

EDI – Allyship, protected characteristics, subconscious bias and health inequalities

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BRITISH ASSOCIATION OF PROSTHETISTS AND ORTHOTISTS

EDI stats BAPO workforce review

- P+O workforce who identify as transgender = National average, 3 times higher than AHP workforce (P+O)1% v (AHP) 0.3%
- P+O workforce who have a disability = Higher than average across AHP workforce
- P+O workforce who identify as LGBTQ+ = Higher than national average
- P+O workforce comprises of 26 different nationalities
- P+O workforce can speak 31 languages





Equality Vs Equity

Equality means ensuring that everyone has the **same opportunities** and is **treated with the same dignity and respect.**

Equity: Treat people how **THEY** want to be treated. Equity is the treatment of people according to what they deserve, with an understanding of structural inequalities faced by some people.



Equality

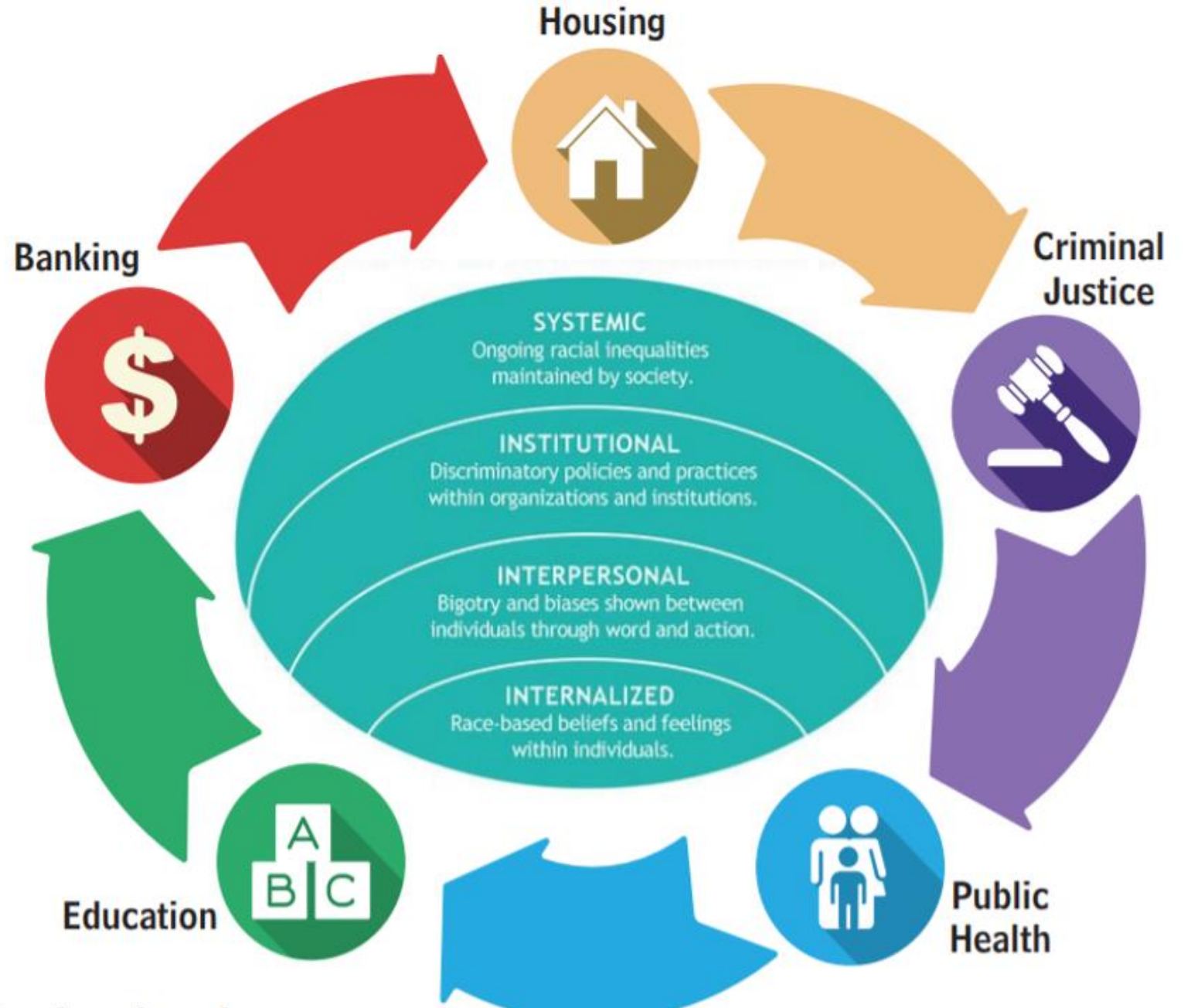


Equity



Inequalities are structural

Equity considers this and the power dynamics at play





EDI or EDB?

Diversity is about representation and valuing individuals for the different characteristics, perspectives and experiences they have to offer.

Two types:

Demographic - e.g. disability, race, sexual orientation

Cognitive e.g. people who have different ways of thinking, and different skill sets in a team.

Inclusion is about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected and able to achieve their full potential. A person is valued for their uniqueness.

Belonging: feeling secure, supported, accepted, and included.





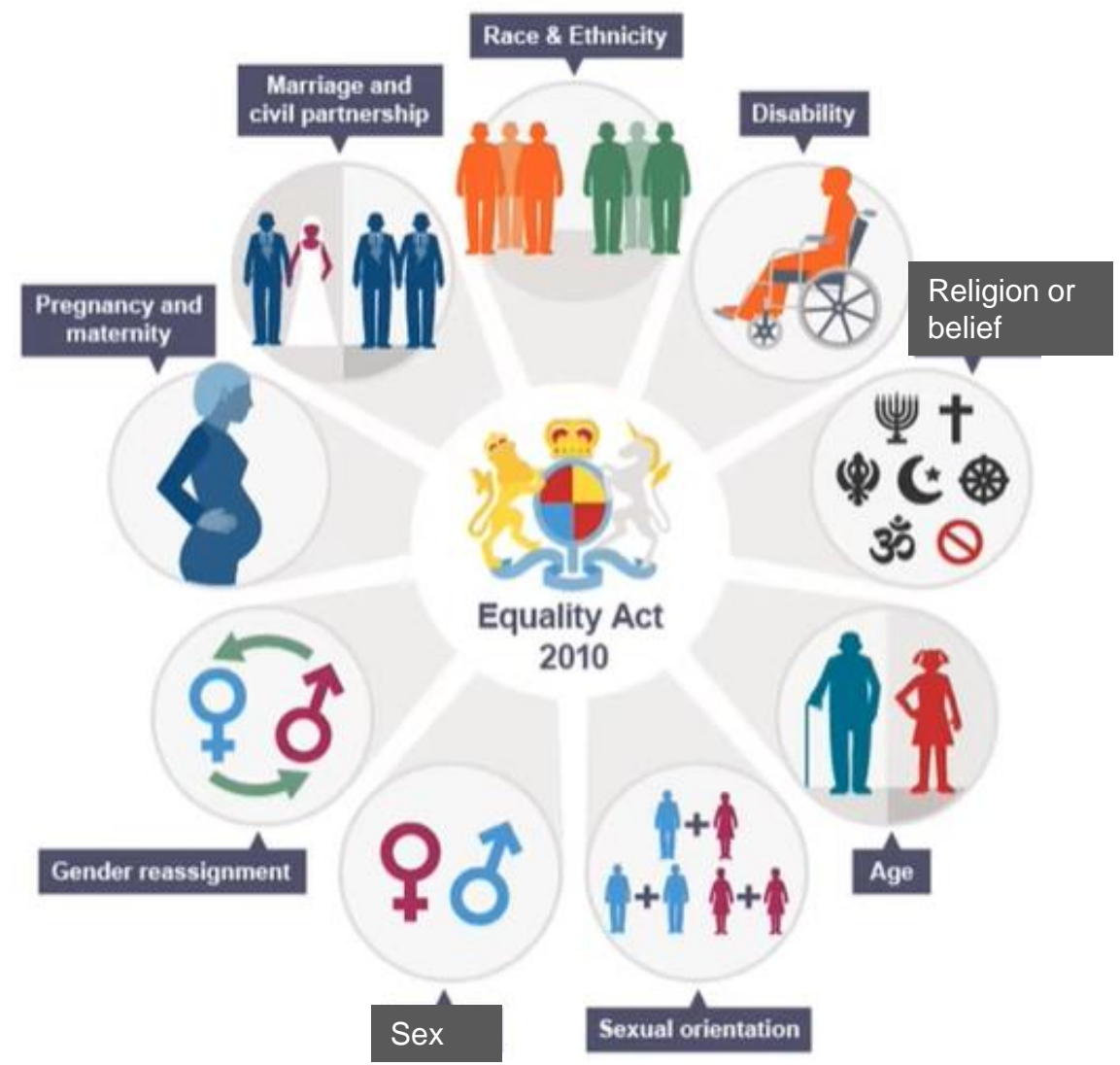
Equality Act 2010 'the Act'

Legislation that applies in England, Wales and Scotland (Not NI)

Protects people from discrimination, harassment or victimisation

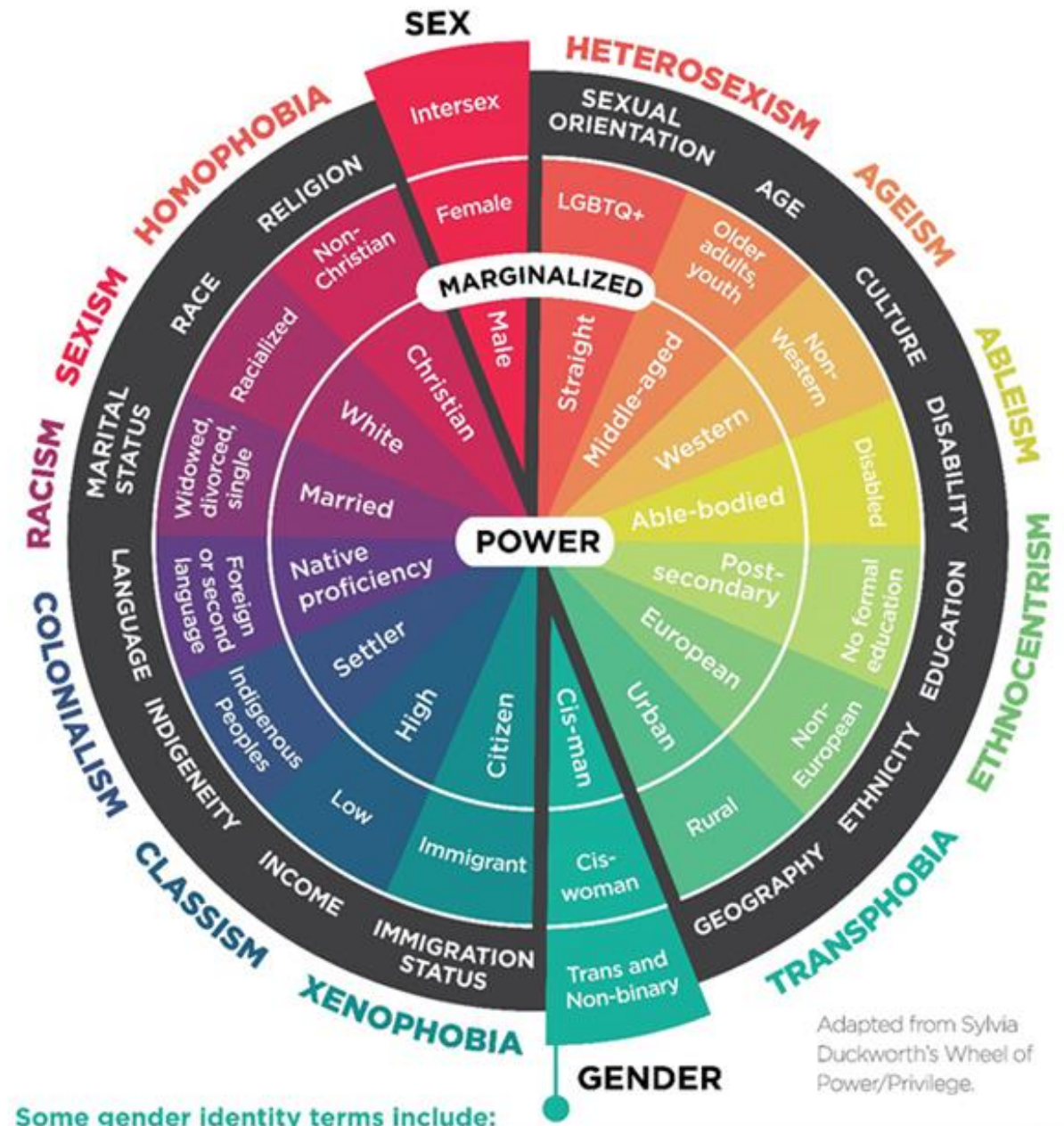
The Act sets out a number of what are known as 'protected characteristics'

Public sector equality duty – How do policies & decisions affect people with protected characteristics?



Wheel of power/privilege

Considers 3 factors:
Individual
Interpersonal
Systemic



Adapted from Sylvia Duckworth's Wheel of Power/Privilege.

Some gender identity terms include:

Agender	Genderfluid	Gender neutral	Transgender man
Bigender	Genderqueer	Non-binary	Transgender woman

Do you see colour?

- Many people claim to be 'colour blind', or 'not to see race' (Oozageer Gunowa et al, 2020).
- This is more harmful than helpful, subconsciously perpetuating current inequality by refusing to acknowledge its existence (Plaut et al, 2018).
- One study found that those who considered themselves to be 'colour blind' lacked sensitivity to observing inequalities and microaggressions (Offermann et al, 2014).





Healthcare inequities are differences in healthcare that are avoidable, unfair and unjust



Health disparities are differences in health amongst groups of people



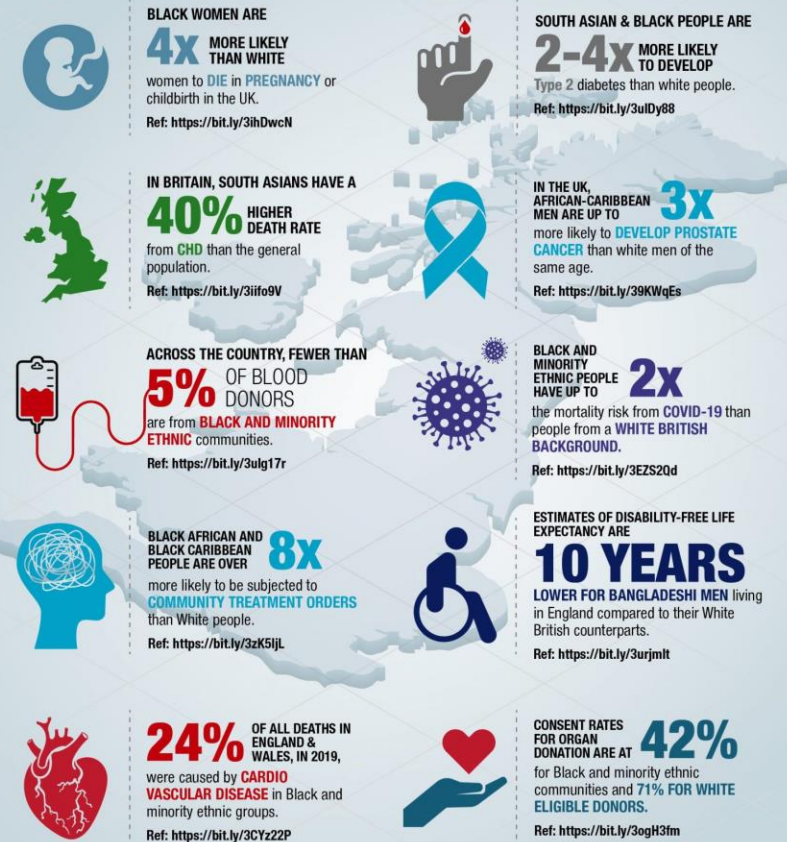


Ethnic inequalities in hospital admissions

- 40,928,105 hospital admissions were identified between April 2009 and March 2014.
- Ethnic inequalities were found in cardiovascular diseases, respiratory diseases, chest pain, and diabetes in line with previous studies.
- For diabetes, the Black Caribbean group had more than twice the admission risk of the White British group.
- Additional inequalities were found in nutritional deficiencies, endocrine disorders, and sense organ diseases.

Petersen, J., Kandt, J. & Longley, P.A. Ethnic inequalities in hospital admissions in England: an observational study. *BMC Public Health* **21**, 862 (2021). <https://doi.org/10.1186/s12889-021-10923-5>

ETHNIC HEALTH INEQUALITIES IN THE UK



For more information and sources for above statistics please visit:
www.nhsrhc.org

October 2021





People from black, asian and other minority ethnic groups are at an equivalent risk of type 2 diabetes at lower BMI levels than white European populations

Women of Pakistani ethnicity are over **five times** more likely, and those of Bangladeshi or black Caribbean ethnicity over **three times** more likely, to be diagnosed with diabetes compared to women in the general population.

Bangladeshi men are almost **four times more likely**, and Pakistani and Indian men almost **three times more likely** to have doctor-diagnosed diabetes compared to men in the general population.

Diabetes

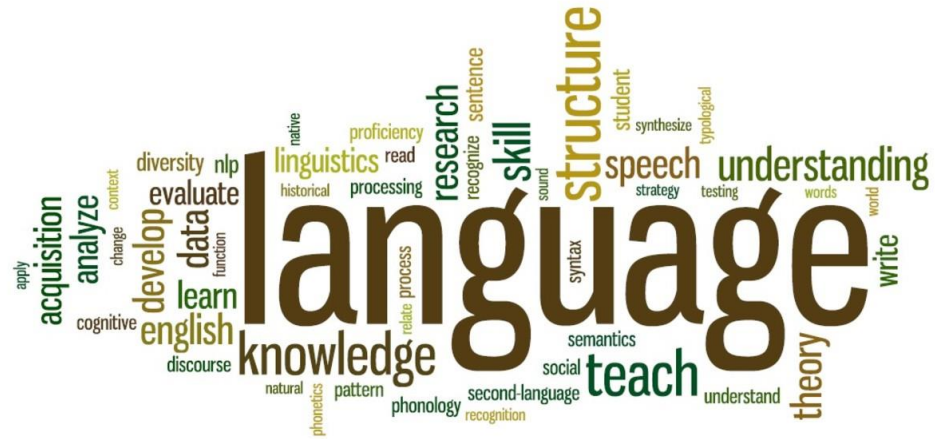
Type 2 diabetes prevalence is strongly associated with ethnicity. Analysis of HSE 2004 data found that all minority ethnic groups (with the exception of Irish) have a higher risk of doctor-diagnosed diabetes compared to the general population

A large scale study of Londoners revealed that by age 80 years, **40-50%** of British South Asian, African and African-Caribbean men and women had developed diabetes, at least **twice the proportion** of white Europeans of the same age.

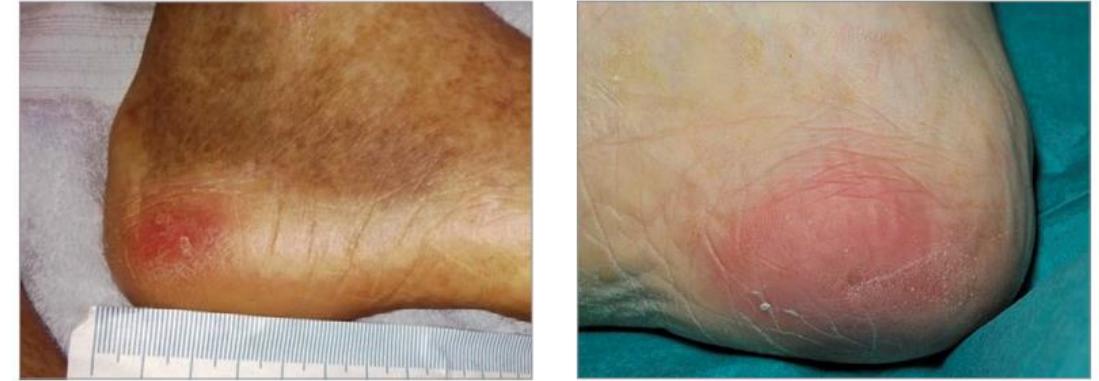
The difference in prevalence of type 2 diabetes across ethnic groups is due to a complex and unresolved interplay of genetic susceptibility and environmental factors



Pressure risks in dark skin tones: Do we consider this as AHPs and P+O's?



Language can focus on redness



Patients with dark skin tones are more likely to be diagnosed with higher-stage PU's (Oozageer Gunowa et al, 2017).



Study of 5 HEI's in UK nursing confirmed learning was mainly framed through a white lens. (Oozageer Gunowa et al, 2020)



A study using the game 'Guess Who?' found that white people tended to avoid mentioning skin tone when playing with a Black partner (Apfelbaum et al, 2008).

Best Practice Statements
Addressing skin tone bias in wound care: assessing signs and symptoms in people with dark skin tones

- Wounds UK 2021

Clinicians should be aware that skin tone is separate to ethnicity and have the confidence to talk about this in a professional way, treating the patient as an individual.

Best Practice Statement

In all wound types and skin conditions, it is important to be aware of how signs and symptoms may present in a range of skin tones.

Best Practice Statement

When assessing the skin, compare similar anatomical locations (e.g. the heels).

Best Practice Statement

Extra care should be taken to prevent scarring in patients with dark skin tones, as dark skin tone constitutes a risk factor for keloid scarring.

Best Practice Statement

The senses – especially touch – should be considered as part of skin inspection and assessment.

Best Practice Statement

Infection must be identified early by investigating signs and symptoms that do not rely on 'redness'.

Best Practice Statement

Listen to the patient's perspective, both to aid accurate assessment and to understand their choices, needs and preferences.

Best Practice Statement

Assessment should include awareness of skin tone in order to monitor any changes to the patient's skin.

Best Practice Statement

In assessing the legs for ulceration, all changes in the skin (including colour and texture) should be thoroughly assessed.

Best Practice Statement

In patients with dark skin tones, extra care should be taken to ensure that eschar or necrosis are not incorrectly diagnosed.

Best Practice Statement

slido



When referring to pressure, what keywords do your patient information leaflets describe?

① Start presenting to display the poll results on this slide.

slido



Are you aware of varying presentations of pressure on different skin tones?

① Start presenting to display the poll results on this slide.



2017 National LGBT survey collated 108,000 responses

LGBTQ+ communities face discrimination, felt their specific needs were not being met, had poorer experience and had major concerns about accessing healthcare that should be a right for all.

- 16% of survey respondents who accessed or tried to access public health services had a negative experience because of their sexual orientation
- 38% had a negative experience because of their gender identity.
- 51% of survey respondents who accessed or tried to access mental health services said they had to wait too long
- 27% were worried, anxious or embarrassed about going
- 16% said their GP was not supportive.
- 80% of trans respondents who accessed or tried to access gender identity clinics said it was not easy, with long waiting times the most common barrier.



Trans Gap Project

- Study around various gender-based medical decisions in relation to trans people, this can affect the medication people receive or the specific type of care they need
- Address a lack of research into how decisions impact trans people.
- P+O relevance:
 - Increased prevalence of diabetes in transgender population
 - Minority stress model affecting glycaemic control
 - 46,900 potentially diabetic trans people in UK

[Diabetes – Trans Gap Project \(wordpress.com\)](https://www.wordpress.com)

Health and Care LGBTQ+ Inclusion Framework



- 1 We have **visible leadership and confident staff**
- 2 We have a **strong knowledge base**
- 3 We are **non-heteronormative and non-cisnormative in everything we do**
- 4 We take responsibility for **collecting and reporting data**
- 5 We **listen to our service users**
- 6 We proactively **seek out partners to co-deliver services**

These pillars were disseminated across the health and care system in 2021, and leaders were encouraged to adopt them.



Disability

- Disability shouldn't be confused with ill-health and may not be health-related at all.
- Disability may not be immediately obvious, such as vision or hearing impairment, chronic pain, mental health conditions, or neurodiversity.
- More people acquire their condition during their adult life rather than at birth.
- A disability or condition can affect different people in different ways.
- People with disabilities find it significantly more difficult to get a job.

Understanding disability

Disability in the UK

Approx. **93%** of disabled people **don't** use a wheelchair



53.6% of working age disabled people are in employment, compared to **81.7%** of working age non-disabled people



83% of disabled people acquire their health condition **during working age**



Disabled people from BAME backgrounds report **greater social inequalities** compared to disabled people from white backgrounds



What is a disability?



A condition that effects an individual's ability to carry out normal day-to-day activities.



A mental health or physical condition.



Disabilities can be visible or hidden.



Can last 12 months or longer and be recurring.

Long-term conditions which are classed as a disability



Heart disease



Musculoskeletal conditions (including spinal-cord, arms, legs and joints)



Lung or respiratory conditions



Stroke



Mental health conditions (depression, anxiety and bipolar)



Diabetes



Learning difficulties and neuro-diverse conditions (eg autism, dyslexia, dyspraxia)



Visual, auditory and speech impairments



Cancer (including those with and who have survived cancer)



HIV



Multiple sclerosis

www.nhsemployers.org
enquiries@nhsemployers.org
[@nhsemployers](https://twitter.com/nhsemployers)

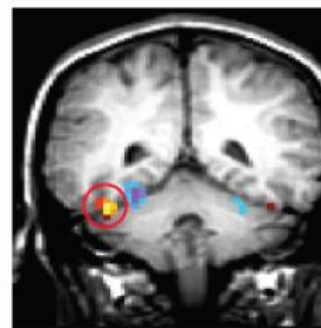
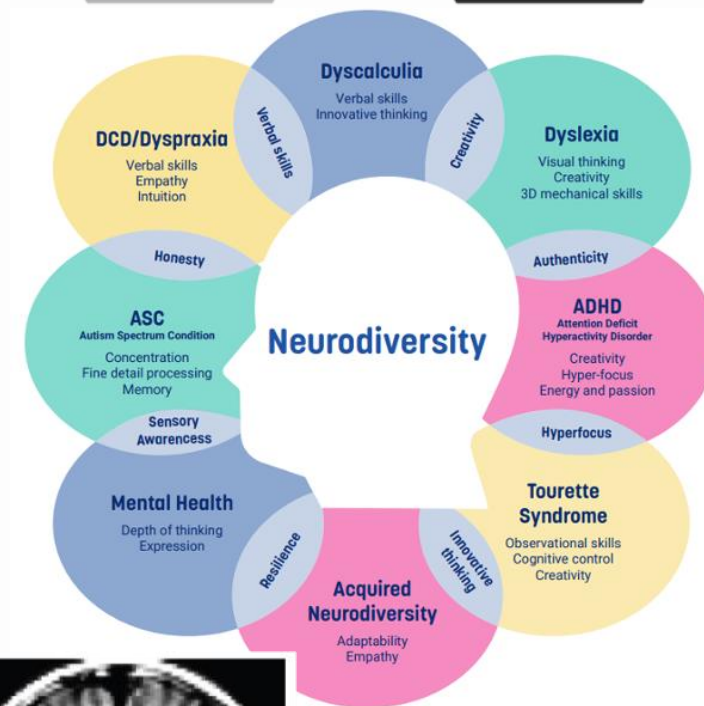
Published November 2020. © NHS Confederation 2020.

NHS Employers
Part of the NHS Confederation

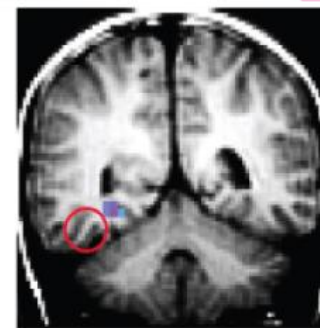


What is neurodiversity?

- Covers a range of information processing differences
- Caused by differences in processing within the brain that can be observed in an fMRI
- Many types of neurodiversity are not linked to intelligence



control



autism spectrum



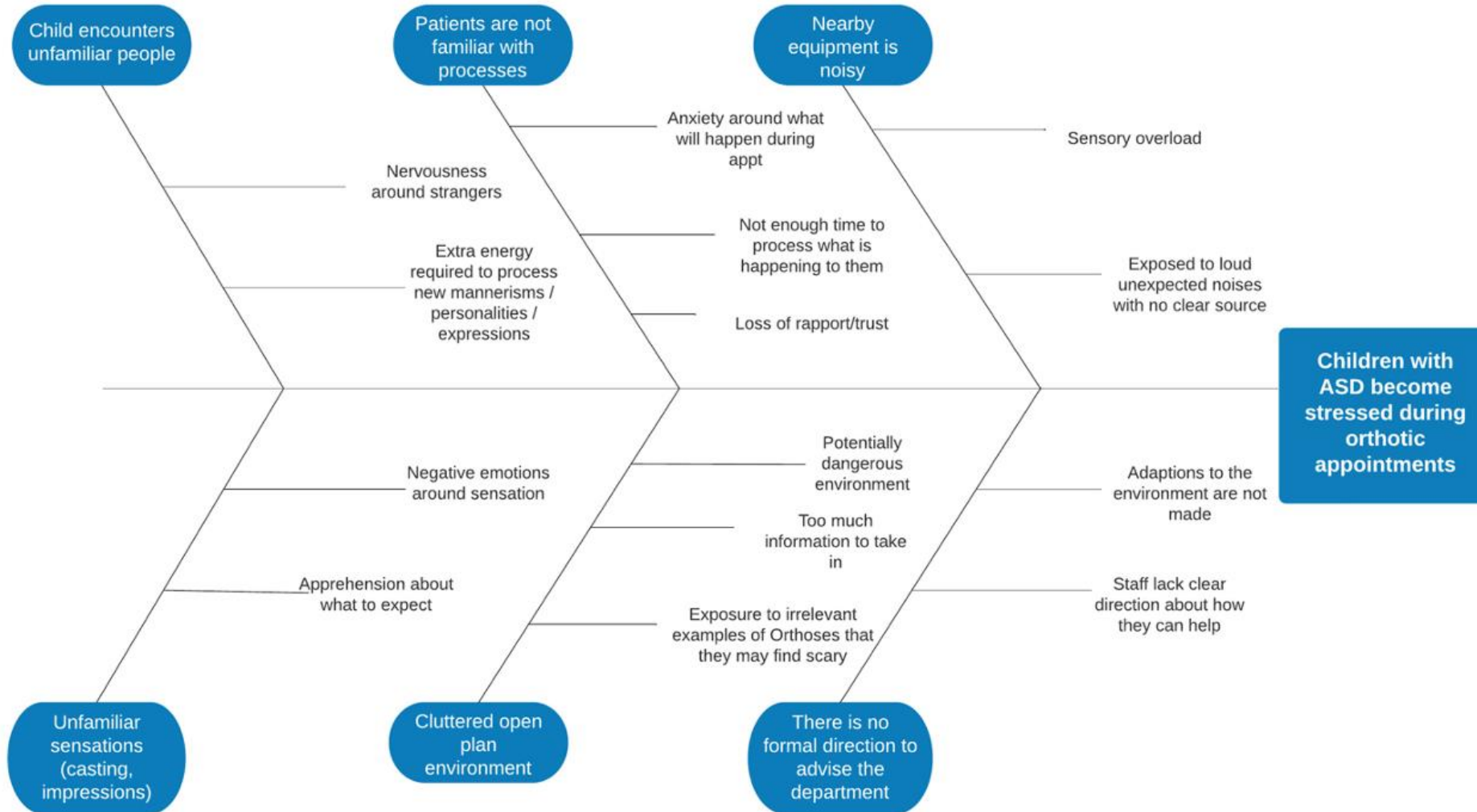
Autism - relevance within P&O

- There is likely to be a higher prevalence of ASD in children who are under the care of orthotics services than in the general population.
 - Prevalence of ASD in children with CP is 3-16% compared to the general population 1.5-2% (Craig et al, 2019)
 - Children with ASD are six times more likely to have a neural tube difference (spina bifida) (Hasler et al, 2022)
 - 8.4% of children with ASD toe walk compared with 0.5% of the general population and idiopathic toe walkers with ASD are three times more likely to continue to toe walk after ten years with no intervention (Leyden et al 2019)
- Autistic people are 146% more likely to have type 2 diabetes and 64% more likely to have type 1 diabetes than the general population.



Relevance within the wider healthcare setting

- Equality act 2010 protects people with disabilities when using public services (Government Digital Service, 2023)
- NHS long term plan: “*Despite suffering greater ill-health, people with a learning disability, autism or both often experience poorer access to healthcare.... Across the NHS, we will do more to ensure that all people with a learning disability, autism, or both can live happier, healthier, longer lives.*” (National Health Service, 2019)





Ideas for in service adjustments

ONLINE ASSETS

Conveyed using Instagram or TikTok – provide handles on appointment letters

- Introduction to staff members using photos or short videos
- Introduction to procedures and descriptions of sensations
- Tours of the department and clinic rooms



Fig 7 stills from video asset created for this project, property of the author

“
 In this video, we’re going to look at some of the tools that we might use to take the cast off your leg! Then, we’re going to see how they’re used on the cast! These tools are all nice and smooth and they’re round at the end, so they’re safe to use near your body.

The next clip will show an Orthotist opening up the cast with one of the tools, and then we’ll listen to hear how it sounds.

Here we go!

What does it sound like?

Can you see that the tool is always inside the blue strip that is inside the cast?

This is how it looks outside of the cast. The tool is always inside the blue strip, it never touches your skin!”

ENVIRONMENTAL ADJUSTMENT

Remove orthoses examples from this area or keep them securely stored

- Cost free adjustment
- Allows children to safely move throughout the space
- Immediately makes the area more accessible

Reinstate Wendy house previously removed during COVID-19 pandemic

- Already owned by the department = no upfront cost
- Work practices may easily be adapted to make this safe



Fig 4 Orthoses on a table in the children's clinic, property of the author



Fig 5 Illustration of the Wendy house, property of the author

PRINTABLE ASSETS

Plan of clinic area

Visual waymarkers

Cleaning rota for Wendy house (to allow it to be re-instated)

To be printed, laminated, and placed in appropriate locations



Fig 6 Visual waymarker, property of the author



My Health passport

- The passport is endorsed by the Department of Health and promoted by NHS England.
- It is one of the projects referenced in the adult autism strategy, Think Autism.
- **'My Health Passport'** is a resource for autistic people who might need hospital treatment.
- The passport is designed to help autistic people to communicate their needs to doctors, nurses and other healthcare professionals.
- It was developed by Baroness Angela Browning in collaboration with The National Autistic Society.

My Health Passport For autistic people



Healthcare staff, please consult this passport before you assess me or carry out any interventions.

Hospital staff, please keep this passport with my notes at the end of my bed and return to me when I am discharged.

Please look at the guidance notes before filling out your health passport the notes are at www.autism.org.uk/health-passport

[Health Passport A4 2020.pdf](#)
(dy55nndrxke1w.cloudfront.net)



A few key pointers when discussing neurodiversity.

- Consider the extent to which terms such as ‘high functioning’ and ‘low functioning’ autism tend to measure how a person’s autism affects those around them more than they describe the person’s function in terms of their own aims.
- Asperger’s is no longer diagnosed and is a controversial term.
- Some people advocate for ‘person first’ language but this is not a concept that is widely accepted by the neuroatypical community.
- When seeking information about neurodiversity, check the sources. Neuroatypical people have not historically always been consulted about their own care!
- Many neuroatypical people spend a lot of time and energy thinking about how to ‘fit in’ to the neurotypical world.



First Impressions – what do we see in these photos?

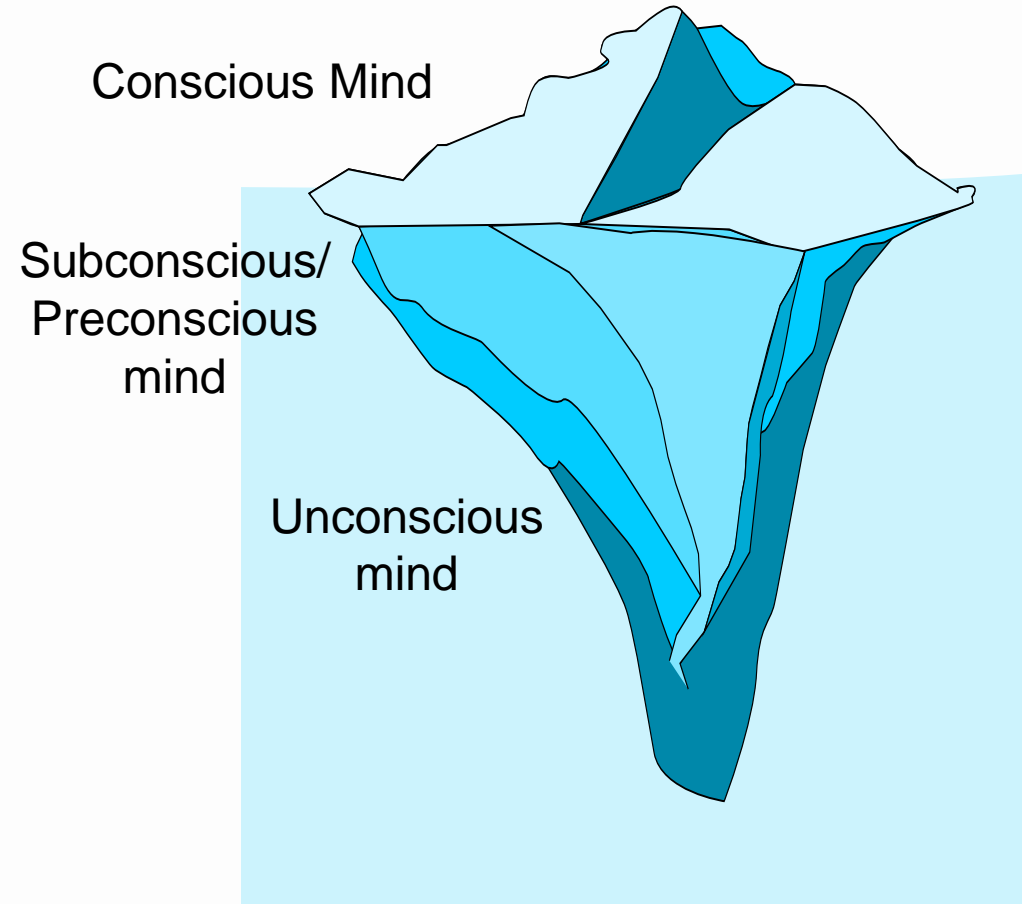




Subconscious Bias – what is it?

Subconscious Bias is an automatic process that is based on previous judgements and experiences. This makes it hard to control/challenge our behaviours.

The difference between unconscious and subconscious bias is it that subconscious bias can be available for introspection even if it is not in active focal awareness...





Allyship

Definition: “the quality or practice of helping or supporting other people who are part of a group that is treated badly or unfairly, although you are not yourself a member of this group”



Who can be an ally?



EMPOWERING THE PROFESSION TO ENABLE THE USER



Melinda Briana Epler - '3 ways to be a better ally in the workplace': Ted Talk

“Change happens one person at a time, one act at a time, one word at a time... [change] begins unlearning what we know about success and opportunity- some people have to work ten times as hard to get to the same place due to many barriers in society”

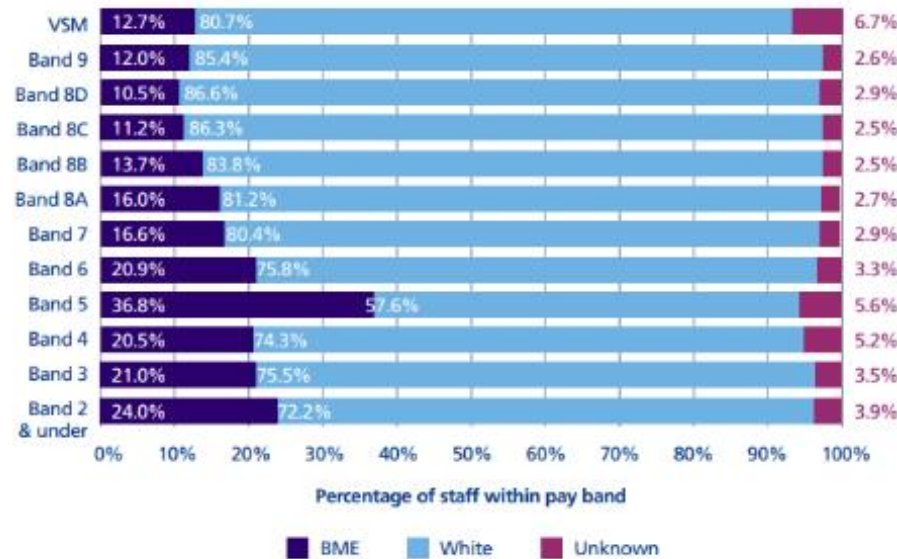
https://www.ted.com/talks/melinda_briana_epler_3_ways_to_be_a_better_ally_in_the_workplace



Percentage representation by ethnicity at each AfC pay band, amongst clinical staff outside of doctors, in NHS trusts

National, March 2022
Clinical staff outside of medicine

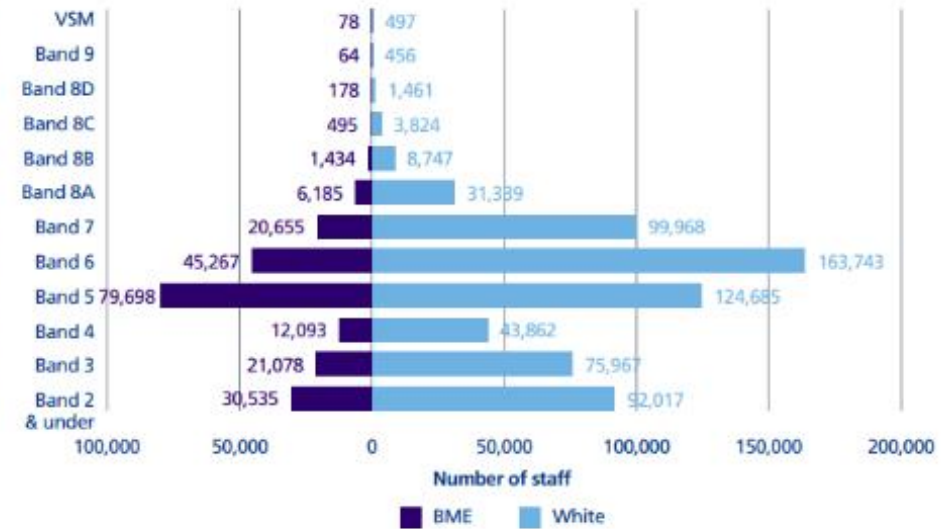
Figure 8. AfC bands: Clinical (percentage representation)



In clinical roles outside of medicine, BME representation was at 24.2% overall. The clinical workforce can be considered in two sections. Staff at AfC band 4 and under, including health care support workers and nursing assistants, and staff at AfC band 5 and above, mainly registered nurses, but also including staff such as physiotherapists, psychologists and pharmacists.

Data source: WRES data collection portal, NHS trusts only

Figure 9. AfC bands: Clinical (headcount)



BME representation was highest at clinical AfC band 5 (36.8%) the base grade for registered nurses. Progression above that falls dramatically, to 20.9% at AfC band 6 and 16.6% at AfC band 7, levels that include charge nurses and nurse managers.

<https://www.england.nhs.uk/wp-content/uploads/2023/02/workforce-race-equality-standard.pdf>

Workforce Race Equality Standard 2022

13



Things we all do already - but always can improve

- PAY ATTENTION
- LISTEN ACTIVELY
- ECHO IDEAS DON'T OWN THEM
- ADVOCATE AND CALL PEOPLE OUT (POLITELY!)
- LEARN THEIR LANGUAGE – OF THEIR DISABILITY, GENDER, PRONOUNS

Health passport for healthcare staff

Can include workplace adjustments which enable you to carry out your role.

For example:

- Different start and finish time
- Ways of communicating at work
- More regular breaks at work
- A specific seat at your desk
- Modifications to your desk
- Any appointments you regularly need to attend

This passport contains four sections to provide details about yourself and your preferences in the workplace:

- Things to know about my health condition or disability
- Things that help me to do my role
- Things to avoid or that make my work more difficult
- Additional information





Who do I speak to if I feel marginalised?

- Line Manager/Employer, if appropriate
- NHS: Freedom to Speak up; SALS [NHS England » The national speak up policy](#)
- Acas [If you've been discriminated against at work – Acas](#)
- EHRC [Home Page | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)
- University: Lecturers, Heads of Department...
 - University of Strathclyde: email : equality@strath.ac.uk or +44 (0) 141 548 2811
 - University of Salford: Report and Support online portal: <https://reportandsupport.salford.ac.uk/>
 - Keele University: email student.services@keele.ac.uk or +44 (0) 1782734481 Athena Swan Officer : Hannah Barjat email: h.r.barjat@keele.ac.uk or +44(0)1782 733339
- BAPO gemma.cassidy@bapo.com – EDI focus group – email us!



Q + A



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Videos

- <https://youtu.be/qetaR5oeb6s?feature=shared> Black history month
- <https://youtu.be/WbFZvlcwqt4?feature=shared> Disability
- <https://youtu.be/G3Aweo-74kY?feature=shared> Gender roles
- <https://youtu.be/Q1D65Sxzojl?feature=shared> LGBTQ+
- <https://youtu.be/xsfml3yVh1g?feature=shared> Neurodiversity
- <https://youtu.be/VXLtKlmtrvM> Protected characteristics
- [Understanding unconscious bias | The Royal Society – YouTube](#) Unconscious bias
- <https://youtu.be/1I3wJ7pJUjg?feature=shared> White privilege



Further reading

- Mind the gap: Malone Mukwende
www.blackandbrownskin.co.uk/mindthegap
- Trans gap project Audits – Trans Gap Project (wordpress.com)
- Being white in the helping professions: Developing effective intercultural awareness: Judy Ryde
- Why I'm no longer talking about race to white people: Reni Eddo-Lodge
- The good ally: Nova Reid

[Gaps in equality law between Great Britain and Northern Ireland \(equalityni.org\)](http://equalityni.org)