

Diversity, Inclusion and Participation Bulletin

2nd July 2021

This Bulletin provides a weekly summary of research and news covering diversity, inclusion, widening access, and participation relevant to HEE. The Bulletin aims to raise awareness and inspire you to drive positive change within HEE and the wider healthcare workforce. To receive this bulletin direct to your inbox every Friday, please complete this short [sign-up form](#).

News and Events

[Analysis: Where is nursing on its journey towards race equality?](#)

Nursing Times June 30th

Nursing has started on a journey towards race equality but progress must accelerate to prevent nurses quitting their jobs in droves post pandemic, the profession's diversity leaders have warned

[Analysis: 'Real shift' is seen in practice for LGBTQ+ nurses](#)

Nursing Times June 30th

A group of nurses and health professionals have spoken to *Nursing Times* about the progress made in ensuring NHS staff from the LGBTQ+ community feel safe and supported at work.

[NMC chief sets out steps regulator is taking to tackle discrimination in nursing](#)

Nursing Times June 30th

The head of the Nursing and Midwifery Council has said she recognises the “really important role” the regulator has to play in rooting out discrimination – and that the first step is to acknowledge there is a problem in the profession.

[Interview: Covid-19 pandemic concerns for UK's Indian nurses](#)

Nursing Times June 30th

A new and more transmissible version of Covid-19, first identified in India and recently named the Delta variant, has understandably raised anxieties among Indian nurses working in the UK, fearful for their home country and loved ones.

[Hundreds of patients in hospitals whose use by the NHS is 'hard to justify'](#)

HSJ June 30th

Hundreds of people with learning disabilities or autism are in hospitals whose care quality is rated “inadequate” or “requires improvement”, new figures reveal

[French lesbians and single women to get IVF rights](#)

BBC June 30th

France has passed a law allowing single women and lesbian couples to get fertility treatment, currently reserved for heterosexual couples. The National Assembly (lower house) vote follows two years of heated debate and demonstrations by groups opposed to this expansion of reproductive rights. Many French women have gone to Belgium and Spain for fertility treatment, which can be very expensive. The new law brings France into line with 10 other EU countries and the UK.

[5 black African trainee pharmacists to be offered share of £7k bursary](#)

Chemist and Druggist June 23rd

Training company PrimaryHD has set aside £7,275 in bursaries for five black African pharmacy foundation trainees, to help “reduce the GPhC registration assessment attainment gap”. Each bursary is worth £1,455 and will be awarded “over the next three to four weeks”, Primary Healthcare Development (PrimaryHD) head of education and co-founder Atif Saddiq told C+D yesterday (June 22).

[MP denied maternity cover threatens legal action](#)

Personnel Today June 30th

Labour MP Stella Creasy is threatening to take legal action against the body that regulates MP’s pay and expenses after being told she cannot hire a ‘locum MP’ to cover her maternity leave.

Grey Literature

[We Also Served: The Health and Well-Being of Female Veterans in the UK](#)

The Veterans and Families Institute for Military Social Research (VFI) June 25th

The UK evidence base regarding UK female veterans’ health and well-being is sparse, and heavily focused on health outcomes in two large cohorts. This leaves significant gaps in our understanding of how in-Service experiences impact on health and well-being after Service and the impact of Service on socio-economic outcomes. Despite the UK evidence base on post-Service outcomes lacking socio-economic evidence, the mental and physical health outcomes that make up the majority of the UK literature nevertheless provide useful context and evidence for the NHS and the veteran support sector.

[Equality in 2020: how DHSC met the public sector equality duty](#)

DHSC June 24th

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires relevant public bodies, including the Department of Health and Social Care (DHSC), to publish information to show how they comply with the public sector equality duty at least annually, and to set and publish equality objectives at least every 4 years. This report is split into 2 sections. Section 1 lists the department’s equality objectives and gives an overview of the work that the department has done to comply with the public sector equality duty from 1 April 2020 to 31 March 2021. Section 2 provides equality information about DHSC’s workforce and covers the period from 1 October 2019 to 30 September 2020. This report uses self-declared diversity information for all DHSC employees held in the Business Management System.

[Managing multicultural teams: Exploring the opportunities and challenges](#)

CIPD Research Report April 2021

Multicultural teams are an increasingly common feature of modern working life and require deliberate and sensitive management informed by good evidence. We have summarised some of this evidence and highlighted some key factors that should be considered in order to positively influence culturally diverse teams. We have also provided some key insights into how managers perceive their teams, particularly in light of the COVID-19 pandemic and the rapid shift to remote working. Employers should of course seek to understand their own workforces directly, being attentive to their unique make-up. However, if we can lean on these key influences, there are substantial benefits to be had from well-managed multicultural teams (Report 24 pages)

[How to support the mental health of ethnically diverse workers](#)

Personnel Today June 30th

How can HR teams and line managers gain a better understanding of the unique mental health challenges that may be faced by ethnic minority employees? Sandra Kerr offers guidance. The Covid pandemic has exacerbated existing disparities but it has also been a catalyst for change – challenging the way we think about mental health and race at work, helping employers imagine new ways of working.

[The race conversation: why terminology is key](#)

Personnel today June 28th

One year on since the murder of George Floyd and the global Black Lives Matter protests which followed, there is a growing awareness of the systemic racism that exists in all aspects of life, including our workplaces. Language plays a crucial role in bringing about equality in the workplace

[How to speak to someone at work who has hearing loss](#)

Health Education England June 28th

Our Diversity, Inclusion and Participation team has launched a guide for HEE colleagues on how to speak to someone at work who has hearing loss.

[International recruitment toolkit](#)

NHS Employers June 28th

This toolkit is for colleagues involved in leading and delivering international recruitment in the NHS. It aims to encourage and enable good practices and processes for the recruitment of international staff across a wide range of professions. You can use this resource to plan your approach to overseas recruitment activity for the first time, or to review the quality and efficiency of your existing practices and processes.

[Principles for negotiating inclusive pay arrangements for new continuity care teams](#)

NHS Staff Council June 28th

These principles have been developed to support employers in England where they are setting up midwifery continuity of care teams and are proposing an inclusive pay arrangement. These principles would also be applicable where employers are considering a similar arrangement for other services.

[Build back fairer in Greater Manchester: health equity and dignified lives](#)

Institute of Health Equity July 1st

Economic inequality, working and living conditions, types of employment and high levels of physical interconnectedness partly explain the circumstances that have led to high infection and mortality rates in Greater Manchester; and the timing of the containment measures

implemented in England did not align well with the trajectory of the pandemic in the City Region. Greater Manchester has also experienced highly unequal mortality rates: the COVID-19 mortality ratio in the most deprived decile was 2.3 times greater than in the least deprived decile between March 2020 and January 2021. These socioeconomic inequalities in mortality from COVID-19 are wider than in the rest of England

[Improving Workplace Culture through evidence-based diversity and inclusion practices](#)

Wharton University of Pennsylvania May 2021

A new report highlights methods companies can adopt to create a more diverse, equitable and inclusive workplace.

Journal Articles

[Different approaches to selection of surgical trainees in the European Union](#)

BMC Medical Education June 30th

There is an increasing global interest in selection processes for candidates to surgical training. The aim of the present study is to compare selection processes to specialist surgeon training in the European Union (EU). A secondary goal is to provide guidance for evidence-based methods by a proposed minimum standard that would align countries within the EU.

[Setting up a Black, Asian and minority ethnic \(BAME\) shared-governance council in an acute hospital trust](#) **Nursing Times June 21st**

In this article we have described the principle of shared governance and how we used it to put in place a BAME SGC. Although there were challenges, in just a few years, the SGC has produced demonstrable positive impacts for staff, the patient experience and the trust. The experiences of NUH may differ from those of other trusts and local situations must be taken into account, but we hope the basic steps and fundamental considerations outlined here prove useful to others when discussing how to make these changes in their organisation.

[Hospital Presentation for Self-Harm in Youth as a Risk Marker for Later Psychotic and Bipolar Disorders: A Cohort Study of 59 476 Finns](#)

Schizophrenia Bulletin May 15th

Expanding clinical strategies to identify high risk groups for psychotic and bipolar disorders is a research priority. Considering that individuals diagnosed with psychotic and bipolar disorder are at high risk of self-harm, we hypothesised the reverse order relationship would also be true (ie, self-harm would predict psychotic/bipolar disorder). Specifically, we hypothesised that hospital presentation for self-harm would be a marker of high risk for subsequent development of psychotic/bipolar disorder and sought to test this hypothesis in a large population sample.

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