



# Black, Asian and Minority Ethnic (BAME) Staff Network Current Awareness Bulletin

## October - December 2022

### **News**

[The targets the NHS no longer has to meet](#)

**HSJ, January 2023**

NHS England has shelved priorities on Long Covid and diversity and inclusion – as well as a wide range of other areas – in its latest slimmed down operational planning guidance, HSJ analysis shows. NHSE published its [planning guidance for 2023-24](#), which sets the national “must do” asks of trust and integrated care systems, shortly before Christmas. HSJ has analysed objectives, targets and asks from the 2022-23 planning guidance which do not appear in the 2023-24 document. The measures on which trusts and systems will no longer be held accountable for include improving the service’s black, Asian and minority ethnic disparity ratio by “delivering the six high-impact actions to overhaul recruitment and promotion practices”.

[Hospital introduces disposable head coverings for theatre staff](#)

**Medway NHS FT, December 2022**

Thanks to this new initiative, head coverings are now routinely available at Medway Maritime Hospital in a disposable format, adding to the standard operating theatres hat. The new style of head covering meets the strict uniform requirements for operating theatre staff, who must wear sterile and disposable clothing such as scrubs, surgical gloves and gowns to reduce the risk of patients contacting an infection.

[Most Black people in UK face discrimination from healthcare staff, survey finds](#)

**BMJ, October 2022**

Almost two thirds (65%) of black people who responded to a survey said that they had experienced prejudice from doctors and other staff in healthcare settings. This rose to three quarters (75%) among black people aged 18 to 34.

[First softies in range of skin tones for breast cancer patients](#)

**Royal Marsden Cancer Charity, October 2022**

Thanks to funding from The Royal Marsden Cancer Charity, The Royal Marsden have launched the UK’s first softies to be available in a variety of skin tones.



## **Guidelines, Policies and Reports**

### **Black Equity Organisation**

#### [State of Black Britain Report: Discrimination still prevalent](#)

New comprehensive research brings to life the lived experience of Black people in the UK and the racism that they still experience – as well as their resilience.

### **NHS Confederation**

#### [Commit, understand, act: our anti-racism strategy](#)

Supporting healthcare organisations to eliminate racism and reduce health inequalities through commitment, understanding and action.

### **NHS England**

#### [Combatting racial discrimination against minority ethnic nurses, midwives and nursing associates](#)

This resource is designed to support nurses, midwives and nursing associates, providing advice on the action you can take if you witness or experience racism. It also supports those in leadership roles to be inclusive leaders.

### **NHS Providers**

#### [Anti-racism statement](#)

NHS Providers has committed to becoming an anti-racist organisation. This has been a dedicated area of focus for us since the summer of 2020, following the murder of George Floyd, and the renewed sense of injustice that followed, combined with the racial disparities exposed by the Covid-19 pandemic.

### **NHS Race and Health Observatory**

#### [Mapping existing policy interventions to tackle ethnic health inequalities in maternal and neonatal health in England: A systematic scoping review with stakeholder engagement](#)

A new report from the NHS Race and Health Observatory, the University of Liverpool, and University of Warwick has found few maternal policies developed by hospital trusts and other providers have a focus on addressing ethnic health inequalities across maternity care. The report identifies a lack of a national, central focus; a lack of diversity in research; and a lack of national commitment all contribute to this issue. Where interventions are in place, they are often not evaluated, meaning examples of good practice are not being widely published and, where available, are not being shared across the entire maternal and neonatal health system. The report outlines how a number of improvements can be delivered.

### **Nuffield Trust**

#### [The elective care backlog and ethnicity](#)

It is well known that the halt in planned hospital care during the pandemic accelerated growing waiting lists, and that waits for routine care now stand at record-breaking levels. But how did the fallout from the pandemic affect people across different ethnic groups, and was the impact of those cancelled procedures



spread evenly? This new Nuffield Trust analysis, supported by the NHS Race and Health Observatory, seeks to answer these questions.

### **Office for National Statistics**

#### [Gypsies and Travellers in England and Wales: lived experiences](#)

Qualitative research exploring the lived experiences of Gypsy and Traveller communities, relating to culture and identities.

### **Runnymede Trust and Centre on the Dynamics of Ethnicity (CoDE)**

#### [Understanding the fundamental role of racism in ethnic inequities in COVID-19 vaccine hesitancy](#)

- Ethnic inequities in COVID-19 vaccine hesitancy have been reported in the United Kingdom and elsewhere. Explanations have mainly focused on differences in the level of concern about side effects and in lack of trust in the development and efficacy of vaccines.
- In this briefing, we propose that racism is the fundamental cause of ethnic inequities in vaccine hesitancy. We discuss how racism at the structural and institutional level has shaped the landscape of risk for the stark ethnic inequities we've seen during the coronavirus pandemic, and in relation to COVID-19 vaccine hesitancy.
- We empirically examine some of the pathways we propose using data from the UK Household Longitudinal Study. Findings show that institutional-level factors (socioeconomic position, area-level deprivation, overcrowding) explained the largest part (42%) of the inequity in vaccine hesitancy for Pakistani or Bangladeshi people, and community-level factors (ethnic density, community cohesion, political efficacy, racism in the area) were the most important factors for Indian and Black groups, explaining 35 per cent and 15 per cent of the inequity, respectively.
- Our findings suggest that if policy intervened on institutional and community-level factors – shaped by structural and institutional racism – considerable success in reducing ethnic inequities might be achieved.

### **TUC**

#### [Still Rigged: Racism in the UK labour market](#)

This important and sobering report lifts the lid on racism in our labour market. Based on extensive polling, it provides quantitative evidence of the scale of workplace discrimination facing Black1 workers. And it offers an insight into the insidious way in which this racism undermines their lives, livelihoods, and life chances.

### **Research briefings**

#### **The Mental Elf**

#### [Common mental health inequalities across racialised groups: the gaps are getting bigger](#)

Lucy Barrass reviews a study on the prevalence of common mental disorders and treatment receipt for people from ethnic minority backgrounds in England. The post Common mental health inequalities across racialised groups: the gaps are getting bigger appeared first on National Elf Service.



["I feel inferior and ashamed": the stigma of psychosis in ethnic minority groups](#)

Alejandro Arguelles Bullon summarises a qualitative study looking at stigma and psychosis experienced by people from ethnic minorities.

[Overcoming the stigma: uncovering the experiences of suicide bereavement among ethnic minorities](#)

Andie Ashdown summarises a qualitative study exploring ethnic minority groups' experiences of suicide bereavement.

**Published research**

[The Lancet Series on racism, xenophobia, discrimination, and health](#)

Racism, xenophobia, and discrimination exist in every modern society causing avoidable disease and premature death among groups who are often already disadvantaged. This Series examines how the historic systems and structures of power and oppression, and discriminatory ideologies have shaped policy and practice today, and are root causes of racial health inequities.

If you would like any of the articles in this series please go to: [journal article request](#)

**Board diversity and firm innovation: a meta-analysis**

**European Journal of Innovation Management, December 2022**

The results show that there is indeed a positive and statistically significant association between board diversity and firm innovation. This association is driven more by cognitive diversity of the board members than by demographic diversity.

Click here for full access: [European Journal of Innovation Management](#)

**Training on cultural competency for perinatal mental health peer supporters.**

**British Journal of Midwifery, December 2022**

Research into the effectiveness of a training package for peer supporters combining perinatal mental health and the impact of migration to enable better support for women from ethnic minorities with perinatal mental ill health. The project brought together charity organisation, Light Pre and Postnatal Support and Sheffield Hallam University.

To obtain a copy of this article go to: [journal article request](#)

**Ethnicity and risk for SARS-CoV-2 infection among the healthcare workforce: Results of a retrospective cohort study in rural United Kingdom.**

**International Journal of Infectious Diseases, September 2022**

The reason why Black and South Asian healthcare workers are at a higher risk for SARS-CoV-2 infection remain unclear. We aimed to quantify the risk for SARS-CoV-2 infection among healthcare staff who belong to the ethnic minority and elucidate pathways of infection. A one-year follow-up retrospective cohort study has been conducted among National Health Service employees who were working at 123 facilities in Lincolnshire, UK. Overall, 13,366 professionals were included. SARS-CoV-2 incidence per person-year was



5.2% (95% CI: 3.6-7.6%) during the first COVID-19 wave (January-August 2020) and 17.2% (13.5-22.0%) during the second wave (September 2020-February 2021). Compared with White staff, Black and South Asian employees were at higher risk for SARS-CoV-2 infection during both the first wave (hazard ratio, HR 1.58 [0.91-2.75] and 1.69 [1.07-2.66], respectively) and the second wave (HR 2.09 [1.57-2.76] and 1.46 [1.24-1.71]). Higher risk for SARS-CoV-2 infection persisted even after controlling for age, sex, pay grade, residence environment, type of work, and time exposure at work. Higher adjusted risk for SARS-CoV-2 infection were also found among lower-paid health professionals. Black and South Asian health workers continue to be at higher risk for SARS-CoV-2 infection than their White counterparts. Urgent interventions are required to reduce SARS-CoV-2 infection in these ethnic groups.

**Click here for full access:** [International Journal of Infectious Diseases](#)

**Beyond black and white: an inclusive reciprocal mentoring model to promote diversity, engagement and understanding**

**British Journal of Healthcare Management, August 2022, 28(8), p. 1-5**

The NHS is the largest employer of Black, Asian and minority ethnic staff in the UK. However, 15% of staff from these ethnic backgrounds have reported experiencing discrimination at work. This article explores how a programme based on reciprocal mentoring could be an effective means of creating a more inclusive NHS culture, with discussion of a pilot reciprocal mentoring programme that was implemented at Chelsea and Westminster Hospitals NHS Foundation Trust from September 2020 to May 2021.

**To obtain a copy of this article go to:** [journal article request](#)

**Experiences of children and young people from ethnic minorities in accessing mental health care and support: rapid scoping review**

**Health Services and Delivery Research, July 2022, 10(22)**

This review found and summarised 22 diverse qualitative studies suggesting a range of factors that influence care-seeking and access to mental health care by these groups in the UK.

**Click here for full access:** [Health Services and Delivery Research](#)

**It is like 'judging a book by its cover': An exploration of the lived experiences of Black African mental health nurses in England**

**Nursing Inquiry, January 2022**

The aim of this paper was to explore the experiences of perceived prejudices faced in England by Black African mental health nurses. Purposive sampling was used to identify five nurses from sub-Saharan Africa. They were interviewed using face-to-face semi-structured interviews. Data were analysed using interpretative phenomenological analysis (IPA). The findings were reported under two superordinate themes: Judging a book by its cover and opportunities. The findings showed that Black African nurses experience deep-rooted discrimination and marginalisation. Aside from that, because of their ethnicity and the fact that they speak English as a second language, they face discrimination and have difficulty achieving leadership roles. These findings provide key stakeholders, such as nursing trade unions and professional associations, as well as NHS employers, with the opportunity to act to counter hegemony in the NHS and



recognise that discriminatory and racially related barriers hinder Black African nurses from reaching their full professional potential.

Click here for full access: [Nursing Inquiry](#)

## **Blogs / Commentary / Editorials / Opinion Pieces**

### **BMA**

[Being a South Asian doctor in the UK brings pride and sadness](#)

Artefacts in British museums brought there from India will return to their place of origin one day, hopes Anil Jain, consultant radiologist.

### **BMJ**

[Challenging prejudice: the chief medical officer and consultant psychiatrist](#)

Ananta Dave tells Adrian O'Dowd why she wants to help colleagues avoid the racism and discrimination that she faced as a younger doctor in the UK

[Partha Kar: It's time for accountability and discomfort about the NHS's workforce inequalities](#)

In debates about the challenges facing the NHS, financial difficulties are always front and centre. Now there's a realisation that workforce issues also pose a real danger. And yet it's striking that one of the biggest employers on the planet continues to rely on the stopgap measure of asking people from other countries to come and fill the holes in the workforce.

### **Institute for Healthcare Improvement**

[Using Quality Improvement to address racism](#)

After seeing the video of George Floyd being murdered by a White American police officer in 2020, millions of people took part in racial justice protests all over the world. As Cornelia Kundishora recalls, the news of Floyd's death was also the apparent catalyst for a sudden spike in racist comments from patients directed at the Black members of her staff at East London NHS Foundation Trust (ELFT), an IHI Strategic Partner.

### **Journal of Paediatrics and Child Health**

[It is not Black and White: a spotlight on racial diversity in paediatrics](#)

Now more than ever, there is a recognition that the existing racial inequality within healthcare systems around the world must be addressed. Preserving this momentum is vital and every profession and specialty must be held accountable for their own shortcomings. In this article, we place a spotlight on the paediatric medical workforce. We explore key areas of concern including differential attainment and the under-representation of paediatricians from minoritised ethnic groups in leadership roles. We use the recent measures adopted by the Royal College of Paediatrics and Child Health in the United Kingdom as a framework for achieving inclusive work environments and equitable opportunities for all paediatricians.



### **Journal of Wound Care**

#### **Renaming the skin tones tool [Editorial] [Attached to email]**

Jennifer Pearson, who was named the National Diversity Awards' 2022 BAME Nurse of the Year, is raising awareness of tissue viability and recognising pressure ulcers in people with black and brown skin tones. In this guest editorial, she explains her work and how she has collaborated with Wounds UK to rename the 'skin tones tool'.

#### **The challenges of dark skin tone assessment: the importance of language [Editorial] [Attached to email]**

As you are probably aware, at Wounds UK we are invested in raising the profile of the challenges of assessing the skin of patients with dark skin tones. We have an amazing Best Practice Statement document "Addressing skin tone bias in wound care: assessing signs and symptoms in people with dark skin tones" (Wounds UK, 2021) and held a very successful conference on the topic in Manchester in May. The day after the conference I was randomly scrolling through the TV channels and noticed a programme titled Tan France: Beauty and the Bleach, about Colourism (<https://www.bbc.co.uk/programmes/m0016tzr>). Thinking it was probably relevant I decided to watch it and I am so glad that I did.

### **King's Fund**

#### [Speaking up: challenging microaggressions in the workplace](#)

A few weeks ago, I read a Twitter thread where people from minoritised groups in the NHS were recounting their experiences of microaggressions (everyday, subtle, intentional and oftentimes unintentional interactions or behaviours that communicate bias toward historically marginalised groups) at work.

### **The Lancet**

#### [Workforce and workplace racism in health systems: organisations are diverse but not inclusive](#)

At present, the UK and the USA have workplaces that are increasingly diverse but are not inclusive. Here, we explore this problem in the context of these two countries and what steps need to be taken to improve inclusivity.

### **Medical News Today**

#### [Why racism is a public health threat: Expert perspectives](#)

When acknowledging the impact racism can have on health, it is important to remember that less than a century ago racist ideas were given legitimacy by scientific and medical communities in Western countries.

### **NHS Confederation**

#### [It's not enough to be non-racist](#)

Reflections on a recent lecture that offered new and powerful insights into building an anti-racist NHS.



### **NHS England**

#### [Developing ethnic minority nursing and midwifery leaders](#)

The Midlands Developing Aspirant Ethnic Minority Nursing and Midwifery Leaders Programme is a new, innovative regional pilot scheme designed by ethnic minority nurses and midwives for ethnic minority nurses and midwives. Miriam Coffie and Tom Warner explain how the programme works and its contribution to reducing healthcare inequalities.

### **Runnymede Trust**

#### [Conditional whiteness of Gypsies, Roma and Travellers](#)

Gypsies, Roma, and Travellers find themselves in the odd position of being the point where all conversations and widespread thoughts around race and racism breaks down.

## **Books / Audiobooks / Videos / Podcasts**

### **BBC**

#### [Tan France: Beauty and the Bleach, about Colourism](#)

Tan France (from the TV show Queer Eye) sets out to unearth the truth about colourism, where you are judged not only on the colour of your skin but by the shade of it, and its impact on people worldwide.

### **NHS Confederation**

#### [Joan Saddler and Lena Samuels: Supporting healthcare organisations to eliminate racism](#)

What role can healthcare organisations and systems play in eliminating racism? In this episode, Matthew talks to Joan Saddler OBE, director of partnerships and equality at NHS Confederation about the organisation's anti-racism strategy and why tackling racism improves conditions for all communities.

## **Training**

### **Institute for Healthcare Improvement**

#### [Building Skills for Anti-Racism Work](#)

In this free IHI Open School course, develop skills to counter structural racism and improve health equity. Learn strategies to start or continue your work in this area individually and collectively and earn continuing education credits. Register and browse the course catalog to learn more.

### **NHS England Midlands**

#### [The Developing Aspirant Leaders Programme](#)

This innovative programme supports ethnic minority nurses and midwives aspiring towards a senior leadership role.





## Library and Knowledge Services

### Library Services

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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.nhslinclslibrary.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/>