

UrGEnT



Underrepresented Groups'
Experiences in osteopathic Training

Discrimination, bullying or harassment in undergraduate education in the osteopathic, chiropractic and physiotherapy professions: A systematic review

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UCO

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University College
of Osteopathy



General
Osteopathic
Council



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Presentation's aims

- Exploring Discrimination, Bullying or Harassment
- This review covered COP internationally
- Discussing issues faced by staff and students
- Exploring potential enablers for support and success
- Sharing research findings to enhance practice



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It is not about

- Blame and shame
- Finger pointing
- OEIs staff specifically
- The NSS scores



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Is our society fair?

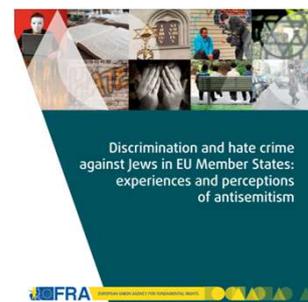


Equality and Human Rights Commission
Home Advice and guidance Our work - Legal case search Our legal action -

Home / Our Work / Issues / Lack of progress on disability rights is society's 'badge of shame'

Lack of progress on disability rights is society's 'badge of shame'

Published: 20 Jul 2016



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Health inequality: Race and Gender

Pulse Oximeter Bias Highlighted in Rapid Review



The accuracy of Pulse Oximeter readings from Black and mir seriously misleading, particularly during the Covid-19 pandemic assessment.

NHS changes blood oxygen monitor guidance as review finds they don't work as well for black and Asian patients

The NHS acknowledged the devices 'may be less accurate if you have brown or black skin'



British Medical Association

Health inequalities and women - addressing gender needs

Table 1. Maternal mortality rates according to mother's country of birth (selected countries)

WOMAN'S COUNTRY OF BIRTH	RATE PER 100,000 MATERNITIES	95% CI	RELATIVE RISK (RR)	95% CI
UK	2.97	6.62 to 8.30	1 (Ref)	
Outside UK	8.85	6.59 to 11.64	1.12	0.80 to 1.56
SPECIFIC COUNTRIES				
Bangladesh	12.5	2.57 to 36.5	1.58	0.32 to 4.73
Pakistan	17.6	8.44 to 32.4	2.24	1.05 to 4.24
Samara	50.0	12.1 to 146.2	6.36	1.29 to 18.9
Nigeria	17.7	4.83 to 45.4	2.25	0.60 to 5.89
Poland	5.78	1.57 to 14.8	0.73	0.20 to 1.92

A quarter of women who died during maternity in 2012-14 were born outside the UK and 46% of these women were not UK citizens. More particularly, the women who died had arrived in the UK on average 4 years previously, with 63% from Asia (mostly Pakistan, Sri Lanka and Bangladesh) and Africa (mostly Nigeria, Somalia and Democratic Republic of Congo), and 34% from Eastern Europe (mainly from Poland) and the remainder from other parts of the world (including North America and the Caribbean). There has been no change in the rate since 2009-11, suggesting that there was no significant or successful effort to narrow differences in maternal mortality risks for migrant women.

Government sets clear ambition to close gender health gap

The Vision for Women's Health has been published, which sets out key government commitments on women's health and inequality.

From: Department of Health and Social Care and Maria Casfield MP
Published: 23 December 2021



Healthcare Educational Context

Institutional racism exists in UK and healthcare, says head of NHS race body

Storm of criticism for government's Commission on Race and Ethnic Disparities report continues
Sharon Limmon - Health Correspondent | @sharonlimmon | Thursday 19 April 2023 16:26 | 18 comments



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Britain's race revolution: Landmark report says UK is 'a model to the world' on diversity, describes us as a 'successful multi-ethnic community'... and finds NO evidence of institutional racism

- Major review concluded Britain is a model of a successful multi-ethnic society
- Commission on Race and Ethnic Disparities was set up by the PM Boris Johnson
- The review said Britain's success should be a model for white-majority countries
- But it also warned UK is not a 'post-racial society' and 'outright racism persists'



LGBT IN BRITAIN UNIVERSITY REPORT

Stonewall
Acceptance without exception

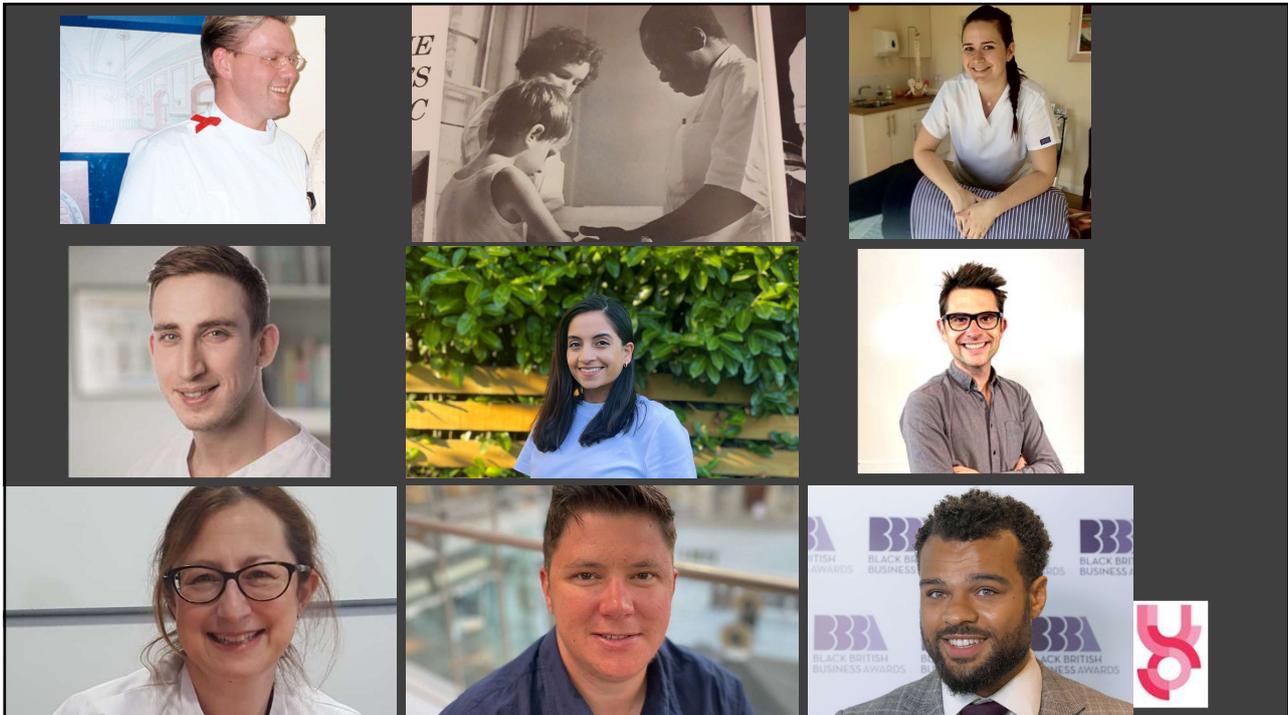


Osteopathic profession's demographics

- 43% identified as heterosexual and 2% homosexual, 0.8% bisexual and 54% did not answer.
- GOsC consultations list heterosexual as between 82- 86%
- Disabled people are significantly underrepresented (2-5%) by comparison to the wider population (19%), with only 0.8% registering
- It would seem this exclusion is worsening or there may be barriers to disclosure.



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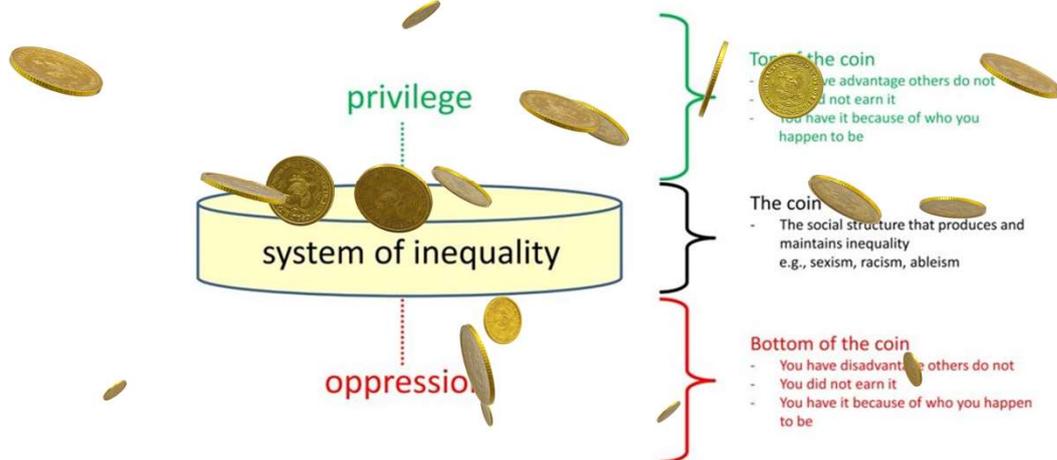
Power and Privilege

- **Power** is the ability to influence and make decisions that impact others
- **Privilege** is a form of societal power
- **Social justice** is the practice of allyship and coalition work in order to promote equality, equity, respect, and the assurance of rights within and between communities and social groups.



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The coin model of privilege and critical allyship



Nixon, S. A. (2019). "The coin model of privilege and critical allyship: implications for health." *BMC Public Health* **19**(1): 1637.

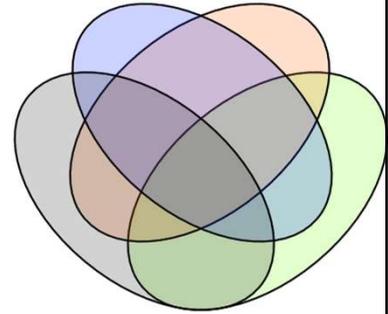


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Intersectionality

metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles that often are not understood among conventional ways of thinking

gender, race, class, sexual orientation, physical ability, etc.



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Action-driven

Transformation

Sweetman, D., Badiie, M. and Creswell, J.W., 2010. Use of the transformative framework in mixed methods studies. *Qualitative inquiry*, 16(6), pp.441-454.

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UrGEnT project

- First phase: assess literature
- Different types of reviews:
 - Critical interpretive synthesis:
 - Originates from Ethnographic traditions
 - Bridges Quant and Qual
 - Systematic and reproducible
 - Allows for interpretation and qualitative methods
 - Allows for the Critical voice
 - Legitimises and provides for delivery of controversy and anger within the social construct of the academy

UrGEnT



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Dixon-Woods, M., Cavers, D., Agarwal, S., Annandale, E., Arthur, A., Harvey, J., Hsu, R., Katbamna, S., Olsen, R., Smith, L. and Riley, R., 2006. Conducting a critical interpretive synthesis of the literature on access to healthcare by vulnerable groups. *BMC medical research methodology*, 6(1), pp.1-13



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Discrimination, bullying or harassment in undergraduate education in the osteopathic, chiropractic and physiotherapy professions: A systematic review with critical interpretive synthesis

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Open access - <https://www.sciencedirect.com/science/article/pii/S2666374021000753>



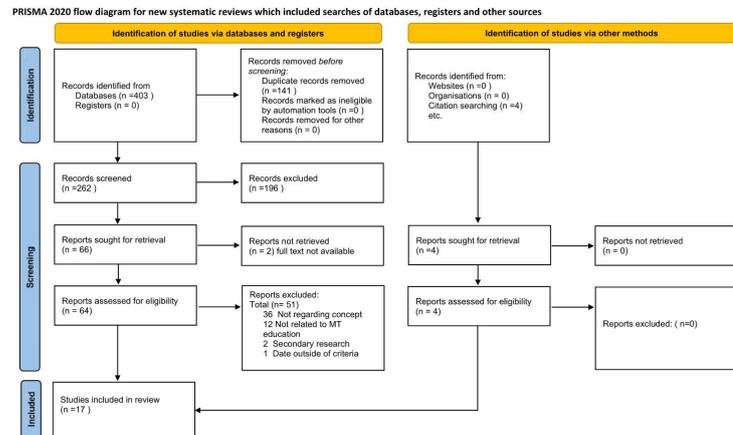
Definitions

- **Discrimination:** abuse or humiliation in which people are treated differently according to their personal characteristics
- **Bullying:** patterns of negative behaviour by groups or individuals which harm and victimise
- **Harassment:** behaviours that are perceived to be abusive, humiliating or hostile



Results

- 400+ records from databases searches
- 17 articles included:
 - 16 physio (14 in UK, 1 Norway, 1 Nigeria)
 - 1 Chiropractic (Sweden)
 - 0 Osteopathy



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Results (cont.)

- 25 % UK physio students report experiencing bullying, 100% in Nigerian physio context
- 62% of the incidents of bullying from a member of staff to a student (often unreported therefore under-recorded)
- Attainment gaps and 7x higher attrition rates
- Cis heteronormative culture
- Sexual harassment and culture of gendered discrimination

UK data from a single institution + small sample in survey
Likely under-reporting so true extent of bullying largely unknown

Behaviours ranging from unsupportive behaviours to overt sexual harassment or aggression

Attainment gaps and higher attrition rates for BME students and students with disabilities in UK physiotherapy

Often masked in humour, lack data of LGBTQIA+ students' experience
female students taking action to desexualise their appearance during training

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Conclusions

- Widespread discrimination, harassment and bullying within MT education
- Clear need for further research to focus upon the intersection of the characteristics identified as being linked to these experiences
- There was no existing data in osteopathy

