Diversity and Inclusion Bulletin October 2019

Articles

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Ageism in nursing.
Finch J. British Journal of Community Nursing 2019;24(10):504-507.
[Key Points: Ageism, or discrimination on grounds of age, is not an offence in UK law; Tribunals may order a person responsible for it may be ordered to desist or, in rare cases, pay compensation; The most likely arena in which this happens is in the field of employment; but the legal basis for that is decades of law protecting employment rights and has nothing, as such, to do with ageism; Discrimination on grounds of race stands on a similar footing.]

Guidelines

The following new guidance has recently been published:

Delivering same-sex accommodation.
NHS Improvement;2019.
https://improvement.nhs.uk/resources/delivering-same-sex-accommodation/
[Updated policy on delivering same-sex accommodation for all providers of NHS-funded care to ensure the safety, privacy and dignity of patients is prioritised.]
Freely available online

RCN Peer Support: Removing Disabling Barriers at Work.
Royal College of Nursing (RCN);2019.
https://www.rcn.org.uk/professional-development/publications/pub-007-788
[This guidance provides tools and approaches to remove barriers at work for health care professionals for with long-term conditions, physical impairments, mental ill health and neurodiversity. It has been created based on the lived experience of the RCN Peer Support Group.]
Freely available online

Reports

The following report(s) may be of interest:

"It doesn’t mean they aren’t after you": sexual minorities and paranoia.
The Mental Elf; 2019.
https://www.nationalelfservice.net/mental-health/psychosis/sexual-minorities-paranoia/
[A recent cross-sectional study on sexual minority status and symptoms of psychosis looks at the role of bullying, discrimination, social support and drug use.]
Freely available online
Celebrating Achievement: Recognize Success to Increase Motivation.
Mind Tools; 2019.
https://www.mindtools.com/pages/article/celebrating-achievement.htm
[Celebrating achievement can boost confidence and increase motivation. Showing appreciation can also boost your organization's reputation, improve retention, and help to attract top talent. In this article, we explore nine ways to celebrate achievement in your team, while avoiding the pitfalls.]
*Freely available online*

Health and Social Care and LGBT Communities.
Women and Equalities Committee; 2019.
[This report finds that too often LGBT people are expected to fit into systems that assume they are straight and cisgender. But the Women and Equalities Committee has found that deep inequalities exist in health outcomes for these communities and that treating them 'the same' as non-LGBT people will not address these poor outcomes.]
*Freely available online*

Independent report into sexism at the BMA.
British Medical Association (BMA); 2019.
[The BMA commissioned Daphne Romney QC to produce this report after two female doctors alleged sexism and sexual harassment by elected members of the BMA. The report found that some women 'feel they are undervalued, ignored or patronised because they are women. This applies to both doctors and members of staff.' The BMA has introduced a number of measures to promote equality and tackle discriminatory behaviour.]
*Freely available online*

Structurally unsound: exploring inequalities - igniting research to better inform UK policy.
University College London (UCL); 2019.
[The UK government’s current approach to tackling inequality should urgently address the multiple levels of disadvantage that some people face, according to this report. It finds that women, working-class, ethnic minority and disabled groups often face multiple disadvantages affecting their educational outcomes, employment prospects, home ownership, health and life expectancy.]
*Freely available online*
This Bulletin was created by Liz Wright of NHS East Dorset Knowledge and Library Service

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