Current Awareness Bulletin:
Equality & Inclusion Staff Networks

June 2021

Guidelines, Policies and Reports

NHS Employers

[Inclusive recruitment: Leading positive change](#) (2021)

The report examines various case studies from a range public, private, and voluntary sector organisations and aims to support employers to embed inclusive recruitment in line with the NHS People Plan.

Nuffield Trust

[The ethnicity pay gap in the English NHS](#) (2021)

This report examines differences in basic pay between ethnic minority staff and White staff employed by the NHS in England based on data from the NHS electronic staff record for one month (December 2017). As well as drawing on previous analyses on the ethnicity pay gap among doctors and the gender pay gap by ethnicity, it explores pay differences across the entire NHS workforce and alternative ways of comparing staff groups – by occupation, pay system and pay band.

Published research

Disability doesn't mean shielding is the only option: How to support staff to keep doing their jobs, despite COVID-19 disruptions.

Source: Nursing Standard; Jun 2021 ; p. 23-25

Available at: [Journal article request](#)

Abstract: The COVID-19 pandemic has been stressful and exhausting for all nurses. However, those with disabilities have faced particular challenges.

Why structural racism in the NHS is still a live issue: Prejudice persists in the health service, say groups representing black and minority ethnic nurses.

Source: Nursing Standard; Jun 2021 ; p. 19-21

Available at: [Journal article request](#)

Abstract: Nurses have spoken out about structural racism in the NHS in the wake of a widely-condemned review of race and ethnic disparities.

How we rose to the leadership challenges of COVID-19: Five black nursing professionals describe how the pandemic affected their work, teams and patients.

Source: Nursing Standard; Jun 2021 ; p. 40-43

Available at: [Journal article request](#)

Abstract: As the first wave of COVID-19 virus surged in the UK in 2020, it became clear that the consequences of health inequalities would be a feature of the pandemic.

Race and reactions to women's expressions of anger at work: Examining the effects of the "angry Black woman" stereotype.

Source: The Journal of applied psychology; Apr 2021

Available at: Journal article request

Abstract: Across two studies, we examine the detrimental effects of the "angry black woman" stereotype in the workplace. Drawing on parallel-constraint-satisfaction theory, we argue that observers will be particularly sensitive to expressions of anger by black women due to widely held stereotypes. We believe our work contributes to research on race, gender, and leadership, and highlights an overlooked stereotype in the management literature. Theoretical and practical implications are discussed.

BAME women and health inequality

Source: Anaesthesia; April 2021; vol. 76 (S4); p. 10-13

Available at: Anaesthesia

Abstract: The term 'BAME' is widely used in the UK to describe the collective Black, Asian and minority ethnic group, especially in a health context. However, its use is not without controversy, with many members of ethnic communities dismayed at being given a label. In this editorial, we will explore the use of the term BAME, discuss racial disparity in women's health in the UK and explore implicit bias in medicine.

Tackling workplace prejudice and building a disability-inclusive NHS.

Source: British Journal of Healthcare Management; Apr 2021; vol. 27 (no. 4); p. 1-3

Available at: Journal article request

Abstract: Gemma Harris highlights the barriers that many healthcare workers face as a result of anti-disability prejudice and how these can be addressed.

Because you're worth the risks: Acts of oppositional courage as symbolic messages of relational value to transgender employees.

Source: The Journal of applied psychology; Mar 2021; vol. 106 (no. 3); p. 399-421

Available at: Journal of Applied Psychology

Abstract: Achieving greater social equity in organizations often depends on majority members taking risks to challenge the status quo on behalf of their colleagues with stigmatized identities. But, how do employees enact courageous behavior in this regard, and what are the social implications of these courageous acts on stigmatized group members who witness them at work?

Being a transgender nurse in the NHS: How workplaces can support gender diversity: LGBT+ policies and networks that aim to tackle transphobia and promote inclusivity.

Source: Nursing Standard; Feb 2021; p. 22-25

Available at: Journal article request

Abstract: Angel Toledo moved from the Philippines to work in the NHS in January 2020. Living as a transgender (trans) person in her home country, where she was forced to wear a man's uniform and cut her hair short, was not easy. 'I felt I had to sacrifice who I was to do a job I loved,' she says.

Blogs

NHS Confederation

[What does a leader look like?](#) (2021)

The way leaders are leading is changing and can be at variance to preconceptions of what leadership is. Fortunately, because of this, explains Sarah Walter, assistant director of the ICS Network, we are beginning to broaden the conversation on what leadership looks like.

NHS Employers

[Speaking openly about mental health in the workplace](#) (May 2021)

Dr Christine Rivers, lead for the Workforce Disability Equality Standard at NHS England and NHS Improvement, shares her thoughts on the importance of having open conversations with staff around disability and mental health.

[Empowering disabled staff through flexible working](#) (April 2021)

In this blog, Erk Gunce shares his experiences of working from home with a disability during the pandemic, how he has benefited from flexible working arrangements and a supportive team.

[Improving deaf awareness in the workplace](#) (April 2021)

In this blog, Sam Penney shares some of the challenges she has faced during the pandemic and encourages everyone to be more deaf aware.

The King's Fund

[On leadership that leads to racial justice](#) (May 2021)

This straight-talking blog is aimed at leaders who want to 'get it' on inclusion. It's candid because its purpose is to provoke leaders to lead better for racial justice.

[Supporting LGBTQ+ NHS staff](#) (2021)

Blog post written by Michael Alexander, a locum doctor in London. He is also the Treasurer of GLADD, the Association of LGBTQ+ Doctors and Dentists.

Other

[Black Women Rising- The Untold Cancer Stories Podcast](#)

Award winning breast cancer survivor & community activist Leanne Pero set up the Black Women Rising cancer project in 2017, aimed at raising vital cancer awareness within the Black community & providing support for Black cancer patients and survivors.

[The Shuri Network](#)

The Shuri Network is the first NHS and care network of BAME women in digital health.

Library services

KnowledgeShare
Sign up to KnowledgeShare and we will send out regular emails alerting you to the latest evidence on a particular topic.
https://www.nhslincslibrary.uk/knowledgeshare-request/

Literature Searching
We can undertake literature searches on your behalf to support your work and CPD – this could be to find the evidence to support patient care; an audit; service improvement; or to keep you up to date with a particular topic.
https://www.nhslincslibrary.uk/page/search-request/

Information Skills Training
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 available to all NHS staff. This clinical decision support tool 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/