



# Race, Ethnicity and Cultural Heritage (REACH) 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 Race Equality Standard (WRES) 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.

## **Doctors of the World**

[Not by choice: the unequal impact of the Covid-19 pandemic on disempowered ethnic minority and migrant communities](#)

This report argues that too many of the policy decisions that were made during the Covid-19 health emergency either did not understand the evidence on inequality or ignored it, and that this was particularly true for ethnic minorities and migrants.

## **House of Commons Library**

[No recourse to public funds](#)

Considerations on why the UK bans migrants from claiming benefits, and what the arguments are for and against this 'no recourse to public funds' policy.

## **Journal of Community Nursing**

[Open conversations and racism: finding a way forward](#)

Leeds Community Healthcare (LCH) NHS Trust - a community provider based in Leeds covering Yorkshire and the Humber offering generalist and specialist services for adults, children and families - has been seeking ways to understand, challenge and change. The trust has sought to adopt an approach of taking action in our 'own sphere of influence'. This recognises that we may not be able to influence wider societal racial disparities, but have control over our own immediate environments in LCH.



### **The King's Fund**

[How it started... how it's going: the experiences of migrants and people from ethnic minority backgrounds working in the NHS](#)

**[Blog]** It's 75 years since HMT Empire Windrush docked in Tilbury. Shilpa Ross, Policy Fellow at The King's Fund, considers the experiences of staff from ethnic minority groups in the newly formed NHS and the NHS of today and asks why, in the intervening years, so little has changed.

[Open Wounds exhibition](#)

Open Wounds is an exhibition hosted by The King's Fund in collaboration with Tottenham Rights that highlights the lived experience of Black communities in relation to structural racism within health and social care in the UK and health inequalities. The physical exhibition was hosted at The King's Fund from October 2022–March 2023.

[Reflecting on 75 years since the arrival of HMT Empire Windrush](#)

Reflections on the contributions made – and challenges faced – by the Windrush generation and their descendants working in the NHS.

### **McKinsey Institute for Black Economic Mobility**

[Race in the UK workplace: the intersectional experience](#)

Despite meaningful progress, achieving workplace equity has proved challenging. Addressing intersectional communities—such as Black, Bangladeshi, and Pakistani women—could yield far-reaching benefits.

### **The Mental Elf**

[Care or punishment? Black service users' experiences of inpatient mental health care under detention](#)

A summary of findings from a recent qualitative study by Solanki et al. (2023), which explores the experiences of individuals from Black Ethnic backgrounds detained under the Mental Health Act (1983).

[How racism, xenophobia and discrimination impact our health: the #LancetSeries](#)

This summary considers the recently published Lancet Series that brings together evidence on how racism, xenophobia and discrimination can impact on our health.

### **The Migration Observatory**

[Migration and the health and care workforce](#)

This paper examines the role of migration and the impacts of immigration policy on the UK's health and care workforce.



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

#### [Review of neonatal assessment and practice in Black, Asian, and minority ethnic newborns: exploring the Apgar score, the detection of cyanosis, and jaundice](#)

Neonatal assessments including the Apgar score are used as standard by health care professionals regardless of a baby's skin tone and can give misleading scores. This report concludes that tests that indicate the health of newborns minutes after birth are limited and not fit for purpose for Black, Asian and ethnic minority babies, and need immediate revision.

#### [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.

### **Nursing Times**

#### ['Working alongside internationally educated nurses can bring significant value'](#)

Student editor Soneika Atkinson shares her experience of working alongside internationally educated nurses.

### **Protection Approaches**

#### [On Your Side](#)

On Your Side is a new, UK-wide support and reporting service for anyone in the UK who identifies as East and Southeast Asian who has experienced racism or any forms of hate. It is funded by the Department for Levelling Up Housing and Communities (DLUHC) through the Hong Kong BN(O) Welcome Programme.

### **Reframing Race**

#### [Contains Strong Language: A guide to talking about racism](#)

How can we speak clearly and powerfully about racism? Which terms should we embrace or replace? This practical guidance draws on Reframing Race's original, groundbreaking qualitative and quantitative (20,000+) studies to equip campaigners and advocates with effective ways of talking about racism. Our evidence shows that new ways of talking can lead to new ways of listening.



## **Recently published research**

**Developing a talent management support network for nurses and midwives.**

**Nursing Management, 2023, 30(3).**

In 2019, a group of NHS organisations in London set up a talent management support network (TMSN) aimed at helping specific groups of nurses and midwives facing challenges in fulfilling their professional potential. The network started by supporting nurses and midwives from minority ethnic backgrounds, later also offering the programme to dental nurses across England and to healthcare workers in Brazil. This article describes the London TMSN team's experience of setting up and running the network.

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

**Do you see me? An inductive examination of differences between women of color's experiences of and responses to invisibility at work.**

**Journal of Applied Psychology, 2023**

Intersectional invisibility is a salient experience for women of color in the workplace and stems from their nonprototypicality in gender and race. We present an inductive interview study of a diverse sample of 65 women of color in the United States and Canada, who work in traditionally white and male professions. We examined how differences in race, immigration status, age, and organizational rank informed the types of invisibility they experienced and their responses to invisibility.

**Click here for full access:** [Journal of Applied Psychology](#)

**Mentors' cultural competence at mentoring culturally and linguistically diverse nursing students in clinical practice: An international cross-sectional study.**

**Nurse Education in Practice, 2023, 70**

This study aimed to identify mentors' cultural competence profiles at mentoring culturally and linguistically diverse nursing students in clinical practice and explore associating factors. Globalization has had a significant impact on healthcare, increasing the diversity of healthcare workforces and the number of culturally and linguistically diverse nursing students in clinical practice.

**Click here for full access:** [Nurse Education in Practice](#)

**Understanding ethnic inequalities in mental healthcare in the UK: A meta-ethnography.**

**PLoS Medicine, 2022, 19(12)**

Evidence regarding the presence and persistence of ethnic inequalities in mental healthcare is well established. The reasons for these inequalities and lack of progress in diminishing them are less understood. We sought to understand why people from ethnic minority groups are underrepresented in primary care mental health service provision and overrepresented in crisis pathways and detention.

**Click here for full access:** [PLoS Medicine](#)

**Plain English summary from National Institute of Health Research:** [NIHR](#)



## **Multimedia**

### **BBC iplayer**

#### [Africa Rising with Afua Hirsch](#)

Africa on its own terms and in full voice - across Morocco, Nigeria and South Africa. Uncovering the energy and ambition of creatives reinventing African music, fashion and film.

#### [The Richard Dimpleby Lecture with David Harewood](#)

Actor David Harewood OBE delivers the 2023 Richard Dimpleby Lecture, exploring the challenges overcome by his parents' generation and his own personal journey of self-identity.

## **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/>