This Current Awareness Bulletin is produced by the Yeovil Academy Library to provide staff with a range of equality & diversity-related resources to support practice. It includes recently published guidelines and research articles, as well as news and policy items.

Publications

**Evaluation of the NHS Workforce Race Equality Standard (WRES)**  
20 September 2019  
This document is an interim report detailing the first six months of an evaluation of the WRES. This is an independent evaluation, conducted at the University of Sheffield, in conjunction with Lancaster University, with funding provided by NHS England.

**Equality and Diversity Council meeting papers – January 2019**  
30 July 2019  
The agenda, minutes and meeting papers for the Equality and Diversity Council (EDC) meeting held in January 2019.

**Workforce Race Equality Standard annual collection**  
17 July 2019  
This template is intended to support NHS trusts and CCGs in collecting their 2019 NHS Workforce Race Equality Standard data for submission through SDCS.

**A fair experience for all: Closing the ethnicity gap in rates of disciplinary action across the NHS workforce**  
3 July 2019  
This document is an evolving guide to help support local practices in promoting workforce race equality.

**Equality and Diversity Council meeting papers – May 2019**  
2 July 2019  
The agenda, minutes and meeting papers for the Equality and Diversity Council (EDC) meeting held in May 2019.
This report presents two years of workforce race equality data and enables organisations to compare their performance with others providing similar services, with the aim of encouraging improvement by learning and sharing good practice.

Journal Articles

Please click on the blue link (where available) to access the full text. You may need an OpenAthens username and password. To register for an OpenAthens account click here.

If you would like help obtaining any of the articles, please contact the Library.

NICE Healthcare Databases

Key points of equality and diversity training.

**Author(s):** Ashurst, Adrian  
**Source:** Nursing & Residential Care; Sep 2019; vol. 21 (no. 9); p. 534-536  
**Publication Date:** Sep 2019  
**Publication Type(s):** Academic Journal  
Available at Nursing & Residential Care - from MAG Online Library

Equality and diversity is a frequently discussed topic that has many emotional and legal implications. Adrian Ashurst describes how he organises and structures training sessions on this subject and advises on further reading.  
**Database:** CINAHL

Equality and diversity training for care staff

**Author(s):** Ashurst, Adrian  
**Source:** Nursing & Residential Care : The Monthly Journal for Care Assistants, Nurses and Managers Working in Health and Social Care; 2019; vol. 21 (no. 1); p. 54  
**Publication Date:** 2019  
**Publication Type(s):** Journal Article  
Available at Nursing & Residential Care - from MAG Online Library

With the recent Government campaign against discrimination, everyone is aware of the impact being targeted for being part of a minority can have on people. Adrian Ashurst tells how he trains nurses on equality, so that an inclusive care environment can be created.  
**Database:** BNI
'We all benefit if we make the NHS a fairer place to work'

Author(s): Bonner, Karen
Source: Nursing Times; Oct 2019; vol. 115 (no. 10); p. 13
Publication Date: Oct 2019
Publication Type(s): Commentary

Bonner discusses the importance to make the British National Health Service a fairer place to work which is beneficial for everyone. October is Black History Month and Diwali which is another opportunity to celebrate the diversity of the NHS staff. The plan outlines a clear statement for action to improve workforce equality, diversity and inclusion.

Database: BNI

Challenging the ethnic pyramid: Golden rules and organisational measures towards a more inclusive work environment

Author(s): Mai Camilla Munkejord
Source: Journal of Nursing Management; Oct 2019; vol. 27 (no. 7); p. 1522
Publication Date: Oct 2019
Publication Type(s): Journal Article

It is possible, by means of golden rules and organisational measures, to foster connection and cooperation among nursing home staff and to promote an inclusive work environment where the workers’ skills and competences are recognized across educational and migration backgrounds. Implications for Nursing Management Healthcare managers can contribute to challenge the ethnic pyramid often identified in multicultural institutions by implementing diversity-sensitive measures. This may increase the quality of care and the well-being of residents.

Database: BNI

Addressing women’s under-representation in medical leadership

Author(s): Boylan, Johnny; Dacre, Jane; Gordon, Harriett
Source: The Lancet; Feb 2019; vol. 393 (no. 10171); p. e14
Publication Date: Feb 2019
Publication Type(s): Letter To The Editor

Available at The Lancet - from ProQuest (Health Research Premium) - NHS Version

Overall, for physicians seeking national awards, women account for 32% of applicants for bronze awards, 24% for silver awards, and 17% for gold awards. [...]fewer women apply (particularly for senior awards) than men. An Equality and Inclusion task group reviewed the RCP approaches in a several key areas, including the appraisal systems regarding CEAs.3 Recommendations included making the process more open and the selection procedure and demographics of the scorers available, ensuring there is evidence that the scorers have had diversity training, and introducing a system to ensure fair gender and ethnic representation.

Database: BNI
NHS drive for diversity in key roles is not ‘going backwards’.

**Author(s):** Coghill, Yvonne; Naqvi, Habib  
**Source:** British Journal of Healthcare Assistants; Jul 2019; vol. 13 (no. 7); p. 356-359  
**Publication Date:** Jul 2019  
**Publication Type(s):** Academic Journal  
Available at [British Journal of Healthcare Assistants](#) - from MAG Online Library  

The article presents information on the efforts by the British National Health Service (NHS) to improve diversity. It mentions the results of a report regarding the problem of racial diversity in the NHS, investment in a Workforce Race Equality Standard to improve employment opportunities for blacks and minorities, and efforts for continuous improvement.  
**Database:** CINAHL

Gloomy BME staffing figures don't add up: Don't believe the assertion that diversity on NHS boards is in decline.

**Author(s):** Coghill, Yvonne  
**Source:** Nursing Standard; Jul 2019; vol. 34 (no. 7); p. 13-13  
**Publication Date:** Jul 2019  
**Publication Type(s):** Trade Publication  

The author comments on the effort by the National Health Service (NHS) in England to enhance diversity in the health care profession. She recognizes the NHS for making investments in the Workforce Race Equality Standard (WRES) to improve the representation of people from black and minority ethnic (BME) backgrounds.  
**Database:** CINAHL

Leaning in and speaking up? Students' perceptions of female leadership in healthcare.

**Author(s):** McGowan, Emer; Stokes, Emma  
**Source:** Physiotherapy Practice & Research; Jul 2019; vol. 40 (no. 2); p. 167-176  
**Publication Date:** Jul 2019  
**Publication Type(s):** Academic Journal  

The participants in this study demonstrated awareness of potential issues and challenges that can face female healthcare professionals as they pursue leadership positions. However, to date, the participants had completed very little formal leadership training. Leadership development programmes that incorporate gender diversity issues should be introduced during entry-to-practice degree courses to address issues of implicit bias and try to increase the proportion of women in leadership positions in the healthcare sector.  
**Database:** CINAHL
Differences in cultural competence between nursing students in academic and professional programs.

Author(s): Rahma, Nita Fathiani; Novieastari, Enie
Source: Enfermeria clinica; Sep 2019; vol. 29
Publication Date: Sep 2019
Publication Type(s): Journal Article
PubMedID: 31303514
Based on the results of the statistical tests, there was no significant statistical difference in cultural competence between second-semester professional students and eight-semester academic students. Further research is needed to examine the factors affecting cultural competence of students.

Database: Medline

Rights to social determinants of flourishing? A paradigm for disability and public health research and policy.

Author(s): Berghs, Maria; Atkin, Karl; Hatton, Chris; Thomas, Carol
Source: BMC public health; Jul 2019; vol. 19 (no. 1); p. 997
Publication Date: Jul 2019
Publication Type(s): Journal Article
PubMedID: 31340795
Available at BMC Public Health - from BioMed Central
Available at BMC Public Health - from Europe PubMed Central - Open Access
Available at BMC Public Health - from ProQuest (Health Research Premium) - NHS Version
Available at BMC Public Health - from Unpaywall
We need to understand how disability might have an accumulative impact across the life course, as well as how to ensure equity for people living with disabilities. This means conceptualising a social determinants of flourishing where we evaluate how exactly randomised controlled trials and public health interventions, not only lead to greater equality but also ensure rights to health and wellbeing.

Database: Medline
The books listed below are a selection of those that can be found at the library. To search the library catalogue in full, visit swims.nhs.uk.

**Transcultural concepts in nursing care (7th ed) (2015)**  
*Andrews, Margaret M.; Boyle, Joyceen S.*  
*Andrews, Margaret M.* (Author)  
*WA90*

**Transcultural nursing : assessment and intervention (7th ed) (2017)**  
*Giger, Joyce Newman*  
*Giger, Joyce Newman* (Author)  
*WA90*

*Holland, Karen*  
*Holland, Karen* (Author)  
*WA90*

**Treating body and soul : a clinicians guide to supporting the physical mental and spiritual needs of their patients (2017)**  
*Wells, Peter*  
*Wells, Peter* (Editor)  
*WA40*

*Thompson, Neil*  
*Thompson, Neil* (Author)  
*HV118*
NHS race equality team in line for 2019 HSJ Awards
20 August 2019
A national team working to ensure the NHS is a good place to work for people from black and minority ethnic backgrounds has been recognised for its actions and achievements over the last twelve months.

NHS celebrates race equality ambassadors
19 July 2019
England’s most senior NHS leaders have come together to recognise the work of staff leading the way in improving race equality across the health service.

NHS is out and proud for Pride
6 July 2019
Hundreds of thousands of NHS staff are set to join Pride celebrations across the country this weekend and throughout summer.

Fake news putting 50,000 lesbian, gay and bisexual women at risk of cancer
29 June 2019
The common belief that lesbian, gay and bisexual (LGB) women are not at risk of cervical cancer is fake news that has created a dangerous screening gap, the NHS has warned today.

Exclusive: Cut racism out of NHS patient contract, urges diversity champion
8 Nov 2019 - The NHS must re-write its “psychological contract” with patients to make it clear from the outset that racism against staff will never be tolerated, a nursing leader has warned.

MPs call for LGBT care to be part of 'basic' student nurse training
22 Oct 2019 - Every student nurse must be taught how to appropriately adjust their practice to support lesbian, gay, bisexual and transgender (LGBT) patients in order to help end care injustices, according to a group of MPs.

Global campaign calls for gender equality across nurse leadership
6 Jun 2019 - Leaders of a national nursing campaign are lobbying to strengthen nurse leadership and gender equality across the global nursing workforce, following a new report highlighting that only 25% of health system leaders are women.

Leading profiles: Career experiences of senior nurses from BME backgrounds
3 Oct 2019 - Nurses from a black and minority ethnic background continue to struggle to reach the higher echelons of the profession, as evidence by the NHS Workforce Race Equality Standard (WRES).

Nursing regulator seeks to broaden diversity of its governing council
28 Oct 2019 - The Nursing and Midwifery Council is looking to diversify its leadership team to better reflect the population it serves and regulates.

NHSX chief nurse recruitment ‘paused’ over diversity concerns
18 Oct 2019 - The application process for England’s first ever chief nursing information officer has been “paused” due to concerns that the criteria for the post had frozen out black and minority ethnic candidates.
Exclusive: High level of racial discrimination faced by nurses revealed
2 Oct 2019 - A shocking two-thirds of nurses have observed racial discrimination or disadvantage that affected someone else in the last 12 months and nearly half have been the target of it themselves.

Lessons for nursing from report on BME doctors’ FtP referrals
25 Jun 2019 - There are lessons for nursing in a new report on why doctors from a black and minority ethnic background are more likely to be referred to the General Medical Council, say regulators.

Nursing professor named among UK's most influential black people
25 Oct 2019 - A Manchester nursing professor has been named among Britain’s most influential black people in a new powerlist.

Yvonne Coghill: ‘Cultural transformation’ is needed to tackle racial inequality
1 Oct 2019 - The health service needs to undergo a “cultural transformation” to become more inclusive for staff from diverse backgrounds, according to the leading nurse in charge of the programme intended to tackle the issue.

Brighton trust looks to Pride festival to attract new members of staff
30 Jul 2019 - A hospital trust in the South of England with provides services to a large LGBTQ+ community has launched a major recruitment campaign to coincide with the Pride festival.

This current awareness bulletin contains an inexhaustive selection of information that has not been critically appraised by library staff. It is therefore the responsibility of the reader to appraise this information for accuracy and relevance.

For further information or support please contact Yeovil Academy Library, Level 4, Yeovil District Hospital, Higher Kingston, Yeovil, BA21 4AT; tel 01935 38(4495) or 01935 38(4697), library@ydh.nhs.uk or visit the library blog at yeovildh.wordpress.com.