



Organisational Development and Staff Wellbeing Bulletin

June 2022

Guidelines, Policies and Reports

Equality and Human Rights Commission

[Report finds evidence of inequality in treatment of ethnic minority 'Covid heroes' working in health and social care](#)

Lower-paid health and social care workers, who played a pivotal front-line role during the COVID-19 pandemic, experienced bullying, racism and harassment at work according to their evidence to an inquiry conducted by Britain's equality regulator. The report exposes a lack of data about these workers, linked to poor levels of responsibility and accountability for them by the organisations that employ them. The report highlights that the missing data could mask the scale of discrimination against lower-paid ethnic minority workers in health and social care settings.

British Medical Association

[Delivering racial equality in medicine](#)

This report presents a high-level overview of the barriers that are preventing racial equality in medicine. Through summarising the evidence, this report aims to provide a pathway to achieve fair outcomes for all doctors across education and training, with key themes and recommendations to address disparities in the medical profession based on race.

NHS Confederation

[Shattered hopes: black and minority ethnic leaders' experiences of breaking the glass ceiling in the NHS](#)

Reflections on the lived experience of senior black and minority ethnic leaders in the NHS. More than half of surveyed BME NHS leaders considered leaving the health service in the last three years because of their experience of racist treatment while performing their role as an NHS leader. A majority said they had experienced verbal abuse or abusive behaviour targeting racial, national or cultural heritage at least once in the past three years.

Royal College of Nursing

[Neurodiversity Guidance for employers, managers, staff and students](#)

Neurodiversity acknowledges that each person's brain is unique. Our brains work and interpret information differently and we all bring individual experience, strengths, and assets to a situation. This guidance has been developed for staff and students who are neurodivergent and for the managers and employers who support them.



Published research

BMJ quality and safety

[Determining the skills needed by frontline NHS staff to deliver quality improvement: findings from six case studies](#)

These case studies provide a nuanced understanding of the skills used by healthcare staff. While technical skills are important, the ability to judge when and how to use wider skills was paramount. The provision of QI training and fidelity to the improvement programme may be less of a priority than the deployment of SOFFT skills used to overcome barriers.

Royal College of Nursing

[Black and Asian nurses overlooked for promotion due to structural racism, RCN research reveals](#)

Racism is endemic in health and care with White nurses twice as likely to get promoted as Black and Asian staff, RCN survey results show. The UK-wide survey of almost 10,000 nursing staff found that White respondents and those of mixed ethnic background across all age groups were more likely than Black and Asian colleagues to have received at least one promotion since starting their nursing career.

Blogs

Fab NHS Stuff

[Menopause in the workplace](#)

Chair of the NHS England/Improvement Menopause Group and Exec Committee member of the Cross Govt Menopause Network, Jacqui McBurnie, talks about the importance of menopause support. As many as 25% will report significant symptoms that they describe as 'debilitating'.

NHS Confederation

[What experience do LGBTQ+ people have in the NHS these days?](#)

The NHS Staff Survey highlights the inequalities faced by LGBTQ+ staff and is a measure of how our healthcare system cares for those who care for us. LGBTQ+ staff in the NHS are still much more likely to face physical violence, bullying and harassment in their workplace than other staff. Trans staff are most affected, at 22.2 percent.



Tommy's

[Managers don't know how to support employees after pregnancy loss, survey shows](#)

The results of Tommy's 2022 Pregnancy and Parenting at Work survey suggest that despite best intentions, most line managers don't know what to say or do to help their employees after a pregnancy loss.

People Management

[How can businesses better include transgender workers?](#)

When people feel totally authentic in themselves and included in their organisations, they can achieve their full potential. Transgender employees are no exception. Drawing on her own experience of transitioning while employed, Clare Fielding explains what firms can do to improve inclusion for trans colleagues.

People Management

[Money worries pushing people to work more hours and while ill, research finds](#)

Experts urge employers to have financial wellbeing policies in place, warning the cost of living crisis is not affecting everyone equally. Financial struggles could also be a huge stressor that could, in turn, impact on an employee's mental health and their ability to perform their role, and said organisations had a responsibility to support their workers' mental and financial wellbeing as much as their physical health.

Training zone

[How a mentoring scheme can beat gender bias in the workplace](#)

Six ways that L&D can bring mentoring practices into the workplace to beat gender bias and empower female employees. Gender bias is the enemy of equal opportunity and despite the in-roads made in women's career progression over the last two decades, gender bias in the workplace still remains a very real elephant in the room.

Podcasts / Videos

The Mind Solution

[How can we be more mindful of menopause?](#)

A talk with menopause expert Tania Elfersy on transforming menopause in women and the workplace. A survey by the British Menopause Society has revealed that over 20% of the working women surveyed, reported that the menopause had affected their confidence at work.



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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/>