (SEAH) of women health workers
British Journal of Healthcare Assistants, February 2023, 17(1), p. 20-25

Women, as 70% of health workers globally (Boniol et al, 2019), were widely applauded for the exceptional contribution they made to health service delivery and saving lives during the pandemic. Yet behind the apparent respect paid to the women who deliver health services to around 5 billion people globally, is a dark story that often remains untold—significant numbers of women health workers experience violence and harassment in the course of their work.

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

Mind the gap! Stereotype exposure discourages women from expressing the anger they feel about gender inequality

Emotion, February 2023, 23(1), p. 124-137

This work demonstrates that stereotype information introduces strategic concerns that women must take into account when deciding whether to express anger about gender inequality. Additionally, this work highlights that the notion that anger confirms a stereotype can be as powerful in discouraging anger expressions as the idea (identified in previous work) that anger may disconfirm stereotypes.

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

Addressing workplace gender inequality: Using the evidence to avoid common pitfalls

The British Journal of Social Psychology, January 2023

In this Landmark article I outline four common missteps that are made when designing and implementing workplace gender equality initiatives: (1) when we don't go beyond describing the numbers; (2) when we try to 'fix' women rather than fix systems; (3) when we are overly optimistic about the progress we have made; and (4) when we fail to recognise the intersectionality of the experiences that women face.

Click here for full access: [British Journal of Social Psychology](#)



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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/>