



Equality, Diversity and Inclusion Staff Network Bulletin September 2022

Overview

BMJ Editorial

[Acting on historically offensive content in BMJ's archive](#)

We aim to acknowledge offence or harm while preserving the scientific record.

The King's Fund

[What are health inequalities?](#)

This explainer provides an overview of how health inequalities are experienced in England's population. 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.

Equality, diversity and inclusive leadership in palliative care

British Journal of Community Nursing 2022, 27(7), p. 320.

Some of the key recommendations that may further improve the good work already being undertaken in palliative care settings are as follows: Positive equality, diversity and inclusion (EDI) action. Central here is a commitment to promote equal opportunity and fairness. A simplified, standard appraisal system for the NHS. The central message here is that behaviour-based appraisal is fundamental, as focusing solely on leaders' performance may miss bullying and victimisation of staff who speak up.

[Tackling Implicit Bias in Health Care](#)

New England Journal of Medicine, 2022, 387(2), p. 105-107

In medicine, bias-driven discriminatory practices and policies not only negatively affect patient care and the medical training environment, but also limit the diversity of the health care workforce, lead to inequitable distribution of research funding, and can hinder career advancement.



Black, Asian and Minority Ethnic (BAME) Staff Network

News

[Ethnic minority staff felt “vulnerable” during pandemic, says senior leader](#)

BMJ, July 2022

Healthcare workers from ethnic minority groups have felt “vulnerable” and uncared for during the covid pandemic, with some reporting that managers hid personal protective equipment from them and refused to carry out the required risk assessments, a senior nurse has said.

[Racial inequality: five minutes with . . . Michael Marmot](#)

BMJ, July 2022

The director of the UCL Institute of Health Equity discusses the social determinants of health and racial inequalities, and the need for better data.

[Maternity Disparities Taskforce discusses faith and human rights recommendations](#)

Department of Health and Social Care, July 2022

The Muslim Women’s Network’s report brought together the maternity experiences of over 1,000 Muslim women from black, Asian and minority ethnic backgrounds, which included examples of women describing being pressured into decisions, feeling as if they were being treated like a child and being denied pain relief during birth. Birthrights then presented their report on racial injustice and human rights in UK maternity care.

[Lincoln doctor’s four years of hell after unfair ‘racist’ dismissal](#)

The Lincolnite, July 2022

The tribunal found that Professor Tanweer Ahmed had been the victim of racial discrimination, unfair dismissal and victimisation.

[Networking scheme helps minority ethnic nurse to thrive](#)

Nursing Times, June 2022

Nurses from minority ethnic backgrounds, who had been made to feel “worthless” in their organisations and had grown weary of trying to progress in their careers without success, have been supported through a scheme that seeks to break down barriers and empower staff to challenge poor behaviour.



Guidelines, Policies and Reports

Institute for Healthcare Improvement

[Using Quality Improvement to Address Racism](#)

After two years of embracing the discipline of using QI methods to address racism, a team at East London NHS Foundation Trust has seen a reduction in the staff-reported incidence of racism by an impressive 90 percent. A team leader shares lessons learned, including the importance of collecting and acting on data as well as the effectiveness of tying anti-racism efforts to organizational strategy.

Race Equality Matters

[Where Are Our Black Female Role Models? The Lionesses, Diversity And The Workplace](#)

Ethnic minority women continue to be underrepresented in senior leadership positions across organisations, creating a lack of black female role models. The University of Manchester and Lancaster University conducted research that identified a “concrete ceiling” into senior leadership positions that is “almost impenetrable” for Black professional women. The Women in the Workplace 2021 report, based on 65,000 US employees, found that just 9% of corporate senior manager/director positions were filled by women of colour and promotions were 15% lower for women of colour than white men. Forbes in 2022 also stated that only 4.4% of Black female employees are in managerial roles in the US. The evidence is clear: ethnic minority women systematically lack access to senior leadership positions in the workplace.

Published research

[“Raising the curtain on the equality theatre”: a study of recruitment to first healthcare job post-qualification in the UK National Health Service](#)

Human Resources for Health, July 2022

These accounts from 12 recruiting managers give a ‘backstage’ view into the reasons behind ethnic inequalities in recruitment to first healthcare job in the UK NHS. Adherence to recruitment and selection policies, which aim to support equality through standardisation and anonymisation, appear to be limiting workforce diversity and creating barriers for ethnically diverse candidates to attain the jobs that they are trained and qualified for. The Healthcare Workforce Equity + Diversity Lens we have developed can help to ‘raise the curtain on the equality theatre’ and inform more inclusive approaches to recruitment such as contextualised recruitment or effective allyship between employers and universities.

Blogs / Commentary / Editorials / Opinion Pieces

Evidence-based nursing

[Inclusivity in nurse education](#)

In this editorial, we explore three areas of nurse education where inclusive practice can lead to social justice and better outcomes for care recipients.



New England Journal of Medicine

[A call for antiracist action](#)

Calls for a structural shift in racial equity work toward holding health care institutions accountable, contending that only race-explicit programs will directly address the underlying causes of racial health inequities and mitigate the current impact of racism in medicine.

Runnymede Trust

[How Covid exposed the racial segregation rife in the workplace](#)

The COVID-19 outbreak exacerbated the deep rooted inequalities already in existence across society for Black and ethnic minority communities. Black and ethnic minority communities were at the forefront of the crisis, with many stepping up and doing valuable work as key workers. But from the beginning of the pandemic, ethnic minority communities were left overexposed and underprotected: they were more likely to catch the virus and become seriously ill from it. In the first wave of the crisis, Black men and women were four times more likely to die of Covid than their white counterparts. These disparities have been reflected in the workplace too, where Covid has a devastating and disproportionate impact on ethnic minority workers.

Books / Audiobooks / Videos

Arts and Humanities Research Council

[EXPOSED](#)

This film was made as part of 'Nursing Narratives: Racism and the Pandemic'. A research project funded by the Arts and Humanities Research Council under the UKRI Covid-19 Urgent Response Call. For more information see www.nursingnarratives.com



MAPLE Staff Network

News

[41% of employers think mental health is their biggest challenge](#)

Employee Benefits, May 2022

New data has revealed that more than two in five (41%) employers consider mental health to be the biggest HR challenge currently facing their business.

[Steep rise in employment tribunal claims over neurodiversity discrimination](#)

Personnel Today, May 2022

Employment tribunals in which employees alleged they were discriminated against for being 'neurodiverse' rose by a third last year, according to one employment specialist.

[UK 2021 disability pay gap narrows to 13.8%](#)

Employee Benefits, April 2022

New data from the Office for National Statistics (ONS) has found that the UK's disability pay-gap was 13.8% in 2021, down from 14.1% before the Pandemic.

Guidelines, Policies and Reports

Healthwatch

[Accessible Information Survey Findings](#)

The Accessible Information Standard gives disabled people and people with sensory loss the right to get healthcare information they can understand and communications support if needed. Find out what people who need communications support told us.

Institute for Fiscal Studies

[Living standards of working-age disability benefits recipients in the UK](#)

An examination of the living standards and health of working-age disabled people and disability benefits recipients over time in the UK. The UK's disability benefits system (which is non-means-tested and in which receipt is unrelated to work status) has gone through a significant transformation since 2013 with the gradual replacement of the disability living allowance (DLA) with the personal independence payment (PIP).



The King's Fund

[Towards a new partnership between disabled people and health and care services: getting our voices heard](#)

Disabled people's voices need to be valued and prioritised in the planning and delivery of health and care services. This long read sets out the findings of research carried out by The King's Fund and Disability Rights UK into how disabled people are currently involved in health and care system design, and what good might look like.

Blogs / Commentary / Editorials / Opinion Pieces

[A full CIRCLE: Inclusion of autistic doctors in the Royal College Of Psychiatrists' values and Equality Action Plan](#) [Editorial]

British Journal of Psychiatry 2022, 221(1), p. 371-373

Autistic psychiatrists bring strengths and values to the workforce and ask to be acknowledged and supported as part of the Royal College of Psychiatrists' CIRCLE values and Equality Action Plan. Courage and collaboration are required to jointly learn and innovate, promoting well-being, resilience and excellence for autistic doctors.



PRIDE+ (LGBTQ+) Staff Network

News

[Government ignored evidence on trans women's needs when drafting landmark health strategy](#)

Pink News, 4th August 2022

The government's first-ever Women's Health Strategy consciously excluded trans women, despite receiving evidence of risks related to cancer care, physical, mental and sexual health services. Trans women were not mentioned once in the 125-page Women's Health Strategy, although trans men and non-binary folk were mentioned in one paragraph.

Guidelines, Policies and Reports

[Health and Care LGBTQ+ Inclusion Framework](#)

NHS Confederation, 2022

A practical framework enabling health and care leaders to create inclusive environments for LGBTQ+ staff and service users. Recent NHS Staff Survey data shows that the LGBTQ+ workforce remains at heightened risk of physical violence from patients, and bullying, harassment or abuse from colleagues.

[Trans people's experience of healthcare in England](#)

TRANSforming Futures Partnership, 2022

A new report by the TRANSforming Futures partnership highlights the issues trans people face when accessing healthcare. Research participants said they found it difficult to access information about trans healthcare and got most of their information online from trans forums or informally from friends. This means trans people often rely on people with no medical training for important medical information and some are cut off from knowledge completely. Trans fertility, pregnancy and parenthood were highlighted as areas where there is particularly poor information and understanding.

Research briefings

The Mental Elf

[Can brief social contact videos reduce transphobia and increase treatment-seeking among adolescents?](#)

Talen Wright critically reviews a randomised controlled trial evaluating the effectiveness of brief social contact video on transphobia and depression-related stigma among adolescents.



The Mental Elf

[Minority stress and suicide in transgender and gender non-conforming individuals](#)

Minority stress refers to the unique psychosocial stressors (such as stigma, discrimination, health and economic disparities) which can impact the mental health of a given minority group. These stressors can vary between minority groups but can be considered to be significant risk factors for other mental health issues such as anxiety and depression, and suicidal ideation or behaviours. The transgender population is noted to be at higher risk of homelessness, unemployment, physical and sexual abuse, and discrimination in accessing healthcare than the general population.

Published research

Caring for older LGBT+ people

British Journal of Community Nursing, 2022

Article available via [journal article request](#)

Pride month is a celebration of LGBT+ (lesbian, gay, bisexual and trans) life and has many different aspects to it. Yet, the stereotype of LGBT+ people as being mostly a young demographic still persists. There is estimated to be 1.2 million older lesbian and gay people in the UK and between 300 000—500 000 older trans people. It is the responsibility of nurses and all members of the healthcare community to meet the needs of LGBT+ patients.

[Achieving the Triple Aim for Sexual and Gender Minorities](#)

New England Journal of Medicine, 2022 387 (4) 294-297

As policymakers continue to target SGM people, the health care sector can play a critical role in mitigating resulting harm and advocating for evidence-based policies protecting health and well-being. We believe the Triple Aim framework – which consists of enhancing patients’ care experiences, improving population health, and reducing per capita costs of care — can help identify existing challenges and next steps for promoting SGM health.

Blogs / Commentary / Editorials / Opinion Pieces

[Acting on the evidence: ensuring the NHS meets the needs of trans people](#)

The King’s Fund, 26th September 2022

The public discussion of trans people’s rights in the UK is often bad-tempered, sometimes extremely so. The failure to improve rights for trans people in recent years has contributed to the UK falling to 14th in the European rankings on LGBTI rights (it was top as recently as 2015). For many in the NHS this wider societal discourse may seem like ‘somebody else’s business’, a thought possibly reinforced by the fear of getting caught up in such an aggressive space.



[Identifying and actioning the needs of your LGBTQ+ staff](#)

NHS Confederation, 12th July 2022

Details on using the NHS Staff Survey data to better understand the experiences of your LGBTQ+ people. National data indicates that staff who identify as LGBTQ+ have a more negative work experience than their colleagues.

[Improving cancer care and inclusivity for the LGBTQ+ community](#)

Macmillan, 8th July 2022

The ASCO conference, which takes place during Pride Month in Chicago, this year highlighted the challenges faced by the LGBTQ+ community in accessing culturally competent cancer care. Dr Richard Simcock reflects on why healthcare must be inclusive to ensure equity for all patients.

[Supporting non-binary and transgender staff: four key steps for employers](#)

Personnel Today, 10th August 2022

Non-binary and transgender employees often experience a range of problems in the workplace, including difficulty in gaining and retaining employment, discrimination and harassment, a lack of awareness about gender identity, prejudice and an absence of effective confidentiality procedures. What steps can HR take to ensure that they feel supported at work and are able to be themselves?

Books / Audiobooks

A selection of newly published books from the LGBTQ+ community. (Please note these are not held by the Library Service but are available from the usual book retailers).

The Women's House of Detention: A Queer History of a Forgotten Prison by Hugh Ryan

A historian explores the roots of queer and trans incarceration, connecting misogyny, racism, state-sanctioned sexual violence, colonialism, sex work, and the failures of prison reform. A close look at a building intricately tied to the history of Greenwich Village and Stonewall.

Great LGBTQ+ Speeches: Empowering Voices That Engage And Inspire by Tea Uglow

From pioneering nineteenth-century voices to present day trans rights allyship, this essential volume of influential and inspiring LGBTQ+ speeches ranges across topics as diverse as the AIDS epidemic, equal marriage and more.

This Arab Is Queer: An Anthology by LGBTQ+ Arab Writers edited by Elias Jahshan

This ground-breaking anthology features the compelling and courageous memoirs of eighteen queer Arab writers - some internationally bestselling, others using pseudonyms. Here, we find heart-warming connections and moments of celebration alongside essays exploring the challenges of being LGBTQ+ and Arab.



Women's Staff Network

News

[Fighting for rights for workers undergoing fertility treatment](#)

BBC News, July 2022

Claire Ingle began campaigning for more workplace rights for women undergoing fertility treatment, after having her first baby at the age of 41. She endured several cycles of in vitro fertilisation (IVF) treatment and says she found it almost impossible to manage the emotional toll alongside her work.

[Women's health: Mandatory training for all new doctors](#)

BBC News, July 2022

Doctors in England will be given mandatory training to better treat female medical conditions under wider plans to improve women's health.

[Campaign highlights sexism and misogyny in healthcare](#)

BMJ, July 2022

A campaign has drawn attention to the sexism, harassment and misogynistic comments many female healthcare workers have had to endure. For more information see [Surviving in Scrubs](#).

[Gender pensions gap: half of women expect to work past retirement age](#)

Personnel Today, May 2022

Half of women aged 45 and over fear they will have to continue working beyond state retirement age to make ends meet, according to survey findings that highlight the impact motherhood has on the gender pension gap.

[Lack of flexibility pushes half of women to consider leaving job](#)

Personnel Today, May 2022

More than half (52%) of women say a lack of flexibility at work has pushed them to leave or consider leaving a job, according to research that highlights how a perceived lack of flexibility can hinder women's careers.

[Maternity leave: Cost of living crisis highlights need for support](#)

Personnel Today, May 2022

Many pregnant employees or new mothers will be worried about the rising cost of living and economic pressures that may force organisations to make job cuts. Sarah King highlights how employers can support them during and after their maternity leave.



[MP seeks legal protections for employees undergoing fertility treatment](#)

Personnel Today, May 2022

Employees undergoing fertility treatment could be given new legal protections against discrimination if a private members' bill expected to be tabled shortly is taken forward.

Guidelines, Policies and Reports

British Medical Association

[Challenging the culture on menopause for working doctors](#)

We surveyed our members to understand specific challenges for doctors working through the menopause. This report looks at the experiences of doctors and areas of action which could support doctors during this time.

Department for Work and Pensions

[Menopause and the workplace: how to enable fulfilling working lives – UK government response to the independent report](#)

The independent report was published on 25 November 2021 and contains ten recommendations aimed at bringing about comprehensive change and support for those experiencing the menopause, in key areas of Government policy, employer practice, and wider societal and financial change. This document responds to each recommendation in turn.

Department of Health and Social Care

[Women's Health Strategy for England](#)

This document sets out the government's 10-year strategy for women's health in England. It details the government's ambitions over the next 10 years, and actions we are taking now to improve the health and wellbeing of women and girls in England.

The Fawcett Society

[Menopause and the workplace](#)

Our report, Menopause and the Workplace delves into women's experiences at work and is the largest representative survey of menopausal women conducted in the UK.

International Labour Organization

[The gender pay gap in the health and care sector: a global analysis in the time of Covid-19](#)

COVID-19 has shone a light on the critical importance of health and care workers, who were applauded and celebrated. It also laid bare the extent of inequalities workers in this highly feminized sector have been facing for decades. Notable among these inequalities is a Gender Pay Gap. It is for



this reason that the International Labour Organization and the World Health Organization co-developed the first ever global sectoral gender pay gap report.

Race Equality Matters

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Published research

[Menopause and Work: A Narrative Literature Review About Menopause, Work and Health](#)

Work, Jan. 2022, p. 483 – 496

This narrative literature study aims to provide an insight in the state of the art in the literature about the relationship between menopause, work and health and to identify knowledge gaps as input for further research.

Training

The King’s Fund

[The Circles programme: leadership development for women](#)

The re-imagined and re-designed Circles programme places accessibility and community at the centre and seeks to work with women at all stages of their career across the NHS, local government and the voluntary, community and social enterprise sector. In particular, it will embrace difference and provide a platform for women from minoritised groups under-represented in leadership roles.



Library and Knowledge Services

Library Services

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