



# MAPLE Staff Network Bulletin

June - July 2023

The aim of this current awareness bulletin is to provide a digest of recent guidelines, reports, research and best practice.

## NHS Workforce Disability Equality Standard (WDES) reports and action plans across NHS Lincolnshire

- [Lincolnshire Community Health Services NHS Trust](#)
- [Lincolnshire Partnership NHS Foundation Trust](#)
- [United Lincolnshire Hospitals NHS Trust](#)

For more information on Lincolnshire's population demographics see the latest [Greater Lincolnshire Census 2021 Summaries](#) prepared by the Lincolnshire County Council Public Health Intelligence Team.

## Disability Unit

### [Open consultation: Disability Action Plan 2023-2024](#)

This consultation is aimed at anyone with an interest in the action the government will take during 2023 and 2024 to improve the lives of disabled people. Disabled people and disabled people's organisations may be particularly interested but anyone, including any organisations or individuals, may respond. The consultation closes on 6 October 2023.

## Healthcare Quality Improvement Partnership

### [The inbetweeners: a review of the barriers and facilitators in the process of the transition of children and young people with complex chronic health conditions into adult health services](#)

This report finds that the process of transition and subsequent transfer is often fragmented, both within and across specialties, and that adult services often sit only with primary care.

## The King's Fund

### [Struggling to be heard: understanding the experiences of disabled people in England](#)

**[Blog]** More than ever disabled people are facing barriers to living well, so it is concerning that the census might not be capturing the true picture of disability in England, and that disabled people struggle to be heard.

### [Tackling ableism in health care: the role of primary care](#)

**[Blog]** How can GPs improve access to primary care for disabled people? Deborah Fenney shares insights from the East of England Trailblazer Deprivation Fellowship Scheme, and highlights the need for wider system support.



## Library and Knowledge Services

### [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.

#### **National Audit Office**

### [Transforming health assessments for disability benefits](#)

This report gives an early assessment of the progress that the Department for Work and Pensions (DWP) is making with plans to transform the application and assessment process for disability benefits. The report covers: the baseline performance of functional health assessments; DWP's approach to transforming functional health assessments; and challenges implementing the Health Transformation Programme.

#### **National Voices**

### [Accessible and inclusive communication within primary care: What matters to people with diverse communication needs](#)

This report sets out the key issues faced by people with specific communication needs within primary care and what they feel would make the biggest difference. It also outlines some key actions primary care leaders and teams can take to support inclusive communication.

### [A shift to multidisciplinary teams in general practice: what this means for people experiencing health inequalities and frequent users of primary care services](#)

This report makes recommendations on how to improve experiences of multidisciplinary teams within general practice among populations who experience health inequalities and frequent users of primary care services. In particular, it highlights how primary care teams can build trust and assure people that general practice has oversight of their care.

#### **NHS Confederation**

### [Reducing the elective care backlog for people with a learning disability: Calderdale and Huddersfield NHS Foundation Trust](#)

Data and data-driven practice is vital in tackling health inequalities. Collaborative working across the organisation with data sharing is vital to enabling the work to be completed. Lived experience is vital in tackling system issues, ensuring people with learning disabilities are heard and included is important.



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

#### [We deserve better: Ethnic minorities with a learning disability and access to healthcare](#)

People with a learning disability from BAME backgrounds face shorter life expectancy triggered by poorer healthcare access, experience and outcomes.

- The average age of death for people with a learning disability who are from an ethnic minority is 34 years, just over half the life expectancy of white counterparts, at 62 years of age.
- Of those with a learning disability who die in hospital, 51% from ethnic minority groups have a DNACPR recommendation, compared to 73% for those who are white.

### **Royal College of Psychiatry**

#### [ADHD in Adults](#)

The aim of this guide is to provide basic information about ADHD in adults.

### **Recently published research**

#### **Reflections and intersections: disability, 'ableism' and metamodern leadership.**

**BMJ leader, 2022**

In this article the author, the eightieth President of the Medical Women's Federation and a clinical academic, reflects on disability, gender, and leadership. She draws on lessons from her sixteen-year NHS career in HIV Medicine in East London, UK. She explores her experiences and challenges as a Consultant Physician who became invisibly disabled and reflects on how her chosen leadership style has evolved in parallel. Readers are encouraged to reflect on invisible disability, 'ableism' and how to navigate conversations with colleagues.

**Click here for full access:** [BMJ Leader](#)

#### **Seeing is disliking: Evidence of bias against individuals with autism spectrum disorder in traditional job interviews.**

**Journal of Autism and Developmental Disorders, 2023, 53(4), pp.1363-1374.**

Job interviews are an integral component of the hiring process in most fields. Our research examines job interview performance of those with autism spectrum disorder (ASD) compared to neurotypical (NT) individuals. ASD and NT individuals were taped engaging in mock job interviews. Candidates were rated on a variety of dimensions by respondents who either watched the interview videos or read the interview transcripts and were naïve to the neurodiversity of the interviewees. NT candidates outperformed ASD candidates in the video condition, but in the absence of visual and social cues (transcript condition), individuals with ASD outperformed NT candidates. Our findings suggest that social style significantly influences hiring decisions in traditional job interviews and may bias evaluators against otherwise qualified candidates.

**Email for full access:** [clinical.librarian@ulh.nhs.uk](mailto:clinical.librarian@ulh.nhs.uk)



## Library and Knowledge Services

### Library Services

- **Current awareness:** 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/>
- **Literature searching:** Can't find the information you need? We can do literature searches for you: <https://www.nhslincslibrary.uk/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/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>
- **ClinicalKey** is a database which supports healthcare professionals by providing access to the latest evidence across specialties: <https://www.clinicalkey.com/>