



Equality, Diversity and Inclusion Staff Network Bulletin December 2021

News and Features

BBC News

[BAME acronym: UK broadcasters commit to avoiding catch-all term](#)

Guidelines, Policies and Reports

Chartered Institute of Personnel and Development

[Effective hybrid working: practical guidance](#)

Guidance commissioned by the CIPD on behalf of the Flexible Working Taskforce. The guidance focuses on the key areas of: People management; Recruitment and induction; Inclusion and fairness; Health, safety and wellbeing.

[How to talk about race at work](#)

This guide lays out the key advice, options and considerations for people professionals to bear in mind when having conversations about race in the workplace.

Gender Equality Advisory Council

[G7 Advisory Council sets out detailed vision for gender equality](#)

The Gender Equality Advisory Council sets out the scale of the challenge of making progress on gender equality in the age of COVID-19.

Health and Care Professions Council

[Gender and ethnicity pay gap reports 2021](#)

The data for both these reports are from the snapshot date of 5 April in the preceding year (2020).

Kings Fund

[The health of people from ethnic minority groups in England](#)

This long read examines ethnic differences in health outcomes, highlighting the variation across ethnic groups and health conditions, and considers what's needed to reduce health inequalities.



Library and Knowledge Services

NHS Employers

[Attracting, supporting and retaining a diverse NHS workforce](#)

To ensure a sustainable workforce, both now and in the future, the NHS needs to ensure that it attracts, recruits and retains a diverse staff reflective of the local community it serves. Of course, we are not the first to recognise this – many reports have been written on this topic. However, as an independent policy think tank, in this report we set out to build on this existing work to develop some practical policy recommendations that can improve the current situation.

[Embedding the Workforce Disability Equality Standard](#)

Learn about the Workforce Disability Equality Standard (WDES) and access guidance and resources to help you support staff with disabilities.

[Equality, Diversity and Inclusion Training: A good practice guide](#)

This guidance includes information on: who should receive the training; training objectives; training content outline; a definition of health inequalities; and legislative requirements and policies. It also covers equality standards in the NHS; understanding bias and strategies for embedding equality, diversity and inclusion. The guide is aimed at equality, diversity and inclusion leads, HR and learning and development professionals, and trade union representatives.

[Improving staff equality networks through partnership working: A good practice guide](#)

As the role of the staff network grows, how they interact with existing forums becomes even more important to ensuring groups work effectively.

[Inclusive recruitment: increasing supply, widening access to employment and addressing inequality.](#)

As an anchor institution the NHS can play a key role in addressing the inequalities that persist in our communities by providing work opportunities.

[Supporting disabled staff in the workplace](#)

Find out about the different types of disability and what the NHS is doing to support its disabled workforce.

[Understanding and supporting staff with a hidden disability](#)

Watch our video and webinar recording to learn about the different types of hidden disabilities and how you can support staff in the workplace.

NHS England

[Core20PLUS5 – An approach to reducing health inequalities](#)

Core20PLUS5 is a national NHS England and NHS Improvement approach to support the reduction of health inequalities at both national and system level. The approach defines a target population



cohort – the ‘Core20PLUS’ – and identifies ‘5’ focus clinical areas requiring accelerated improvement.

NHS Race and Health Observatory

[Supporting named leads for health inequalities on NHS boards](#)

Think Local Act Personal

[Personalisation in Black, Asian and minority ethnic communities](#)

This report aims to find good examples of personalised care and community-based support for people from ethnically diverse communities.

Published research

Physical Disability at Work: How Functional Limitation Affects Perceived Discrimination and Interpersonal Relationships in the Workplace.

Journal of health and social behavior; Dec 2021; vol. 62 (no. 4); p. 545-561

Available via: [journal article request](#)

Adults with disability have significantly lower rates of labor force participation relative to persons without disability, although it is unclear whether this disparity extends to subjective workplace experiences. Using data from the 2004 to 2006 wave of the National Survey of Midlife Development in the United States (n =2,030), we evaluate: (1) whether U.S. workers with physical disability report higher levels of perceived job discrimination and unequal workplace opportunities and lower levels of supervisor and coworker support and (2) whether these patterns differ by sex, age, and occupation group. We find that workers with physical disability fare significantly worse on all four outcomes net of covariates. Disability takes a particularly large toll on men's perceived workplace opportunities and white-collar employees' relationships with coworkers. Young adult workers (ages 30-39) with disability report significantly more support from their supervisor relative to their counterparts without disability. We discuss implications for research and policy.

The Role of the Employer in Supporting Work Participation of Workers with Disabilities: A Systematic Literature Review Using an Interdisciplinary Approach.

Journal of occupational rehabilitation; Dec 2021; vol. 31 (no. 4); p. 916-949

Available at: [Journal of occupational rehabilitation](#)

There is growing awareness that the employer plays an important role in preventing early labor market exit of workers with poor health. This systematic review aims to explore the employer characteristics associated with work participation of workers with disabilities. An interdisciplinary approach was used to capture relevant characteristics at all organizational levels. In total 50 articles met the inclusion criteria. We found 14 determinants clustered in four domains: work accommodations, social support, organizational culture and company characteristics. On supervisor level, strong evidence was found for an association between work accommodations and continued



employment and return to work. Moderate evidence was found for an association between social support and return to work. On higher organizational level, weak evidence was found for an association between organizational culture and return to work. Inconsistent evidence was found for an association between company characteristics and the three work outcomes. Conclusions Our review indicates the importance of different employer efforts for work participation of workers with disabilities. Workplace programs aimed at facilitating work accommodations and supervisor support can contribute to the prevention of early labor market exit of workers with poor health. Further research is needed on the influence of organizational culture and company characteristics on work participation.

Improving Awareness of LGBTQ Patient Preferences Among Radiology Staff Members.

Current Problems in Diagnostic Radiology; Nov 2021; vol. 50 (no. 6); p. 768-771

Available via: [journal article request](#)

Background: Our health system set out to improve services to patients from the LGBTQ community as a step towards decreasing disparities in care. Materials and Methods: A pilot education intervention targeting staff knowledge and skills regarding terminology with regards to gender fluidity and sexual orientation was designed and implemented. Results: 81 staff members participated and we found improvements in knowledge but there remain uncertainties that can be addressed in future training sessions. Conclusions: LGBTQ staff education in radiology is feasible and effective. Additional education interventions may be necessary to address persistent knowledge gaps. Effects on patient care are yet unknown.

Superhuman, but never enough: Black women in medicine

The Lancet; October 2021; vol. 398 (issue 10309); p. 1398-1399

Available at: [The Lancet](#)

[Access is free but you will need to register for a Lancet username and password first.]

Black women have long been at the forefront of the struggle for justice and equality, yet their contributions have been largely overlooked in dominant social justice narratives. Similarly, a unique combination of demanding expectations and hyperscrutiny can constrict Black women in medicine. The medical profession does not confer special protections. Black women physicians are simultaneously considered superhuman, but never enough. We suggest this double bind leads to a sense of disquietude as Black women's identity conflicts with their success.

The impact of disability on employment and financial security following the outbreak of the 2020 COVID-19 pandemic in the UK.

Journal of public health; Sep 2021; vol. 43 (no. 3); p. 472-478

Available at: [Journal of public health](#)

Our aim was to compare the short-term impact of the 2020 COVID-19 pandemic and first lockdown on the employment and financial security of working age adults with and without disabilities in the UK. Secondary analysis of data collected in Wave 9 and the special April, May and June COVID-19



monthly surveys of 'Understanding Society', the UK's main annual household panel study. During the first 3 months of the introduction of the COVID-19 lockdown in the UK, respondents with disability were more likely than their peers to be working reduced hours and experience higher levels of financial stress. These differences were attenuated, but not eliminated, when estimates were adjusted to take account of pre-lockdown financial status. Working age adults with disability were particularly disadvantaged by the financial impact of the COVID-19 lockdown in the UK. The UN Secretary-General António Guterres has stated the need for a disability-inclusive COVID-19 government response. The results of our analysis suggest that these pleas have either not been heeded, or if measures have been implemented, they have so far been ineffectual in the UK.

Making a difference: Belonging, diversity and inclusion in occupational therapy

British Journal of Occupational Therapy; August 2021; 84 (11); p. 671-672

Available via: [journal article request](#)

The purpose of this editorial is twofold: First, to share conversations with occupational therapists (OTs) in the United Kingdom, around racism, support for ethnic minorities and career progression; Second, to stimulate debate and dialogue with the wider occupational therapy profession alongside multi-professional groups.

Words that hurt: Leaders' anti-Asian communication and employee outcomes.

Journal of Applied Psychology; Feb 2021; vol. 106 (no. 2); p. 169-184

Available via: [journal article request](#)

With the outbreak of COVID-19, there have been growing reports of racial harassment targeting Asian Americans. We study one such manifestation of racial harassment that Asian employees may face in the workplace: Leaders' use of stigmatizing labels for COVID-19 such as the "Chinese Virus" and "Kung Flu." Integrating organizational justice theories with research on racial harassment in the workplace, we theorize that leaders' use of stigmatizing COVID-19 labels reduces employees' perceptions of interpersonal justice, which subsequently impact employees' emotional exhaustion and work engagement. We further theorize that while such effects will be stronger among Asian employees who experience both moral anger and reduced public collective self-esteem, that the effects will also be present among non-Asian employees who experience moral anger. Using one survey (Study 1) and one experiment (Study 2), we find support for our predictions. We find that leaders' use of stigmatizing language to depict COVID-19 leads to deleterious workplace experiences for employees, and especially for Asian employees. The current research thus deepens our understanding of the relatively understudied work experiences of Asian Americans and brings to light the underlying psychological mechanisms linking racial harassment and employee work outcomes for both targeted employees and employees not targeted.



Blogs

Middlesex University

[Racism which impacts healthcare staff endangers patient care](#)

As well as a moral issue, tackling racism affecting NHS staff is a crucial part of improving patient safety and care, says MDX Research Fellow Roger Kline

NHS Employers

[My childhood hero and what he taught me about disability](#)

David Wilkinson shares what his father taught him about disability and how this has given him the drive to raise awareness of disability equality.

Podcasts / Videos

Critically Appraising for Antiracism

Though the effects of racial inequalities and institutional racism do creep into clinical research papers, this type of bias is rarely mentioned when teaching critical appraisal. In this [video](#) Ramona Naicker (Information Specialist at Northern Care Alliance) shares how racism in published research can impact on a study's relevance, reliability and validity.

Interviews for UK Disability History Month 2021

[Katy Farrell on epilepsy](#)

[Yasmin Omar on being a teacher with Multiple Sclerosis \(MS\)](#)

[Christina Warner, a visually impaired barrister](#)

[Emma Charters on dyslexia](#)

[Penny Pepper on sex and relationships](#)

Miscellaneous

[Black Cultural Archives](#) is the only national heritage centre dedicated to collecting, preserving and celebrating the histories of African and Caribbean people in Britain. You can visit the BCA [Google Arts and Culture platform](#) to view unique exhibits of the collections.



Library and Knowledge Services

The British Library

A brand new [Black literature timeline](#) which charts the rich and diverse history of Black writing in Britain.

Local Government Association

[Health inequalities hub](#)

The LGA health inequalities hub, which is funded by UK Government, draws out key themes in greater detail and introduces case studies from local councils, describes the national literature on health inequalities and COVID-19 and includes think pieces which delve deeper into the evidence to date on inequalities.

NHS Digital Service Manual

[Make content about skin symptoms more inclusive](#)



Library and Knowledge Services

Library Services

Would you like to keep up to date with the latest evidence on topics of your choice? Sign up for a current awareness alert: <https://www.nhslincslibrary.uk/knowledgeshare-request/>

Can't find the information you need? We can do literature searches for you:
<https://www.nhslincslibrary.uk/page/search-request/>

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/>