

Celebrating Black History Month

An evening with Lord Victor Adebowale CBE and The Rt Hon. Baroness Sayeeda Warsi



Professor Habib Naqvi MBE

Chief Executive
NHS Race and Health Observatory



Ethnic & racial inequalities in health: Tackling the 'causes of the causes'

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**"Black history month should be
every month"**



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>



IN BRITAIN,
SOUTH ASIANS HAVE A
40% HIGHER
DEATH RATE

from **CHD** than the
general population.

Ref: <https://bit.ly/3iifo9V>

ACROSS THE COUNTRY,
FEWER THAN

5% OF BLOOD
DONORS

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

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



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>



SOUTH ASIAN &
BLACK PEOPLE ARE

2-4x MORE LIKELY
TO DEVELOP

Type 2 diabetes than white people.

Ref: <https://bit.ly/3ulDy88>



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>

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/3urjmlt>



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/3zK5lJL>



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>

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>



**NHS
RACE & HEALTH
OBSERVATORY**

The Guardian

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Damning race report reveals vast inequalities across health service

Exclusive Call for radical action after review finds gross failings in the NHS

Andrew Gregory
Health editor

Radical action is needed urgently to tackle “overwhelming” minority ethnic health inequalities in the NHS, leading experts have said, after a damning study found the “vast” and “widespread” inequity in every aspect of healthcare it reviewed was

harming the health of millions of patients.

Racism, racial discrimination, barriers to accessing healthcare and woeful ethnicity data collection have “negatively impacted” the health of black, Asian and minority ethnic people in England for years, according to the review, commissioned by the NHS Race and Health Observatory, which reveals the true scale of health inequalities faced by ethnic minorities for the first time.

“Ethnic inequalities in health outcomes are evident at every stage throughout the life course, from birth to death,” says the review,

the largest of its kind. Yet despite “clear”, “convincing” and “persistent” evidence that ethnic minorities are being failed, and repeated pledges of action, no “significant change” has yet been made in the NHS, it adds.

The 166-page report, seen by the Guardian, is due to be published in full this week.

From mental health to maternity care, the sweeping review led by the University of Manchester paints a devastating picture of a healthcare system still failing minority ethnic patients despite concerns previously raised about the harm being caused.

“By drawing together the evidence,

‘Inequalities are evident at every stage from birth to death’

The findings in the 166-page NHS race and health review

and plugging the gaps where we find them, we have made a clear and overwhelming case for radical action on race inequity in our healthcare system,” said Habib Naqvi, the director of the NHS Race and Health Observatory, an independent body

established by the NHS in 2020 to investigate health inequalities in England.

The Covid pandemic has taken a disproportionate toll on ethnic minorities, prompting fresh questions about inequalities that permeate the practice of medicine. The observatory ordered the review last year to synthesise the evidence, translate it into “actionable policy” and “challenge leaders to act”.

Naqvi said: “This report is the first of its kind to analyse the overwhelming evidence of ethnic health inequality through the lens of racism.”

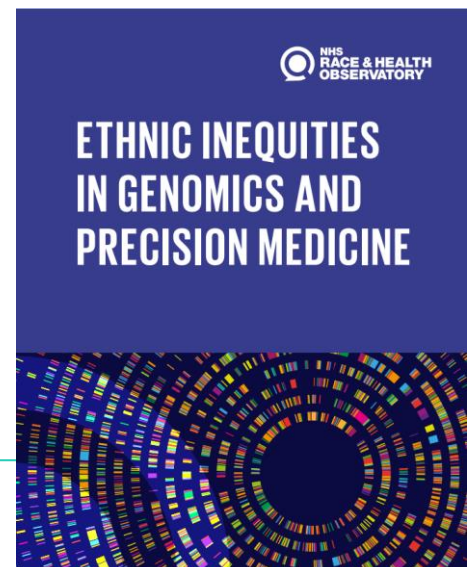
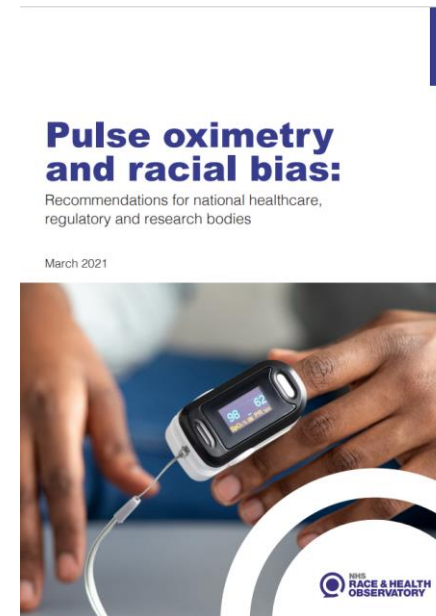
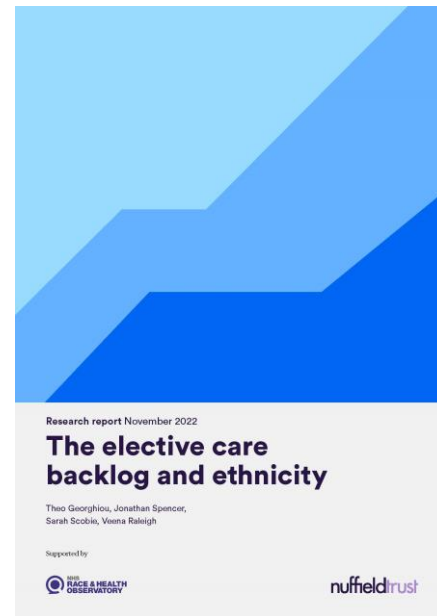
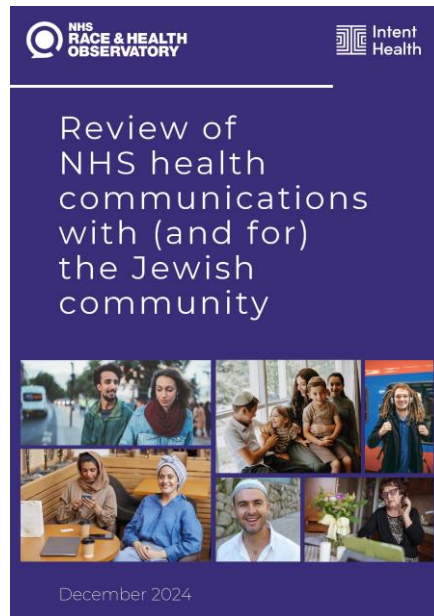


TRUST =

Truth x Consistency x Time



Telling the truth – building trust



Examples of bias

Medical devices – e.g. pulse oximetry



Medications – e.g. DPYD (anti-cancer drug)

Clinical assessments – e.g. Apgar Score

APGAR SCORING SYSTEM			
Indicator	0 Points	1 Point	2 Points
Activity (muscle tone)	Absent	Flexed arms and legs	Active
Pulse	Absent	Below 100 bpm	Over 100 bpm
Grimace (reflex irritability)	Floppy	Minimal response to stimulation	Prompt response to stimulation
Appearance (skin color)	Blue; pale	Pink body, Blue extremities	Pink
Respiration	Absent	Slow and irregular	Vigorous cry

Review of neonatal assessment and practice in Black, Asian, and minority ethnic newborns

Exploring the Apgar score, the detection of cyanosis, and jaundice

July 2023

10 Steps to spot Jaundice in Black & Brown Babies



- 1 WHERE POSSIBLE ASSESS IN NATURAL DAYLIGHT**
Ensure you are in natural daylight for the most accurate assessment. Artificial lighting may distort skin tones and mask subtle signs of jaundice.
- 2 EXAMINE THE BABY'S SKIN**
Remove clothing to check the baby's skin, focusing on areas where yellowing may be more visible such as eyes, gums, tongue and mucous membranes, palms and soles.
- 3 CHECK THE WHITES OF THE EYES**
Look for yellowing in the sclera (whites of the eyes), a key sign of jaundice.
- 4 PERFORM A SKIN BLANCH TEST**
Gently press your finger on the baby's forehead or nose. If the skin is jaundiced, it will appear yellow when the finger is removed (just before blood returns to the area).
- 5 CHECK PALMS AND SOLES**
Press on the palms and soles, as yellowing may be more noticeable in these areas.
- 6 INSPECT THE INSIDE OF THE MOUTH**
Look for yellowing on tongue, gums and mucous membranes. Baby's mouth may appear dry, which may suggest dehydration.
- 7 ASSESS FOR OTHER SYMPTOMS**
 - Lethargy or excessive sleepiness.
 - Poor feeding patterns.
 - Fewer wet or dirty nappies than expected.
 - Dark urine (cola-like) or pale stools.
- 8 URGENT SIGNS REQUIRING MEDICAL ATTENTION**
 - Jaundice within 24 hours of birth.
 - Worsening yellowing, especially in the sclera (whites of the eyes), palms, or soles.
 - Lethargy, poor feeding, or decreased wet nappies.
 - Dark urine or pale stools.
 - Baby appears unwell or parents express concern.
- 9 DIAGNOSTIC TESTS**
 - Heel Prick Test:** For babies younger than 24 hours to measure bilirubin levels.
 - Bilirubinometer:** For babies > 24 hours, use for non-invasive bilirubin readings, measure serum bilirubin if level is 250 micromol/litre or more.
- 10 BE MINDFUL OF SUBTLE SIGNS**
Visual signs of jaundice may be harder to detect. It can be difficult to see yellow skin. Always consider diagnostic tests in all babies even if visual signs are subtle. Escalate for senior review if unsure.

Concept developed by Dr Helen Gibbins, Neonatal consultant Medway Hospital and clinical lead R&M L&MS and Ophthalogue Edekolpo, ST & Paediatric Trainee Medway Hospital.

Kent and Medway
Local Maternity and Neonatal System

Please scan the QR code to read the NHS Race and Health Observatory's report that outlines challenges in neonatal care for Black, Asian and minority ethnic babies, alongside clear recommendations on tackling them.



“

This partnership between NICE and the NHS Race and Health Observatory marks an important step forward in addressing health inequalities.

Working together, we can ensure our guidance serves all communities effectively and fairly.



Dr Sam Roberts
NICE chief executive

NICE

“

Building an NHS fit for the future is central to the government’s Plan for Change. That is why we are going further and faster to identify and tackle avoidable inequalities that affect so many patients and communities across the country. I’m delighted to announce this landmark collaboration and look forward to working with NICE on improving patient experience and outcomes.

Professor Habib Naqvi MBE
Chief Executive, NHS Race and Health Observatory



www.nhsrho.org
[@NHS_RHO](https://twitter.com/NHS_RHO)





**Staff engagement
leads to better
patient outcomes**



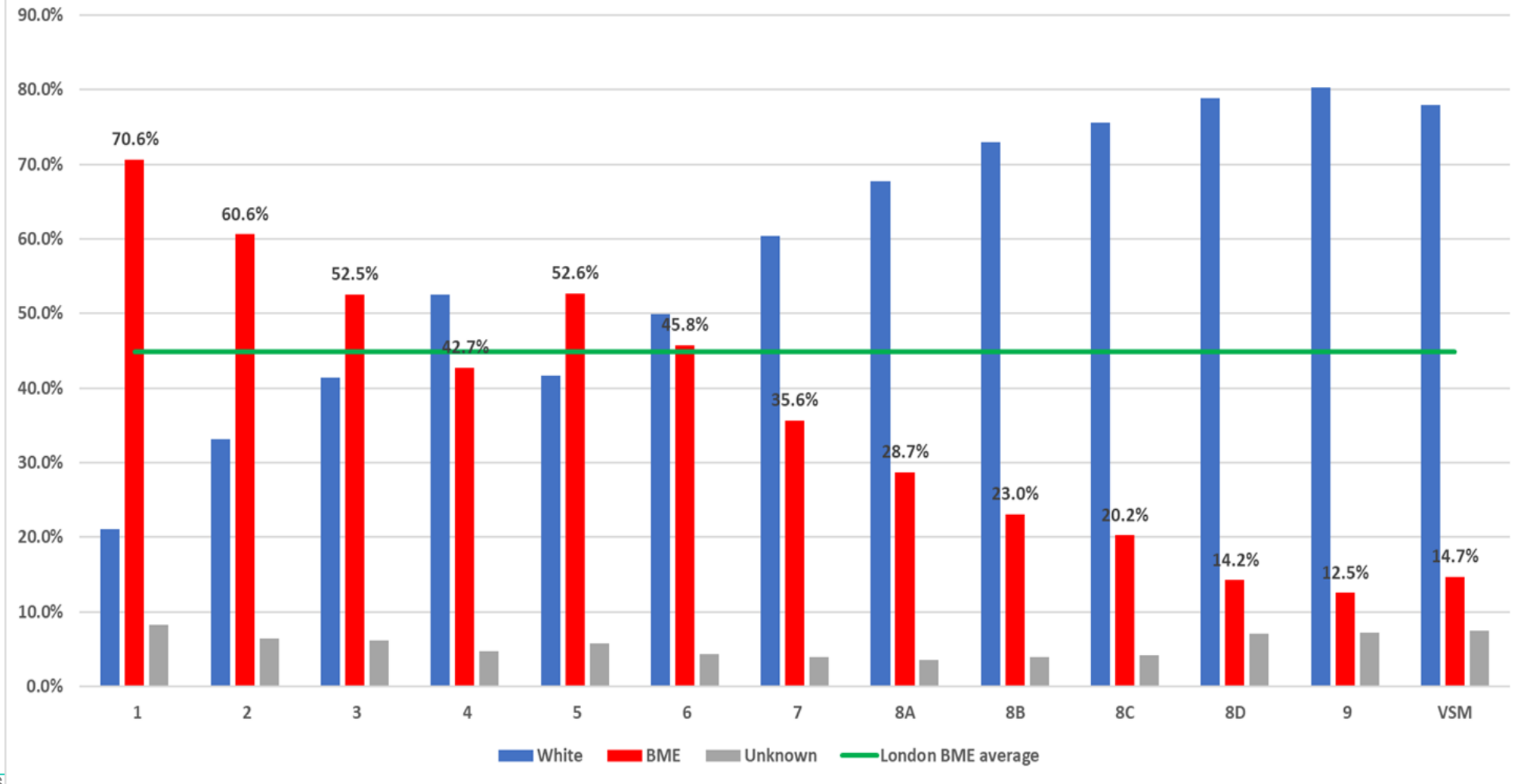
One NHS, many nationalities

Nationality reported by NHS staff in England as of June 2023

Data: NHS Digital. Graphic by @commonslibrary - read more at tinyurl.com/nhsnationality

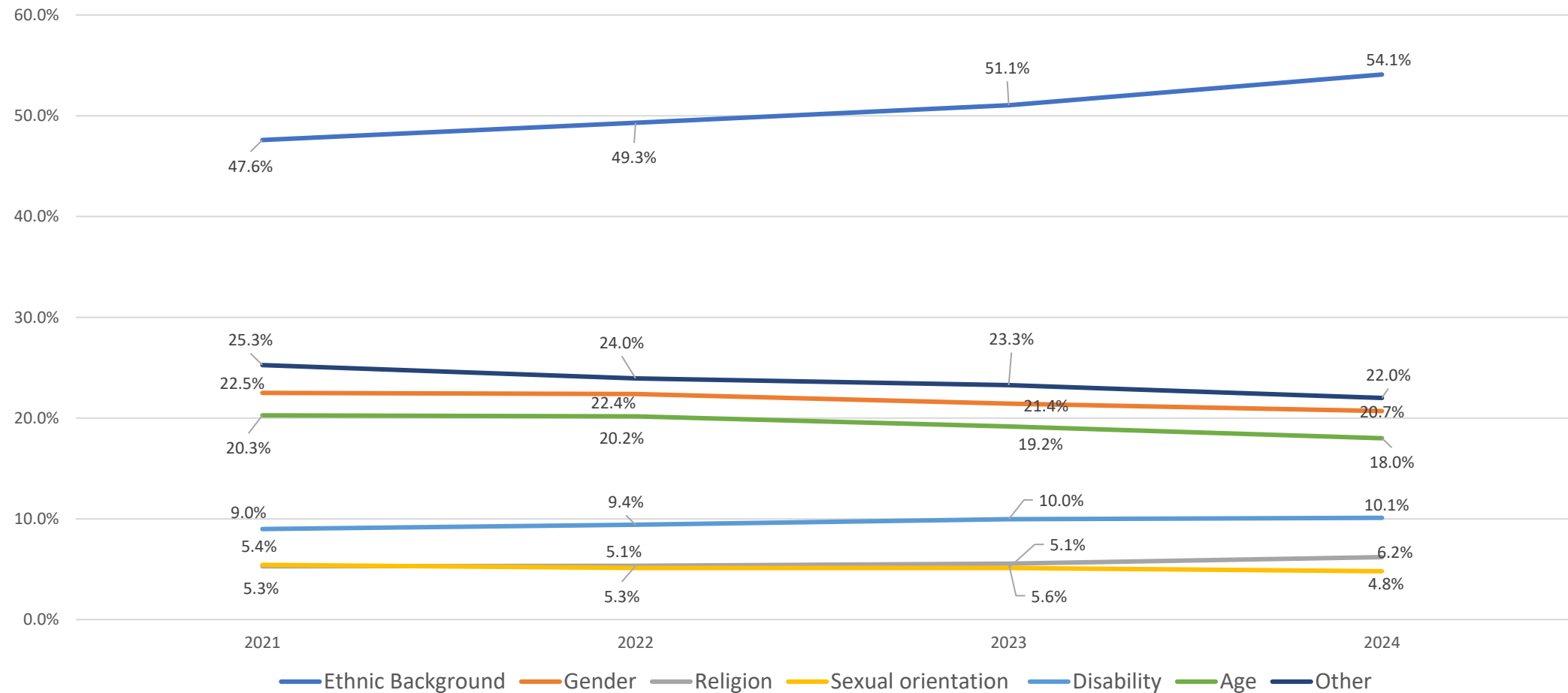
 British/UK	1,151,394	 Nigerien	1,146	 Syrian	307
 Indian	60,533	 Slovak	983	 Congolese	272
 Filipino	34,652	 Trinidadian	917	 Libyan	265
 Nigerian	22,851	 Swedish	843	 Eritrean	260
 Irish	13,711	 Myanmar	843	 Russian	246
 Polish	11,606	 Czech	819	 Mauritanian	242
 Portuguese	8,339	 Ugandan	797	 Albanian	229
 Italian	7,302	 Zambian	785	 Afghan	222
 Pakistani	7,082	 Latvian	778	 Motswana	220
 Ghanaian	6,134	 Brazilian	766	 Swiss	210
 Romanian	6,018	 New Zealander	743	 Lebanese	210
 Zimbabwean	5,917	 Hong Kong	736	 Tanzanian	209
 Spanish	5,114	 Iranian	638	 Palestinian	207
 Egyptian	4,148	 Sierra Leonean	616	 Slovenian	204
 Nepalese	3,562	 Singaporean	611	 Estonian	201
 Greek	3,469	 Jordanian	605	 Colombian	182
 Malaysian	3,123	 Iraqi	549	 Saint Vincentian	175
 Jamaican	2,709	 Guyanese	526	 Barbadian	171
 Sri Lankan	2,683	 Belgian	525	 Ethiopian	170
 German	2,576	 Turkish	470	 South Korean	164
 Australian	2,468	 Cypriot	467	 Algerian	158
 Dutch	2,433	 Danish	466	 Indonesian	149
 South African	2,226	 Cameroonian	457	 Saint Lucian	147
 French	1,972	 Thai	442	 Bahraini	141
 Lithuanian	1,948	 Austrian	434	 Grenadian	134
 Kenyan	1,936	 Finnish	415	 Saudi Arabian	129
 American	1,734	 Somali	395	 Mexican	120
 Bangladeshi	1,659	 Gambian	378	 Moroccan	120
 Chinese	1,476	 Norwegian	365	 Central African	111
 Sudanese	1,465	 Malawian	355	 Serbian	100
 Hungarian	1,448	 Japanese	353	 Namibian	99
 Mauritian	1,354	 Croatian	351	 Dominican	98
 Bulgarian	1,353	 Maltese	349	 Israeli	95
 Canadian	1,318	 Ukrainian	344	 Tunisian	85

Ethnicity of NHS staff in London hospitals by pay bands – 2019



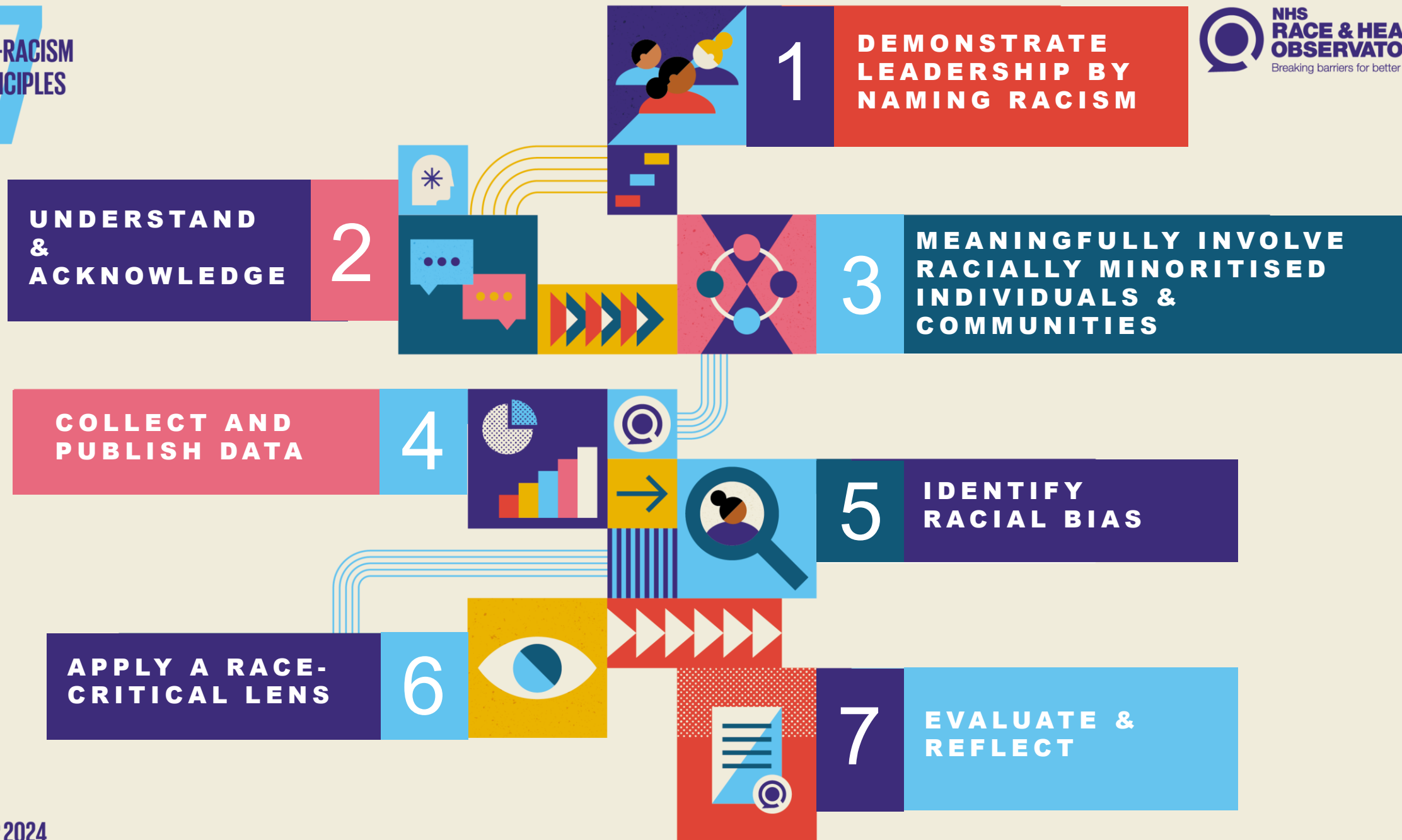
2024/5 NHS Staff Survey: Q16c ‘In the last 12 months, what were the perceived reasons for discrimination at work?’

National-level findings from staff who indicated they had experienced discrimination (respondents could select more than one reason).



Source data: NHS National Staff Survey findings published 2025 (www.nhsstaffsurveys.com)

7 ANTI-RACISM PRINCIPLES



**“Not everything that is faced can be changed,
but nothing can be changed until it is faced.”
– James Baldwin**





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Join the BME Leadership Network

We welcome both BME leaders and allies working across the NHS

