



'WE CAN ALL LEARN TO MAKE POSITIVE CHANGES TOGETHER'

BADN Presidential column by **Jacqui Elsdon**

Equality, diversity, and inclusion (EDI) ensures fair treatment and exposure to opportunities for all of us in society in an equitable way, despite our differences. As professionals we have been used to hearing the terms *equality and diversity* for many years, however I am often asked about the relevance of the term *inclusion*.

What is equality?

In essence it means fairness to all despite our differences which includes the fact that the availability of opportunities is also accessible to all (despite those differences that exist between us).

What is diversity?

This is where we recognise, respect, and celebrate our differences. A diverse environment allows for an empowered culture of diversity and innovation.

What is inclusion?

This means creating an environment where we all feel valued and welcomed. This is often more difficult to achieve as we all carry a certain degree of unconscious bias through our own lived experiences. By challenging ourselves to become more aware of our unconscious attitudes and to then manage them, we can move towards achieving a more inclusive environment.

At the British Association of Dental Nurses (BADN) we have always encouraged our members to grow professionally and personally through membership activities and information which carries them forwards on their dental nursing journey. One of my aims as President is to enhance BADN membership by adding more of these activities to support professional and

personal growth.

With this in mind, BADN will be launching a series of online EDI courses exclusively to members.

TIDA is a course provider which uses The Inclusive Diversity Approach throughout their education training programmes. By completing a series of online courses, TIDA offer the chance to self-develop and progress towards fairer thought patterns and actions. As a consequence of this training, you will be making positive adjustments to help create a more equal, diverse and inclusive society free from discrimination and racism, which will also be reflected into your working environment.

Currently the suite of courses includes the following topics: Human Rights; Conscious and Unconscious bias; Equality, Diversity and Inclusion; the Importance of Identity and Empowerment and Resilience.

The courses aim to remove the *tick box* and *tokenistic* approach to multiculturalism, diversity and discrimination which results in creating fully inclusive workplaces, classrooms and communities.

Although we all view life using different lenses, holding different views and beliefs, we can all learn to make positive changes together. If you are already a BADN member, log into your member account for the special access link to TIDA for your continued professional development at the special member price of £4.99 (normally £19.99).

If you are not currently a BADN member and wish to join us, then please visit our website www.badn.org.uk and click on the 'Join Now' button. If you have any questions, please contact us at enquiries@badn.org.uk for more information.

CQC REPORT ON DENTAL ACCESS DURING THE PANDEMIC

The Care Quality Commission (CQC) has published the results of its analysis of primary dental care delivery during the COVID-19 pandemic.¹

The CQC analysed information from different sources, including feedback to its Give Feedback on Care service and to Healthwatch, data from the NHS Business Services Authority around NHS dental activity, and input from 102 providers of dental care between January and March 2021.

The key findings of the report were:

- Access to NHS dental care for all has been highlighted as an issue since long before the pandemic
- At the start of the pandemic, routine NHS dental services paused, and then practices introduced enhanced infection prevention and control measures to help prevent the spread of COVID-19
- The pandemic has compounded previous issues about access to dental services, as it has resulted in reduced capacity
- There has been an increase in feedback from the public expressing difficulties in accessing dental care during the pandemic, which can have a strong impact on people's general health and wellbeing
- CQC saw examples of dental providers adapting their practices well to respond to the pandemic
- Although there were some examples of dental services working well with other health and care providers in a community, there were also difficulties that prevented people from receiving a prompt, joined-up experience of care.

Reference

1. Care Quality Commission. COVID-19 Insight 10: Dental access during the pandemic. 19 May 2021. Available at: <https://www.cqc.org.uk/publications/major-reports/covid-19-insight-10-dental-access-during-pandemic> (accessed 28 May 2021).