

BHSS Booklet



This booklet was created to raise awareness and educate about issues that are leading to poor quality lifestyles and pre-mature deaths in the black community.

BHSS focuses on four areas :-

- Environmental Racism
- Medical Racism
- Career Development/Educational support for parents
- Improving quality of health.

For more details, please visit our educational hub on our website www.bhss.co.uk

Environmental Racism

...is a form of systemic racism whereby communities of colour are disproportionately burdened with health hazards through policies and practices that force them to live in proximity to sources of toxic waste. Examples of these include:

- Busy roads
- Sewage works
- Landfills
- Power stations
- Hazardous waste dumping sites
- Domestic and commercial heating systems, including matter and nitrogen dioxide.

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Did you know...?

P of C are more likely to live in deprived areas linked to illegal levels of air, due to socio economic status which has it's roots in structural racism.

Black people in London are more likely to be exposed to toxic air than white people.

Long-term exposure to high levels of air pollution can increase the risks of strokes, heart disease, lung

Ella Adoo-Kissi-Debrah became the first person to have air pollution listed as a cause of death. She unfortunately developed life-threatening asthma, and sadly passed away at the age of 9 in 2013. It was also found that the air pollution levels near her home in South-East London, was over the legal EU limits, 3 years before her death.

Ella, like many other BAME, was affected by environmental racism without even knowing. Follow these tips to ensure you are doing everything you can to tackle this.

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RESEARCH the area before moving in.

- ✓ Search the area. Look for green spaces such as parks and trees.
- ✓ Identify any toxic sites in the area, such as pylons which emit radiation; sewage works; landfills etc.
- ✓ To do this, use google maps to look around.
- ✓ If where you live is affecting you or a

loved ones health due to air pollution or being near a toxic site, we would advise you to move. This may mean sacrificing a family or friendship network but, that will be better than long term respiratory illnesses or premature deaths. Please contact us if you would like help to look at your options.

- ✓ Regularly get out the area and travel to parks.

CONTACT your local MP/Councillor to raise concern.

- ✓ They have a duty to represent your issues in parliament.
- ✓ Contact details can be found on www.parliament.uk
- ✓ See them face-to-face at one of their surgeries if needed, which is held regularly in the area.

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Purify Your Home.

- ✓ Buy 5ltr water filter containers online or connect a water filter mechanism onto your tap to allow water to be purified.
- ✓ Buy an air diffuser (spreads oils around the room) or a humidifier (adds moisture to dry air).
- ✓ Buy plants that give out oxygen 24 hours a day, such as areca palm, snake plant, aloe vera, peace lily etc.

Career Development

Getting the black community off the Frontline

The Racial Discrimination Act 1975 led to more covert inequality for black people, continuing systemic racism and racial capitalism. McGregor Smith Review revealed that Black people are less likely to ask for feedback and challenge management who treat them unfairly.

Did you know that...?

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Among the NHS workforce, 71% of Covid-19 fatalities were experienced by BAME nurses and 94% of deaths were experienced by BAME doctors. The black community are disproportionately placed on the frontline during a crisis.

With the exception of Romani gypsies, Caribbean boys scored the lowest GCSEs of all minority groups(2018) becoming more likely leave school early or enter low-level menial jobs with no/low qualifications.

Despite being qualified, black people are 3x less likely to be offered a role when competing with a white person. They also earn around 21% less than white people.

We have provided these tips for internal and external career development, with the hopes of black individuals being able to move out of entry/frontline positions. We also have a supporting black parents zoom session on our educational hub.

TALK with your manager.

- ✓ Arrange regular 1-1s with your line manager. Request these to be documented in your appraisal. If it isn't recorded, contact HR to request this.
- ✓ Get a clear understanding of your appraisal process. i.e what do you need to do to get the highest score? Is there a salary increase involved?
- ✓ Outline that you would like to progress and create a development plan identifying how your manager will help you. Get involved in training and development programmes. Does your organisation have training available?

- ✓ Build relationships and network within the company you work for.



APPLY for higher roles.

- ✓ Data shows that white men apply for roles where they only meet 50% of the role criteria. Apply to jobs where you meet 50% or more of the job criteria. Learn and develop simultaneously.
- ✓ Subscribe to job alerts internally and externally, always look for roles externally if the opportunity isn't available internally.
- ✓ Find out what courses your organisation will be willing to pay for. Sometimes work may not have effective training/development programmes, explore externally and update your CV. There are free online courses available for e.g The Open University on Futurelearn. Ensure your manager is informed of these new skills gained to explore higher roles.
- ✓ Find a mentor. Someone who has progressed to a senior level and can give you some guidance.

- ✓ Update your CV every 6 months and ask someone to proof read your cover letter or supporting statement. Make sure that you edit your cv to relate to the role you are applying for.
- ✓ Practice Interviewing techniques. Use methodologies such as STAR – Situation, Task, Analysis, Result when answering competency based questions.
- ✓ Write out a 12 month road map. What do you want to achieve? Make these small realistic goals. For e.g upskilling in one area (becoming excel literate, public speaking, co-ordinating skills, a language etc) AND apply to higher level roles, aiming to secure 3/4 job interviews.
- ✓ When looking for a role, ensure the company you apply to is people centred. Do they develop their staff? Do they value diversity and inclusion? Do they offer a flexible working policy? Salary isn't the only important aspect of career progression.

Pre-existing Illnesses

Research has suggested that Black people are pre-disposed to certain illnesses, such as type 2 diabetes and heart disease, because of higher sensitivity to salt. However, new studies have suggested that this is not the case as your own diet can influence this.

White traffickers fed enslaved people with high starch meals to keep them energised, it has become a tradition to continue these high starch diets. You do not have to change your plate culturally to cut down on starch, salt and sugar.

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Did you know... ?

The main pre-existing medical illnesses found in black people who died from COVID-19 were heart disease, hypertension, diabetes and obesity (British Heart Foundation, 2020).

Black and Asian groups had the highest proportions of COVID-19 cases with diabetes, especially type II diabetes (Public Health England, 2020)

Deprived areas will have 5 times more fast food outlets than more affluent areas, increasing these communities to have higher salt and sugar intakes. (public health2019)

Follow these tips to adjust and have a healthier diet.
Find HEALTHIER ALTERNATIVES for ingredients being used.

- ✓ You will often find that salt is the first ingredient on the back of many seasonings, this means the majority of the seasoning is salt. Seasonings such as chicken, maggi and all purpose are extremely high in salt.
- ✓ A substitute for refined high salt seasonings would be Miso, sea salt or himlayan salt.
- ✓ Don't add salt when it isn't necessarily needed, It can be common for some Caribbean dishes to have soy sauce, stock, sea salt and seasonings all in one dish.
- ✓ When using sugar, try and use more natural alternatives such as honey or maple

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syrup. Unrefined can sugar is also a good alternative.

Nutritionist Simone Venner goes into more detail on our educational hub.

Medical Racism

...is the systemic racism against people of colour within the medical system. Factors for these biases that occur include, status judgements; stereotypes of biological differences between Black and White people; racial prejudice.

Mandy Forrester, the head of quality and standards at the Royal College of Midwives has contributed to the NHS long term plan. They stated that it places more focus on better care during and after pregnancy for BAME women.

Did you know...?

Black women are 5 times more likely to die during pregnancy and childbirth than white women. Bias in care has been directly linked to many other poor health outcomes.

Black people are less likely to receive extensive treatment, less likely to be believed when in pain and more likely to be rushed away from a hospital.

Sarah Paramasivam, a midwife in London, reported observations of unconscious bias in the birth room. "White staff believe BAME women lack English speaking skills, so the staff believe they cannot make informed choices."

There are still things that we can do to reduce poor care of POC.

If you are a PROFESSIONAL...

- ✓ Be aware of unconscious bias. When dealing with all patients, ensure the judgement is made from a fully medical judgement rather than own perceived perceptions.
- ✓ The New England Journal of Medicine suggests that medical educators should standardise the use of language when describing race in teaching, research, and clinical practice. This can help to further eliminate biases.

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If you are a PATIENT...

- ✓ Make use of the free helpline we offer by calling 0800-8611-463. Open 10am – 4pm twice a week, Mondays and Fridays only. This can be called when...
- ✓ Those vulnerable to health negligence needing assistance.
- ✓ In need of support, mediation, information, or referrals to give the relevant help required.
- ✓ In need of clear explanations for family that may be in hospital to understand what is happening.
- ✓ Before your GP appointment, write out questions you would like to ask your doctor. If you do not understand something, ask your doctor to explain it. If you need an interpreter, you can request one.
- ✓ If you are not satisfied with your doctor, get a second opinion from another doctor. If

you are still not satisfied, complain to PALS
(patient liaison Services) and change
surgeries if you can.