

Race, Ethnicity and Cultural Heritage (REACH) Network Bulletin

November 2024

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

NHS Equality and Diversity reports and action plans across NHS Lincolnshire

[Lincolnshire Community Health Services NHS Trust](#)

[Lincolnshire Partnership NHS Foundation Trust](#)

[United Lincolnshire Teaching 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.

Black community facing stark disparities in healthcare, new research shows

A [recent survey by Prostate Cancer Research](#) has unveiled stark disparities in healthcare experiences among Black individuals in the UK, particularly concerning prostate cancer. According to the poll of 2,000 Black adults, nearly 25% believe discrimination has prevented them from being tested for prostate cancer, while 1 in 3 believe discrimination has stopped them being tested or treated for any medical problem. Shockingly, less than half (47%) think they would receive the same level of care from the NHS as their white counterparts.

“Brick Wall After Brick Wall” The lived realities and concerns of Black communities in the UK

This [report from the Black Equity Organisation](#) highlights a tendency among Black people to downplay racial experiences to avoid conflict and reflects on institutional racism's persistence.

Counting the cost: Understanding your ethnicity pay gap

The [ethnicity pay gap in the NHS is a complex issue](#) stemming from multiple, underlying causes and interconnected factors. Understanding these is important for developing effective strategies to address the disparity. While not exhaustive, inequality within both recruitment and employment have been identified as significant contributors to the ethnicity pay gap (Equality and Human Rights Commission, 2017a). These elements often work in tandem, creating a cumulative effect that disadvantages ethnic minority staff throughout their careers. Within the workplace, systemic racism, defined as policies and practices that exist throughout a whole society or organisation that result in, and support, a continued unfair advantage to some people and unfair or harmful treatment of others based on race or ethnic group, can manifest as barriers to entry, lack of representation in leadership, and

unequal opportunities for career advancement for ethnic minority employees.

Diabetes footcare in dark skin tones

Covering essential topics such as physiology, history-taking, assessment techniques, and investigative methods, this [handbook from Diabetes Africa](#) has been designed to provide essential information as well as quick tips to healthcare professionals to improve foot care for people with dark skin living with diabetes.

Equity in medical devices: independent review

Evidence has emerged about the potential for racial and ethnic bias in the design and use of some medical devices commonly used in the NHS, and that some ethnic groups may receive sub-optimal treatment as a result. The [purpose of the review from the Department of Health & Social Care](#) was to establish the extent and impact of potential racial, ethnic and other factors leading to unfair biases in the design and use of medical devices, and to make recommendations for improvements.

Menopause Whilst Black podcast

[Opening a well overdue conversation about diversity in Menopause](#). Placing the menopausal experience of Black UK based women front and centre by sharing their stories. Giving a hug, a hand or a high five to those supporting, dreading, suffering or thriving through menopause. Because, believe it or not, there's a lot to celebrate too!

Moving from not racist to anti-racist

Anti-racism isn't comfortable work, but it is urgent work. And we all have a part to play. This [blog from the King's Fund](#) suggests how we can bring anti-racism work to life.

Physical health checks for people with a severe mental illness

Between 2021 and 2024, the [Race Equality Foundation conducted a series of projects](#) to understand in greater detail whether Black African and Caribbean people with severe mental illness were aware of and accessing physical health checks (PHCs), an NHS intervention to detect and treat early signs of physical ill health. This work identified several barriers and challenges to the uptake of PHCs, which are summarised in this report. It also suggests that awareness and understanding of PHCs within voluntary sector organisations should be improved.

Public harms: racism and misogyny in policing, education, and mental health services

This [project from Black Equity Organisation](#) draws together women's experiences across three themes: mental health, policing and education. It aims to amplify the experiences of Black women who face the greatest harm within these institutions while also connecting with the broader experiences of women from other backgrounds, to reimagine a feminist, anti-racist and anti-discriminatory model for public services.

Racial and ethnic equality in women's health

This [statement sets out the RCOG's position and recommendations](#) on the key areas for change across NHS England and UK Government policy to address inequalities in Black, Asian and minority ethnic women's health and care. Ending racial and ethnic health inequalities and improving outcomes for all women and people who use obstetrics and gynaecology (O&G) services is possible. However, this requires co-ordinated action from the government and NHS, support for health services and the women's health workforce, and collaboration across government departments to address the root causes of health inequalities.

Structural racism and the social determinants of health

Health is a window through which we can view the workings of society. This [report from the Institute of Health Equity on structural racism in London](#) points to alarming differences in health and the social determinants of health among ethnic minority groups that urgently need to be tackled. The [BMJ have laid out three ways this can be achieved](#): combatting the directly damaging effects of racism, ensuring equitable distribution of the social determinants of health, and in access to health and care services.

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