

---

#myhcpcstandards webinar

Professional Liaison Service

# Updated standards of proficiency: Equality, Diversity and Inclusion

This webinar will begin at 1.00pm

Fiona Campbell, Professional Liaison Consultant, Professional Liaison Service. HCPC

# Some information about today's session



#myhpcstandards  
@The\_HCPC

# **hello** my name is...

Fiona Campbell

HCPC Registered Speech and Language  
Therapist

Professional Liaison Consultant (Scotland), HCPC



# **hello** my name is...

Dr. Pam Ricketts

HCPC Registered Occupational Therapist

Divisional Lead Allied Health Professional,  
Birmingham Community Healthcare NHS Foundation  
Trust



# **hello** my name is...

---

Adrian Barrowdale

Strategic Lead for Equality, Diversity  
and Inclusion

The Health and Care Professions Council



The background features a vibrant, abstract composition of overlapping, semi-transparent shapes in shades of yellow, orange, blue, and red. On the left side, there is a faint, dark silhouette of a person's head and shoulders, looking towards the right. The overall aesthetic is modern and artistic.

Focus on how the standards of proficiency have changed in relation to EDI

Discuss our own experiences of EDI

Explore resources, tools and ideas to develop our ability to improve our EDI practices

Standards of proficiency

hcpc

Standards of proficiency

hcpc

Standards of proficiency

hcpc

Standards of proficiency

hcpc  
Health & Care  
Professions  
Council

Prosthetists  
/ orthotists

Paramedics

Biomedical  
scientists

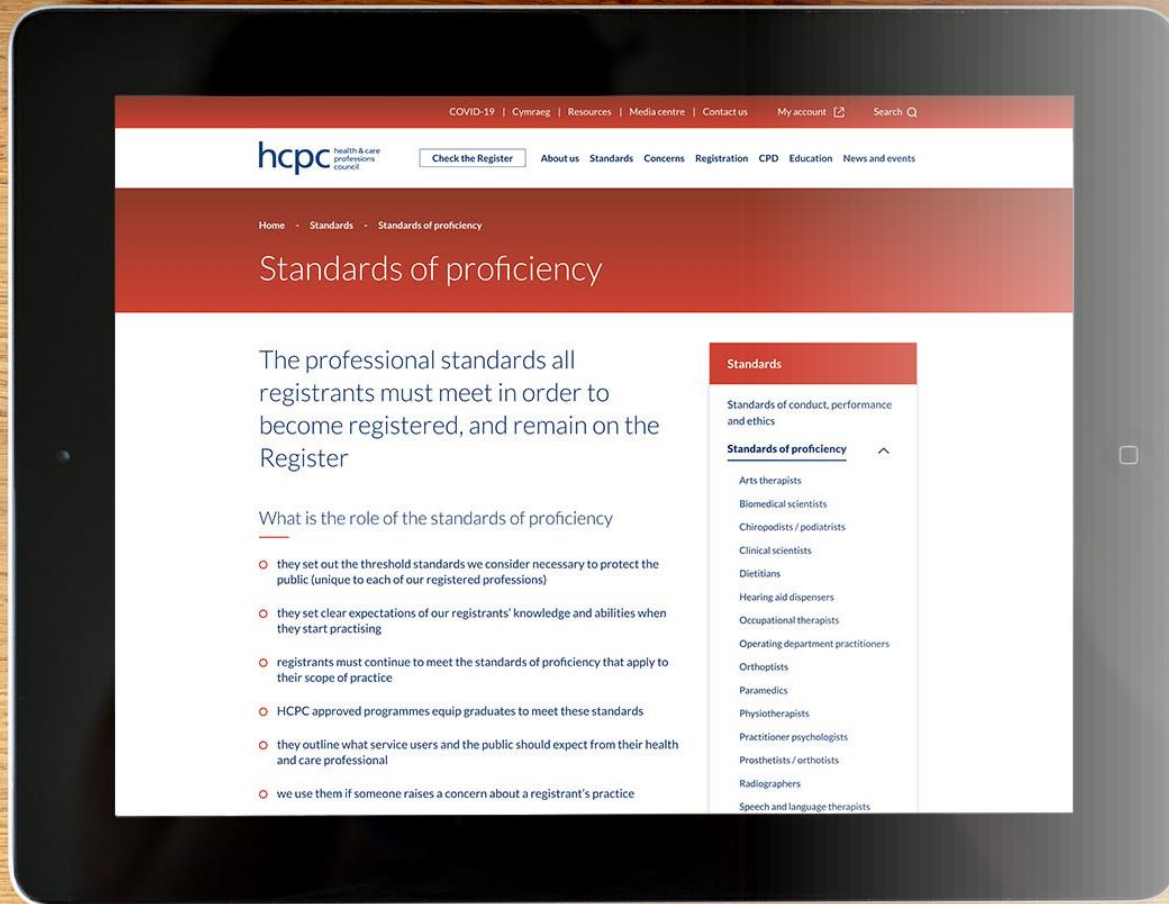
Speech and  
language  
therapists

# What has changed?





# Equality, diversity and inclusion



- Understand the central importance of EDI in people's experiences of health and care
- strengthened our EDI commitment in the updated standards
- specific importance placed on making sure that practice is inclusive for all service-users

# Current standards

---

**5. be aware of the impact of culture, equality and diversity on practice**

**5.1 understand the requirement to adapt practice to meet the needs of different groups and individuals**

**6. be able to practise in a non-discriminatory manner**

# Updated standards

5. recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner

5.1 respond appropriately to the needs of all different groups and individuals in practice, recognising this can be affected by difference of any kind including, but not limited to, protected characteristics , intersectional experiences and cultural differences

5.2 understand equality legislation and apply it to their practice

5.3 recognise the potential impact of their own values, beliefs and **personal biases (which may be unconscious) on practice** and take personal action to ensure all service users and carers are treated appropriately with respect and dignity

5.4 understand the duty to make reasonable adjustments in practice and be able to make and support reasonable adjustments in theirs and others' practice

5.5 recognise the characteristics and consequences of barriers to inclusion, including for socially isolated groups

5.6 actively challenge these barriers, supporting the implementation of change wherever possible

5.7 recognise that regard to equality, diversity and inclusion needs to be embedded in the application of all HCPC standards, across all areas practice

# Equality, Diversity and Inclusion

**Dr Pameleta Ricketts**

**23 May 2023**

**HELLO**

**I AM...**

**NOT**

**AN EXPERT**



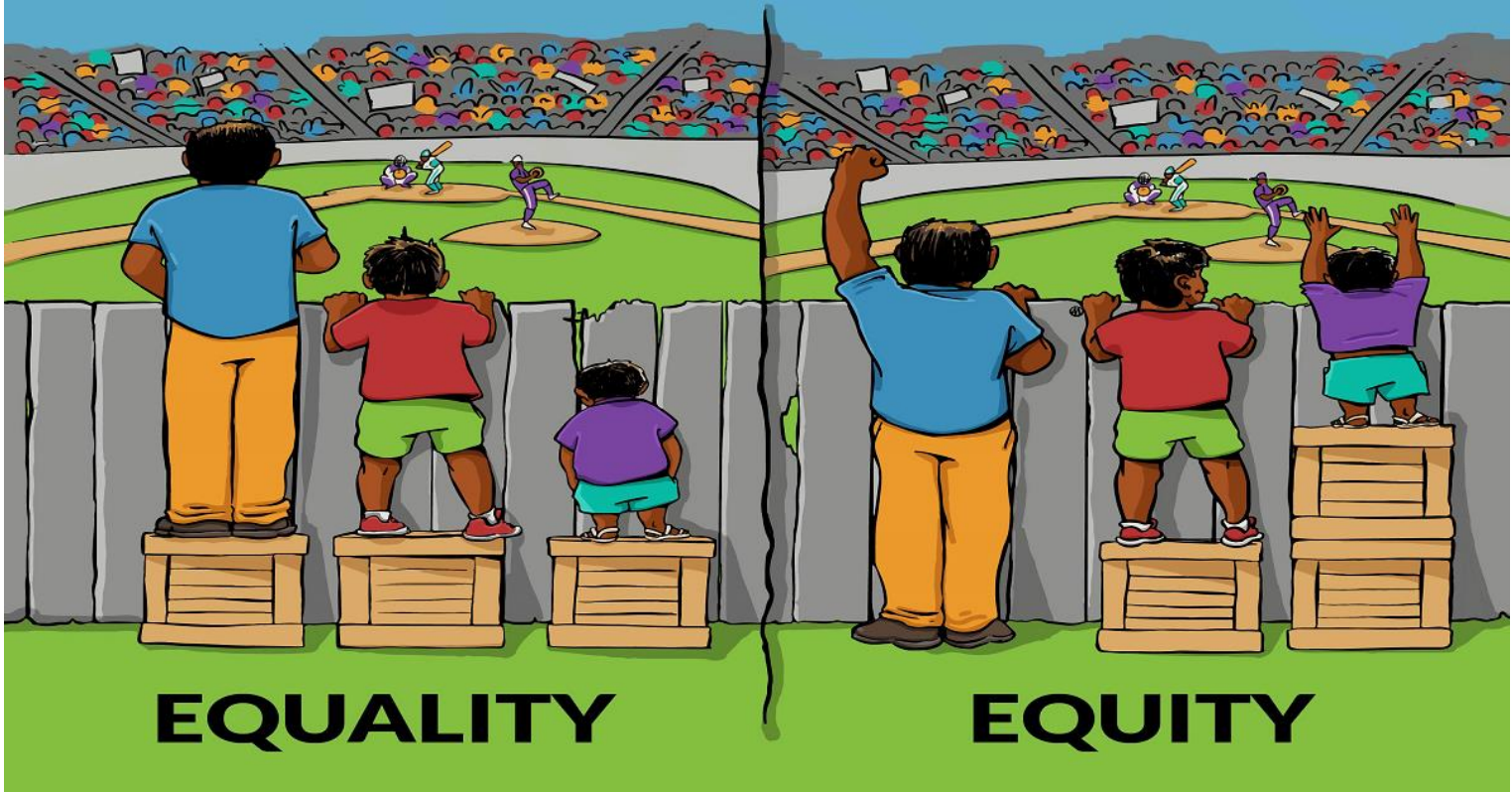
# Equality, Diversity and Inclusion

**'Equality'** means treating people fairly, ensuring they have equal opportunity to achieve their desired outcomes, and eliminating discrimination.

**'Diversity'** is concerned with representation and valuing individuals for the different perspectives they have to offer.

**'Inclusion'** means ensuring that everybody has a voice and a means to participate, which may involve making reasonable adjustments to our usual processes.

# Equity, Diversity and Belonging



# Equality Act 2010

Provides a legal framework to protect the rights of individuals and advance equality of opportunity for all



**Why is this important?**

**Health  
inequalities**

**Workforce  
inequalities**

# Ethnic health inequalities

## ETHNIC HEALTH INEQUALITIES IN THE UK



BLACK WOMEN ARE

**4x** MORE LIKELY THAN WHITE

women to **DIE** in **PREGNANCY** or childbirth in the UK.

Ref: <https://bit.ly/3ihDwcN>



SOUTH ASIAN & BLACK PEOPLE ARE

**2-4x** MORE LIKELY TO DEVELOP

Type 2 diabetes than white people.

Ref: <https://bit.ly/3ulDy68>



IN BRITAIN, SOUTH ASIANS HAVE A

**40%** HIGHER DEATH RATE

from **CHD** than the general population.

Ref: <https://bit.ly/3iife9V>



IN THE UK, AFRICAN-CARIBBEAN

MEN ARE UP TO **3x** more likely to **DEVELOP PROSTATE**

**CANCER** than white men of the same age.

Ref: <https://bit.ly/39KWqEs>



ACROSS THE COUNTRY, FEWER THAN

**5%** OF BLOOD DONORS

are from **BLACK AND MINORITY ETHNIC** communities.

Ref: <https://bit.ly/3ulg17r>



BLACK AND MINORITY ETHNIC PEOPLE

HAVE UP TO **2x** the mortality risk from **COVID-19** than people from a **WHITE BRITISH** BACKGROUND.

Ref: <https://bit.ly/3EzS2Qd>



BLACK AFRICAN AND BLACK CARIBBEAN PEOPLE ARE OVER

**8x**

more likely to be subjected to **COMMUNITY TREATMENT ORDERS** than White people.

Ref: <https://bit.ly/3zK5ijL>



ESTIMATES OF DISABILITY-FREE LIFE EXPECTANCY ARE

**10 YEARS**

LOWER FOR **BANGLADESHI MEN** living in England compared to their White British counterparts.

Ref: <https://bit.ly/3urjmit>



**24%** OF ALL DEATHS IN ENGLAND & WALES, IN 2019,

were caused by **CARDIO VASCULAR DISEASE** in Black and minority ethnic groups.

Ref: <https://bit.ly/3CYz22P>



CONSENT RATES FOR ORGAN DONATION ARE AT

**42%** for Black and minority ethnic communities and **71%** FOR **WHITE ELIGIBLE DONORS**.

Ref: <https://bit.ly/3ogh3fm>

For more information and sources for above statistics please visit:

[www.nhsrho.org](http://www.nhsrho.org)

October 2021



**NHS**  
**RACE & HEALTH**  
**OBSERVATORY**

# Tackling workforce inequalities

- The **Workforce Race Equality Standard** (WRES) is a set of measures which aims to ensure that employees from Black and Minority Ethnic (BME) background have equal access to career opportunities and receive fair treatment in the workplace.

The **Workforce Disability Equality Standard** (WDES) is a set of metrics which enables NHS organisations to compare the workplace and career experiences of Disabled and non-disabled staff.

## What can we do?

- Diversity isn't something to be feared. Embrace it!
- Ensure service users and carers are treated with respect and dignity.
- Treat colleagues with dignity and respect
- If you don't know, respectfully ask and listen with fascination.
- Educate, support and inform
- Challenge inappropriate behaviours
- Zero tolerance to racism, discrimination, bullying and harassment.

**Finally!**

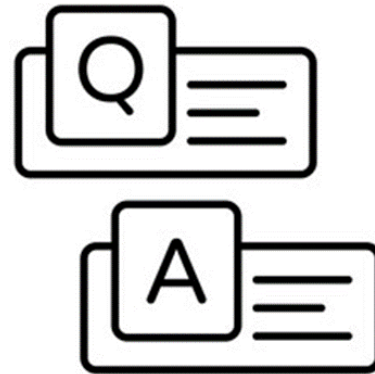
# Remember...

HCPC's function is to protect the public. Registrants have a professional responsibility to uphold HCPC standards therefore EDI should be the golden thread that runs across all areas of professional practice.



Thank you

# Any questions?





# VULNERABILITY

- Individuals with protected characteristics *may* face additional barriers in accessing healthcare
- But broad generalisations are unhelpful
- Health outcomes are influenced by a complex interplay of multiple factors for every person
- Vulnerability should be assessed on a person-by-person basis

# Finding space for challenging conversations

- Exploring an individual's specific health and care needs
- Exploring the range of factors that may be impacting on an individual's access to and experience of healthcare
- Understanding our unconscious biases and how they impact on our practice



# Unconscious bias

---

- Educate
- Reflect
- Seek diverse experiences
- Practice empathy
- Challenge stereotypes and assumptions
- Engage in open dialogue
- Implement checks and balances

# Legislation and EDI

---

- The Equality Act
- The Human Rights Act
- The Mental Capacity Act
- The Care Act
- The Health and Social Care Act



Is my training in EDI up to date?



Do I make a strong effort to understand the person and what's unique about them? (e.g. culture, religion, sexual orientation)?



Do I have the courage to allow conversation to understand what other factors may be influencing a person's experience of healthcare?





Is the service I offer responsive to the needs of the people who are accessing it?

Is everyone able to access my service?



Allyship is a commitment from people in the majority, or in a privileged position within the workplace or the community, to build better relationships with those who are under-represented or in the minority. Am I an ally?



# HCPC information for you

# #myhcpcstandards events

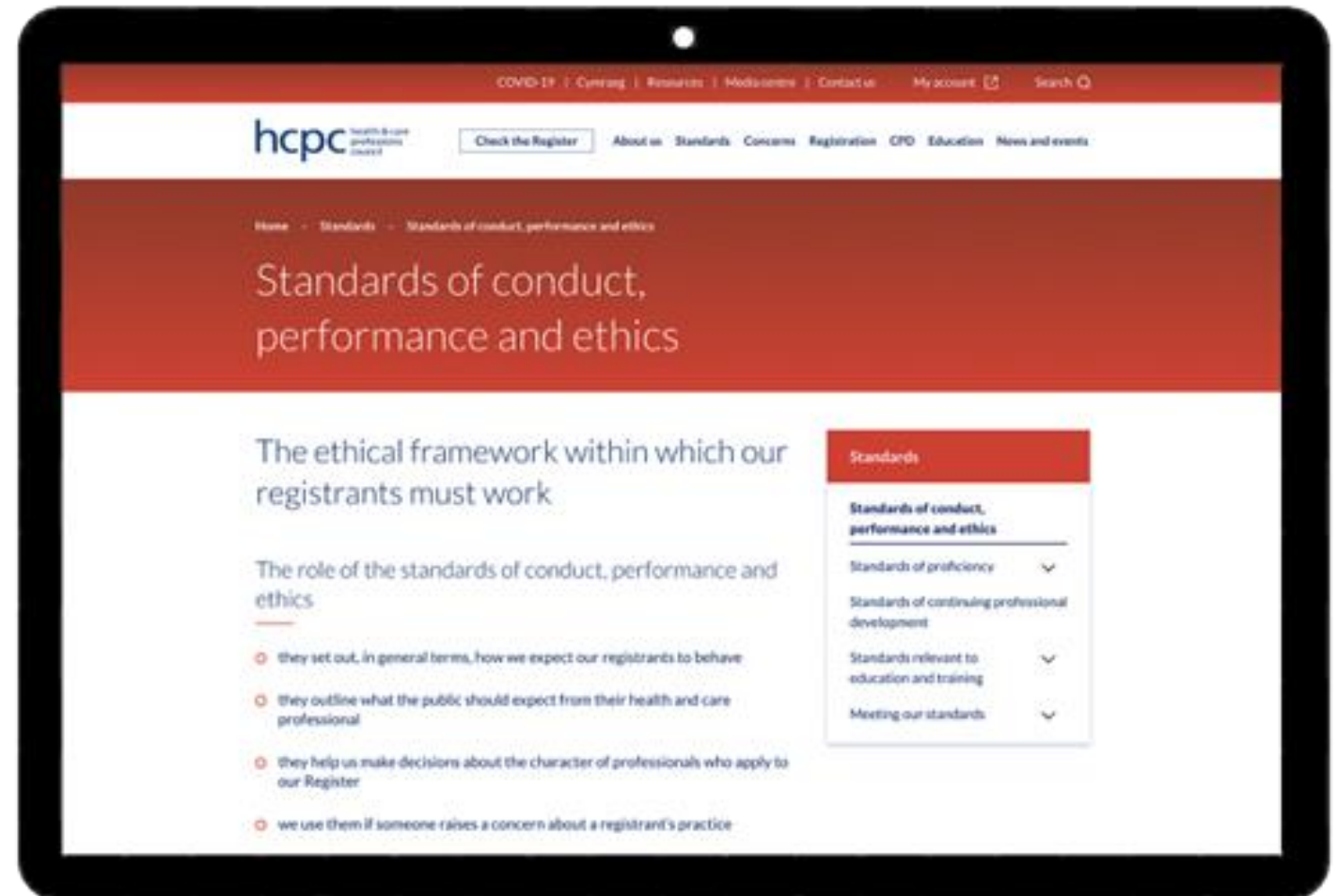
Date	Time	Topic
07 June	13:00-13:45	Leadership
19 June	13:00-13:45	Digital skills & new technologies

Professional Liaison Service



# Consultation open

Please get  
involved with  
our  
consultation  
on revisions  
to the SCPEs



23/05/23 #myhpcstandards:  
Equality, diversity and inclusion  
evaluation



**Please complete  
our evaluation  
form to help us  
understand your  
experience  
today**

# Staying connected with us

Professional Liaison Service



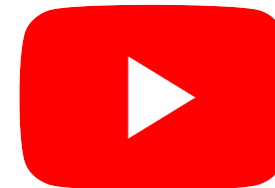
[www.facebook.com/hcpcuk](http://www.facebook.com/hcpcuk)



@The\_HCPC  
#myhcpcstandards



[www.linkedin.com](http://www.linkedin.com)



@HCPCuk