

Spring Budget 2022 Pre-Budget Briefings

# **Health inequalities and gender**

## Health inequalities and gender

A pre-Budget briefing from the UK Women's Budget Group – Spring 2022

### Key points:

- *The healthcare sector has been at the forefront of the fight against Covid. The pressures on the NHS have been immense and issues around funding and staff shortages have come to the fore.*
- **The pandemic hit after a decade with the longest spending squeeze in the history of the NHS: growth in spending was 1.6% during 2010-2019 (annual average), down from 3.7% each year since it began in 1948. The 2021 Autumn Budget and Spending Review committed an **annual increase of 3.8% between 2019/20 and 2023/24.****
- *In September 2021, a **new Health and Care Levy** on employment earnings and dividends was announced, to tackle the NHS backlog pressures and provide additional funding for social care. **The conflation of short-term healthcare pressures and long-term social care funding is unhelpful**, and it is unclear whether it will be successful given long-standing staff shortages.*
- *The health, social care and social work sectors are large employment sectors within the UK economy, employing around 4.4 million people in 2019. The workforce is predominantly female: **78% (3.45 million) employees in these sectors are women.** However, these sectors are **hierarchically structured by gender.***
- *NHS hospitals, mental health services and community providers have reported a **shortage of nearly 84,000 staff; 38,000 for nurses**, representing one in ten posts it is estimated to need an **additional 5,000 internationally recruited nurses every year** to preventing worsening staff shortages. The pandemic has increased the pressures on existing staff, exacerbating long-standing issues of chronic excessive workloads and burnout.*
- **Staff shortages are likely to worsen as a result of Brexit and the end of the EU freedom of movement.** 71% of EU migrants who are 'key workers' would not be eligible for a UK work visa under the new immigration system. This includes essential non-medical NHS staff and social care workers.
- *During the coronavirus pandemic in England, Covid mortality levels were **3.7 times higher for Black African men, and 2.6 times higher for Black African women** than the White ethnic population.*

The healthcare sector has been at the forefront of the response to the Covid pandemic. The pressures on the NHS have been immense in the past 18 months and issues around funding, preparedness and staff shortages have come to the fore.

Women comprise three-quarters of the healthcare workforce,<sup>1</sup> which means women have been at the frontline of the health crisis, facing the associated excessive workload, stress and burnout that the pandemic has brought to healthcare staff.

Gender is an important driver of health inequality. Often it intersects with other inequalities based on class, ethnicity, disability, gender identity and/or sexual orientation and other characteristics to present a widely uneven landscape of access, treatment and health outcomes. However, despite these inequalities, data on women's use of health and social care services is lacking.

This briefing looks at long-standing issues in the health service, in terms of structuring, funding and

<sup>1</sup> The King's Fund (2017) Overview of the health and social care workforce (<http://bit.ly/2zMw9V8>)

inequalities in health outcomes, and how Covid has exacerbated these pre-existing problems.

## Health funding

Following the longest funding squeeze in its history over the past decade, the NHS has seen spending growth slow from 3.7% each year since 1948 to 1.6% between 2010/11 and 2018/19 (yearly average).<sup>2</sup> Under austerity measures, NHS providers moved from an aggregate £2bn surplus in 2010 to a £2.5bn deficit in 2015/16.

### Covid and NHS funding

The Autumn 2020 Spending Review, initially planned to provide public spending certainty until 2023/24, was narrowed down to a spending commitment for 2021/22 only. The Chancellor committed a total of £26.2bn for direct spending on tackling Covid, including £15bn for test and trace, £2.1bn for PPE and £0.9bn for vaccines.<sup>3</sup> This is on top of the £51.6bn in 2020/21 directly spent on Covid. A further £3bn was set aside in 2021/22 for an 'NHS recovery package' to tackle waiting lists for planned care, relieve pressure on the NHS and for mental health services.<sup>4</sup>

The Spring 2021 Budget saw a reduction in the NHS England budget from £148bn in 2020/21 to £139bn in 2021/22, due to £15bn less being spent on the pandemic.<sup>5</sup> The OBR further notes that there is no 'explicit provision for virus-related costs' beyond 2021/22, even though significant costs are expected due to ongoing annual vaccinations and the continued pandemic.<sup>6</sup>

In September 2021 the government made two health spending announcements and a third on adult social care. The first pledged an additional £5.4bn for October 2021 to March 2022 to cover immediate costs within the NHS, including tackling the backlog in planned care and Covid-related infection control.<sup>7</sup> The second announced a 'Health and Care Levy', which will fund an additional three-

year funding boost of £36bn; £5.4bn for adult social care and £24.9bn for health services. This is concerning as it conflates long-term investment in social care with rescuing the NHS from short-term pressures. It is also insufficient to improve workforce conditions, health/careworker pay and the quality of care.<sup>8</sup>

The Autumn Budget in 2021 announced an increase of NHS core funding to £162.6 billion, a real-terms growth of 3.8%. Increased funding came in with the NHS Long Term Plan which committed a 3.4% annual increase for NHS England (in average real terms) between 2019/20 and 2023/24, totalling £20.5 billion.<sup>9</sup> This increased funding is very welcome, but is still below the 4% that the Kings Fund estimated is needed to improve services.<sup>10</sup>

### NHS Long Term Plan

The NHS Long Term Plan was announced in 2018 and seeks to strengthen the NHS contribution to prevention, population health and health inequalities as part of an overarching plan including social care and public health. It has several clinical priorities; cancer, cardiovascular disease, maternity and neonatal health, mental health, stroke, diabetes, respiratory care and children and young people's health.<sup>11</sup>

Improving primary and community services are also central to the plan, with a pledge to create multidisciplinary 'fully integrated community-based healthcare' teams.

### NHS services

Prior to the Covid pandemic, NHS services were already under severe strain, which had a significant impact on service delivery as the crisis hit. Many of the standards for patient care set out in the NHS Constitution were missed. Waiting lists have grown year on year since 2009/10. By March 2019 4.3

<sup>2</sup> The King's Fund (2019) NHS funding: our position (<https://bit.ly/2EHgf3B>)

<sup>3</sup> The King's Fund (2020) What does the autumn 2020 Spending Review mean for health and care? (<https://bit.ly/2VfQIST>)

<sup>4</sup> WBG (Nov 2020) WBG Spending Review response, November 2020 (<https://bit.ly/2NDR37b>)

<sup>5</sup> HM Treasury (2021) Budget 2021 (<https://bit.ly/30cS8kq>), p. 32

<sup>6</sup> Office for Budget Responsibility (2021) Economic and fiscal outlook – March 2021 (<https://bit.ly/3uV8Brg>)

<sup>7</sup> The King's Fund (Oct 2021) The Health and Care Levy: what was announced and what does it mean for health spending? (<https://bit.ly/2YRfkHL>)

<sup>8</sup> WBG (Sep 2021) Government's announced plan will not 'fix social care once and for all' - we need a free universal social care system (<https://bit.ly/3v8HTWx>)

<sup>9</sup> The King's Fund (2019) The NHS long-term plan explained (<https://bit.ly/3jEecMf>)

<sup>10</sup> The Kings Fund (6 Jun 2018) An open letter: a long-term funding settlement for the NHS (<https://bit.ly/2ucu80v>)

<sup>11</sup> The King's Fund (2019) The NHS long-term plan explained (<https://bit.ly/3jEecMf>)

million people were waiting for elective consultant-led care.<sup>12</sup>

### Covid and NHS services

In March 2020, NHS services were restructured in response to the Covid pandemic. This involved discharging hospital patients, postponing non-urgent operations and block-buying capacity in independent hospitals.<sup>13</sup> Many consultations were moved online or held over the phone. As a result, NHS activity (emergency care, planned care and diagnostic tests) fell to record lows.<sup>14</sup> In April 2020 there was a 36% drop in emergency admissions via A&E compared to 2019. Whilst the number increased up to October 2020, the second wave in November saw numbers drop again to 19% below 2019 level.<sup>15</sup>

Between April 2020 and December 2021, there were 4.29 million fewer elective procedures and 29.4 million fewer outpatient attendances.<sup>16</sup>

By December 2021, more than 6 million people were waiting for NHS treatment, with some estimates suggesting that this backlog could reach up to 13 million in autumn/winter 2021/22 as more people come forward and are referred for treatment.<sup>17</sup> Long waiting times exacerbated by Covid have not been experienced equally and those living in deprived areas are nearly twice as likely to wait over a year for treatment compared to those in the least deprived areas.<sup>18</sup>

Those in the most deprived areas have also been most affected by disruptions to community services, with 46% not being able to access them (compared with 37% in least deprived areas).<sup>19</sup>

During the Covid pandemic, Public Health England (PHE) was disbanded by government, due to perceived failings in accuracy of advice, and consistent problems with the early test and trace system. This will have particular impacts on women who are more likely to rely on public health services for health visitors and sexual health support.<sup>20</sup> Unions are also concerned this could lead to increasing NHS privatisation.<sup>21</sup>

### Healthcare staff

The NHS is the world's fifth largest employer, with 1.4 million employees, including around 127,000 doctors and 290,000 nurses and midwives.<sup>22</sup> Women make up 77% of non-medical healthcare staff,<sup>23</sup> 85% of NHS General Practice workers,<sup>24</sup> and 77% of NHS Hospital and Community Service workers.<sup>25</sup> The sector is hierarchically structured by gender. Whilst women make up 53% of doctors in training, only 37% of consultants, 27% of surgeons and 6% of health and community service doctors are women.<sup>26</sup>

In 2018, 12% of the healthcare workforce were non-British nationals.<sup>27</sup> The points-based immigration system, which entered into force in January 2021, means that many 'low-skilled' workers who perform essential yet undervalued contributions to the health and social care systems will not be eligible for a UK work visa. 71% of EU migrants who were 'key workers' in 2020 would not be eligible for a UK work visa under the new immigration system.<sup>28</sup>

NHS hospitals, mental health services and community providers have reported a shortage of nearly 84,000 staff, including 38,000 nurses,

<sup>12</sup> The Kings Fund (2019) The NHS misses its new target for planned elective care (<https://bit.ly/2pwsIER>)

<sup>13</sup> The King's Fund (Aug 2020) Quarterly monitoring report 29: how is the NHS performing? (<https://bit.ly/3mA66qf>)

<sup>14</sup> Ibid.

<sup>15</sup> The Health Foundation (Dec 2020) Non-Covid-19 NHS care during the pandemic (<https://bit.ly/3dPFMqu>)

<sup>16</sup> BMA (2021) NHS backlog data analysis (<https://bit.ly/3gJh3nU>)

<sup>17</sup> Ibid.

<sup>18</sup> The King's Fund (Sep 2021) Tackling the elective backlog: exploring the relationship between deprivation and waiting times (<https://bit.ly/3v9Nbaw>)

<sup>19</sup> IFS (Nov 2020) COVID-19 and disruptions to the health and social care of older people in England (<https://bit.ly/2iIB8Ns>)

<sup>20</sup> WBG (2020) Health and gender (<https://bit.ly/2iONnoy>)

<sup>21</sup> Unite the Union (Aug 2020) Public Health England is being used as a scapegoat for government's Covid-19 failings, says Unite (<https://bit.ly/3bnT8Xm>)

<sup>22</sup> NHS Digital (2021) NHS Workforce Statistics – October 2021 (<https://bit.ly/3JqVODC>)

<sup>23</sup> The King's Fund (2017) Overview of the health and social care workforce (<http://bit.ly/2zMw9V8>)

<sup>24</sup> Calculated (not including staff where gender was unspecified) from NHS Digital, General Practice Workforce data interactive dashboard data (<https://bit.ly/34VT4Ny>)

<sup>25</sup> NHS Digital (2019) Gender in the NHS (<https://bit.ly/31TPiT4>) Note that these data do not include agency staff.

<sup>26</sup> Ibid.

<sup>27</sup> House of Commons Library (2019) The health and social care workforce gap (<https://bit.ly/3gXhuZs>)

<sup>28</sup> IPPR (19 Feb 2020) Immigration plans analysis: two thirds of current EU migrants in health and social care sector would have been found ineligible (<https://bit.ly/3jvBpiW>)

representing one in ten posts.<sup>29</sup> The NHS needs an additional 5,000 internationally recruited nurses every year to prevent worsening staff shortages.<sup>30</sup> With so many migrant key workers in health (and social care) likely to be ineligible for work visas going forward, the NHS and social care sectors face a deepening crisis in staff shortages.

## Women's health

Women's health needs and service usage differ greatly from those of men and occur at different stages of life. However, women also face greater challenges as a result of a medical sector which overwhelmingly views the male body as the default in research, trials, medical training and public health campaigns.<sup>31</sup>

Women are more likely to use GP services than men. The GP consultation rate for women is 32% higher than that for men, in part due to reproductive-related consultations.<sup>32</sup> GP numbers and the number of GP practices have fallen consistently since 2015. Data from October 2021 has shown that there are just 0.45 fully qualified GPs per 1000 patients; down from 0.52 in 2015.<sup>33</sup>

Although they have a longer life expectancy, women are more likely than men to experience ill-health and require health services.<sup>34</sup> In 2020/21, women made up 54.6% of admissions to hospitals.<sup>35</sup>

## Maternal health

Admission to hospital to give birth is the single largest cause of admission to NHS hospitals in England.<sup>36</sup> Evidence indicates that nearly half of England's maternity units closed to new mothers at some point in 2017. Capacity and staffing issues were the most common reason.<sup>37</sup>

<sup>29</sup> The King's Fund (Feb 2021) NHS workforce: our position (<https://bit.ly/3BlDYgP>)

<sup>30</sup> Ibid.

<sup>31</sup> C. Criado Perez (2019) *Invisible Women*, London: Vintage

<sup>32</sup> Y. Wang, K. Hunt, I. Nazareth, N. Freemantle, I. Petersen (2013) Do men consult less than women? An analysis of routinely collected UK general practice data (<https://bit.ly/3natls9>)

<sup>33</sup> BMA (Oct 2021) Pressures in general practice (<https://bit.ly/3ACx0DH>)

<sup>34</sup> Touchstone (2017) Ill health is a class and gender issue <http://bit.ly/2zJU33E>

<sup>35</sup> NHS Digital (2019) Hospital Admitted Patient Care Activity 2020-21 (<https://bit.ly/3BSPGAs>)

<sup>36</sup> Institute for Fiscal Studies (Sep 2017) Under pressure? NHS maternity services in England (<https://bit.ly/2gViv13>)

A 2019 Care Quality Commission in England found that during and after pregnancy only 9% of women had the same midwife through their maternal journey, and only 52% reported their midwives were aware of their medical history.<sup>38</sup> In postnatal care only 67% were asked specifically about their mental health, and 20% did not know who to ask for support or information about mental health.<sup>39</sup>

## Sexual and reproductive health and rights

Sexual and reproductive health and rights (SRHR) are important for everyone, but women bear the brunt of reproductive ill health due to biology but also social, economic and political disadvantage.<sup>40</sup> This is also the case for the LGBT community, who face discrimination when accessing SRHR.<sup>41</sup> There was a 14% reduction in SRHR spending between 2013-18, despite a 13% increase in demand.<sup>42</sup> Advice, prevention and health promotion lost 35% to prioritise testing and treatment, which was reduced by 10%.<sup>43</sup> This widens health inequalities and puts more pressure on the NHS.

Women's health has seen particular fragmentation, with services like cervical screening covered by the NHS rather than SRHR, meaning women are subject to multiple invasive procedures. Similarly, access to long-acting reversible contraception (LARC) has diminished as local authority funding means GPs are less incentivised to provide them. This has led to a 13% drop in their use despite being an effective type of contraception, particularly for young and vulnerable women.<sup>44</sup>

## Mental health

In England, women are more likely than men to have a 'common' mental health problem (mixed anxiety and depression), with 19% displaying such symptoms compared with 12% of men. Women are almost twice as likely as men to be diagnosed with an anxiety disorder.<sup>45</sup> Mothers are more likely than

<sup>37</sup> The Royal College of Midwives (Aug 2018) Maternity unit closures highlighted in new data (<https://bit.ly/2RJ4YkE>)

<sup>38</sup> Care Quality Commission (2019) 2019 survey of women's experiences of maternity care (<https://bit.ly/34YNVEi>)

<sup>39</sup> Ibid.

<sup>40</sup> BMA (2018) Reproductive health and wellbeing: addressing unmet needs (<https://bit.ly/2QPGQh2>)

<sup>41</sup> House of Commons Health and Social Care Committee (2019) Sexual health (<https://bit.ly/3INS7Ni>)

<sup>42</sup> Ibid.

<sup>43</sup> Ibid.

<sup>44</sup> Ibid.

<sup>45</sup> Mental Health Foundation (2016) Mental health statistics: men and women (<https://bit.ly/31Ukild>)

fathers to have mental health problems - 10% compared with 6%.<sup>46</sup>

For both women and men, lower socioeconomic groups have a higher incidence of poor mental health. Research in England, Scotland and Wales has shown a correlation between mental health disorders and level of personal debt. At every level of income distribution, women have a higher percentage of mental health disorders than men.<sup>47</sup>

The Mental Health Foundation recognises that data collected on mental health in BAME communities is often subject to small sample sizes and is therefore limited. More data disaggregated by ethnicity and sex is needed.

Asylum seekers and refugees are more likely to experience poor mental health and more than 61% will experience serious mental distress.<sup>48</sup> This group are also less likely to receive support than the general population.<sup>49</sup>

Over half of LGBT, 67% of transgender people and 70% of non-binary people have reported experiencing depression in the last year (reported 2018). BAME LGBT people (62%) and LGBT people in lower income households (64%, compared with 48% for higher income households) were more likely to experience depression.<sup>50</sup>

The Covid pandemic has exacerbated mental health inequalities, with women and young people experiencing the most severe worsening.<sup>51</sup> Women were in general more likely to be anxious than their male counterparts, but this was highest for disabled women, at 53.1%.<sup>52</sup> LGBT communities have also been particularly affected as LGBT people are more likely to experience poor mental health in general. A 2020 survey found that 42% of LGBT respondents would like access to mental health support, rising to 66% for BAME LGBT people, 60% for non-binary people, 57% for trans people and 48% for disabled LGBT people.<sup>53</sup>

The pandemic has also taken a significant toll on NHS workers. A July 2021 BMA survey found that 51% of respondents were suffering from depression, anxiety, stress, burnout, emotional distress or another mental health condition.<sup>54</sup> Just under half (47%) plan to work fewer hours after the pandemic, and 16% plan to leave the NHS altogether.<sup>55</sup> This risks exacerbating the staff shortages and scupper the plans to tackle the patient backlog in the next few years.

## Intersecting inequalities in healthcare

Inequalities in healthcare relate to unequal access, health outcomes, treatment of those working in health and social care and disparities in interpretation of pain/illness.

### Class

There is a significant gap in healthy life expectancy (years lived in good health) between the richest and poorest parts of England. Healthy life expectancy for women in the most deprived areas is 78.7 years, compared with 86.4 in the least deprived areas, a difference of almost 8 years (74.1 for men in the most deprived areas, 83.5 for men in the least deprived).<sup>56</sup> Women's health in older age is also significantly impacted by exposure to deprivation. Women living in the poorest 10% of areas in England can expect 27.3 years of poor health at the end of their lives, compared to men in the richest 10% who can expect 15.3 years of poor health at the end of their lives.<sup>57</sup>

Regarding maternal health, a recent MBRRACE-UK report found that babies born to women living in the most deprived areas are twice as likely to be stillborn and have a 73% increased risk of neonatal death compared with babies born to women living in the least deprived areas.<sup>58</sup>

### Black, Asian and minority ethnic women

BAME communities generally experience poorer health than the overall population, and health

<sup>46</sup> Ibid.

<sup>47</sup> BMA (2018) Health inequalities and women: addressing unmet needs (<https://bit.ly/3lKePG6>)

<sup>48</sup> Mental Health Foundation (2016) Mental health statistics: refugees and asylum seekers (<https://bit.ly/2F21gke>)

<sup>49</sup> Ibid.

<sup>50</sup> Stonewall (2018) LGBT in Britain health report (<https://bit.ly/31RvjUP>)

<sup>51</sup> IFS (Jun 2020) The mental health effects of the first two months of lockdown and social distancing during the Covid-19 pandemic in the UK (<https://bit.ly/3cWryzj>)

<sup>52</sup> WBG (Jun 2020) Disabled women and Covid-19 (<https://bit.ly/2YVACKu>)

<sup>53</sup> LGBT Foundation (May 2020) Hidden Figures: The impact of the Covid-19 pandemic on LGBT communities in the UK (<https://bit.ly/3blP6il>)

<sup>54</sup> BMA (Oct 2021) Pressures in general practice (<https://bit.ly/3ACxODH>)

<sup>55</sup> Ibid.

<sup>56</sup> ONS (Mar 2021) Health state life expectancies by national deprivation deciles, England and Wales: 2017 to 2019 (<https://bit.ly/3FZlqWe>)

<sup>57</sup> Ibid.

<sup>58</sup> MBRRACE-UK (Oct 2021) Perinatal mortality surveillance report (<https://bit.ly/2X9ZV4o>)

inequalities exist between different minority ethnic groups.

Women from Black ethnic backgrounds are five times more likely, and women from Asian ethnic backgrounds are two times more likely than White women to die during or within 42 days after pregnancy.<sup>59</sup> Stillbirth rates are over twice as high for babies of Black and Black British ethnicity compared to babies of White ethnicity, and neonatal mortality rates are 43% higher.<sup>60</sup> The NHS Long-Term Plan commits to reducing health inequalities and includes goals for greater midwife care for BAME women and women from deprived groups.<sup>61</sup>

BAME staff working in health and social care are consistently more likely to be subject to bullying, abuse and discrimination than white staff members.<sup>62</sup>

### Disabled women

Disabled people are more likely to experience health inequalities, major health conditions and to die younger than non-disabled people.<sup>63</sup> In 2014, 28.8% of disabled adults in England reported having bad or very bad health (0.9% for non-disabled populations).<sup>64</sup> Life expectancy for a woman with a learning disability is 18 years less than for a non-disabled woman.<sup>65</sup>

There are significant barriers to healthcare for this population including inadequate or unaffordable transport links, lack of staff training, under-diagnosis and misdiagnosis.<sup>66</sup>

### Migrant women

Although migrants make up only 13.3% of the UK population,<sup>67</sup> a quarter of women who died during maternity in 2012-14 were born outside of the UK; 46% of these were not UK citizens.<sup>68</sup> Under the current immigration system, undocumented

migrant women have to pay for essential antenatal maternity care, saddling women with thousands of pounds of debt.<sup>69</sup>

Whilst there are no significant differences between health for migrant men over the age of 60 compared with men born in the UK, older migrant women are 71% more likely than UK-born women to report health problems that limit everyday activity.<sup>70</sup>

### The LGBT community

The LGBT community faces significant discrimination within healthcare settings: one in eight have experienced unequal treatment by healthcare staff because of their gender identity and/or sexual orientation. This rises to 32% for transgender people, 20% for both non-binary and disabled LGBT people, and 19% of BAME LGBT people.<sup>71</sup> 14% have avoided treatment for fear of discrimination and 5% have been pressured to change their sexual orientation when accessing health services.<sup>72</sup>

### Health inequalities and Covid

The Covid crisis has replicated and in some cases exacerbated existing health inequalities. Diagnosis rate and mortality are higher for BAME communities and those living in disadvantaged areas.<sup>73</sup> In February 2021 ethnicity and deprivation were officially recognised as risk factors for Covid, leading to an estimated 2 million additional people being asked to shield, and 800,000 being 'fast-tracked' for the Covid vaccination.<sup>74</sup>

The Black Caribbean population have the highest number of per capita hospital deaths from Covid. In England, mortality levels were 3.7 times higher for Black African men, and 2.6 times higher for Black African women than the White ethnic population (excluding care home residents), followed by the Bangladeshi (3.0 for males, 1.9 for females), Black

<sup>59</sup> MBRRACE-UK (2019) Saving lives, improving mothers' care (<https://bit.ly/32NQiHz>)

<sup>60</sup> MBRRACE-UK (Oct 2021) Perinatal mortality surveillance report (<https://bit.ly/2X9ZV4o>)

<sup>61</sup> The King's Fund (2019) The NHS long-term plan explained (<https://bit.ly/3iEecMf>)

<sup>62</sup> The King's Fund (Jul 2020) Workforce race inequalities and inclusion in NHS providers (<https://bit.ly/3bl9RuF>)

<sup>63</sup> Equality and Human Rights Commission (2017) Being disabled in Britain (<https://bit.ly/32Z7UQW>)

<sup>64</sup> Ibid.

<sup>65</sup> Mencap (2019) Health inequalities (<https://bit.ly/3jFOBEz>)

<sup>66</sup> Ibid.

<sup>67</sup> BMA (2018) Health inequalities and women: addressing unmet needs (<https://bit.ly/3lKePG6>)

<sup>68</sup> Ibid.

<sup>69</sup> Maternity Action (2019) What price safe motherhood? Charging for NHS maternity care in England and its impact on migrant women (<http://bit.ly/2QyIQd4>)

<sup>70</sup> BMA (2018) Health inequalities and women: addressing unmet needs (<https://bit.ly/3lKePG6>)

<sup>71</sup> Stonewall (2018) LGBT in Britain health report (<https://bit.ly/31RvjUP>)

<sup>72</sup> Ibid.

<sup>73</sup> Public Health England (Aug 2020) Disparities in the risks and outcomes of Covid-19 (<https://bit.ly/3jEgnzr>)

<sup>74</sup> Guardian (Feb 2021) Ethnicity and poverty are Covid risk factors, new Oxford modelling tool shows (<https://bit.ly/3knVOEc>)

Caribbean (2.7 for males, 1.8 for females) and Pakistani (2.2 for males, 2.0 for females) ethnic groups.<sup>75</sup> Among NHS staff, Black and minority ethnic staff account for 21% overall: 20% of nursing staff and 44% of medical staff. However, they made up 63%, 64% and 95% of the mortality rates in these groups respectively.<sup>76</sup>

Socioeconomic disadvantage and demographic factors (e.g. place of residence, occupational exposures) are recognised as the driving factor for higher mortality rates, which cannot be explained by pre-existing health conditions.<sup>77</sup> Black and minority ethnic people are more likely than the White ethnic population to work in jobs outside of the home, be key workers, live in overcrowded housing, have less financial capital to buffer against Covid and be less likely to have been given adequate PPE during the crisis.<sup>78</sup>

People from a BAME background are also more concerned about accessing medication during the crisis.<sup>79</sup> This could be a response to the higher mortality risk, but also important are the racial inequalities and discrimination BAME groups face within the NHS, including misdiagnosis and dismissing concerns of pain.<sup>80</sup>

Disabled people make up almost 6 in 10 (59.5%) of all Covid related deaths.<sup>81</sup> Adjusting for region, population density, sociodemographic and household characteristics, mortality rate due to Covid is 3.5 times higher for 'more disabled'<sup>82</sup> women and 2 times higher for 'less disabled' women than non-disabled women (3.1 for 'more disabled' men and 1.9 times for 'less disabled' men compared with non-disabled men).<sup>83</sup> Disabled people have also seen 'Do not attempt resuscitation' (DNAR) notices placed in their medical files without their knowledge.<sup>84</sup>

<sup>75</sup> ONS (May 2021) Updating ethnic contrasts in deaths involving the coronavirus (Covid-19), England and Wales: deaths occurring 2 March to 28 July 2020 (<https://bit.ly/2XfrUzQ>)

<sup>76</sup> Runnymede Trust (Feb 2021) Facts don't lie: one working class: race, class and inequalities (<https://bit.ly/3swFijw>)

<sup>77</sup> ONS (Oct 2020) Updating ethnic contrasts in deaths involving the coronavirus (Covid-19), England and Wales: deaths occurring 2 March to 28 July 2020 (<https://bit.ly/3pVwueR>)

<sup>78</sup> Runnymede Trust (Feb 2021) Facts don't lie: one working class: race, class and inequalities (<https://bit.ly/3swFijw>)

<sup>79</sup> WBG (Jun 2020) BAME women and Covid-19 (<https://bit.ly/3gZtDy6>)

<sup>80</sup> The BMJ Opinion (Jun 2020) If we do not address structural racism, then more black and minority ethnic lives will be lost (<https://bit.ly/2YdaPD1>)

<sup>81</sup> ONS (Feb 2021) Updated estimates of coronavirus (COVID-19) related deaths by disability status, England and Wales: 24 January to 20 November 2020 (<https://bit.ly/3p70QhP>)

36% of disabled LGBT people have been unable to access medication or are worried that they might not be able to access medication during the crisis.<sup>85</sup>

## Brexit and healthcare in the UK

On Christmas Eve 2020, a new EU-UK trade and cooperation deal was agreed and brought into law on 1 January 2021.

The UK imports £18bn worth of medicines and medical devices from the EEA, compared with £9bn in UK exports. Changes in the regulation as a result of Brexit may lead to a duplication of effort for manufacturers and traders operating in both the UK and Europe, leading to cost increases. It has also raised concerns that patients in the UK could face delays in accessing new medicines.<sup>86</sup>

Brexit is likely to negatively impact scientific research, training and development in the UK, which received €8.8bn through collaborative EU schemes such as Horizon 2020. Decreased funding opportunities combined with the new immigration system could see a decrease in recruitment and retention of scientific academics; 2017, after the Brexit referendum, saw an 11% increase in EU academics leaving Russell Group universities.<sup>87</sup>

## Conclusion

The healthcare sector faces increasing challenges. These include the ongoing pressure as a result of Covid, including the backlog of unmet care, as well as possible shortages and price increases in medicines and medical supplies due to Brexit, and a likely rise in staff shortages now that the new immigration system has been implemented.

<sup>82</sup> ONS defines 'more' and 'less' disabled status through self-reported data collected in the 2011 Census, where 'more' disabled was defined as limiting daily activities a lot, and 'less' disabled as limiting daily activity a little.

<sup>83</sup> Ibid.

<sup>84</sup> Turning Point (Jun 2020) DNACPR: campaign targets unlawful 'Do Not Resuscitate' orders issued during Covid-19 crisis (<https://bit.ly/3kjYdDt>)

<sup>85</sup> LGBT Foundation (May 2020) Hidden figures: the impact of the Covid-19 pandemic on LGBT communities in the UK (<https://bit.ly/3blP6il>)

<sup>86</sup> The King's Fund (Jan 2021) Brexit and the end of the transition period: what does it mean for the health and care system? (<https://bit.ly/3kp20k4>)

<sup>87</sup> The King's Fund (2019) Brexit: the implications for health and social care (<https://bit.ly/3hVhESh>)



Gender equality in the healthcare workforce requires a re-valuation of feminised roles such as nursing and care work, and greater opportunities for training and career progression. Workforce shortages should be tackled, to alleviate the chronic excessive workload and burnout of the existing staff. There must also be recognition of the increased discrimination faced by BAME and disabled staff.

For a gender-equal health service, the needs of a diverse range of groups must also be prioritised, including those of older, BAME, migrant, disabled, and LGBTQ+ people.

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