

**Cymru
Wrth-hiliol**



**An Anti-Racist
Wales**



Llywodraeth Cymru
Welsh Government

Ethnic Minority Women in Welsh Healthcare conference
Inequality In Nursing

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What does it mean?

- ▶ Various inequalities exist in structured social systems.
- ▶ Women, people of color, lower education levels, the poor, and those who face disabilities have often gone voiceless and powerless throughout history, and their struggles persist today.
- ▶ These groups of people are marginalized and face discrimination, prejudices, and sometimes oppression.
- ▶ Nursing, a profession predominantly populated by women, isn't any different.
- ▶ Inequalities come in many forms- Gender, race, disability, sexual orientation etc.

Inequality in Nursing

CNO Leadership Journey

**Chief Nursing Officers
Priorities 2022-2024**

**Diverse Nurse and
Midwifery leadership**

**Welsh Nursing Workforce
Equality ; Diversity and
Inclusion**

Overview of CNO Priorities 2022-2024

**Making the
Professions
Attractive**

**Leading the
Professions**

**Improving the
professional equity of
opportunity for nurses
and midwives of all
ethnicities**

**Improving Health
and Social Care
Outcomes**

Workforce

Trend data from WRES 2021, England

- overall workforce % by ethnicity decreased from 13.4% to 13.0%, and there was also an increase in unknown ethnicity from 9.0% to 10%
- relative likelihood of **white staff being appointed from shortlisting compared to black, Asian and minority ethnic staff** increased from **1.59 to 2.62** (where 1.00 indicates parity)
- relative likelihood of black, **Asian and minority ethnic staff entering the formal disciplinary process compared to white staff** increased from **1.74 to 1.97** (where 1.00 indicates parity)
- relative likelihood of white staff accessing non-mandatory training and CPD compared to black, Asian and minority ethnic staff had moved from 0.99 to 0.96, which means a near equal likelihood for both black, Asian and minority ethnic and white staff (a value of 1.00 indicates parity)

Wales data

HEIW's NHS Wales Workforce Trends

- ▶ ethno-demography of Wales ~95% identify as white
- ▶ Ethnic categories are based on the definitions specified in the NHS Data Dictionary[1]
- ▶ 82% of staff state they are of a White ethnic background. The next highest category is **Asian or Asian British ethnicity which is 4%** of the workforce.
- ▶ **8% Nurses and midwives** report their ethnicity as black, Asian or minority ethnic. 4% Asian/Asian British, 2 % other ethnic groups, 1% black African, Caribbean or black British. 1% mixed multiple ethnic groups.
- ▶ The **Medical and Dental staff group has the highest percentage of ethnic diversity** with ethnic groups of Asian or Asian British / Black or Black British / Mixed or Other Ethnic Groups making **up 27% of** the staff group.
- ▶ Administration and Clerical has the **lowest percentage of ethnic groups Asian/Asian British**, other Ethnic Groups, Black or Black British / Mixed/Multiple Ethnic Groups with **2%**.

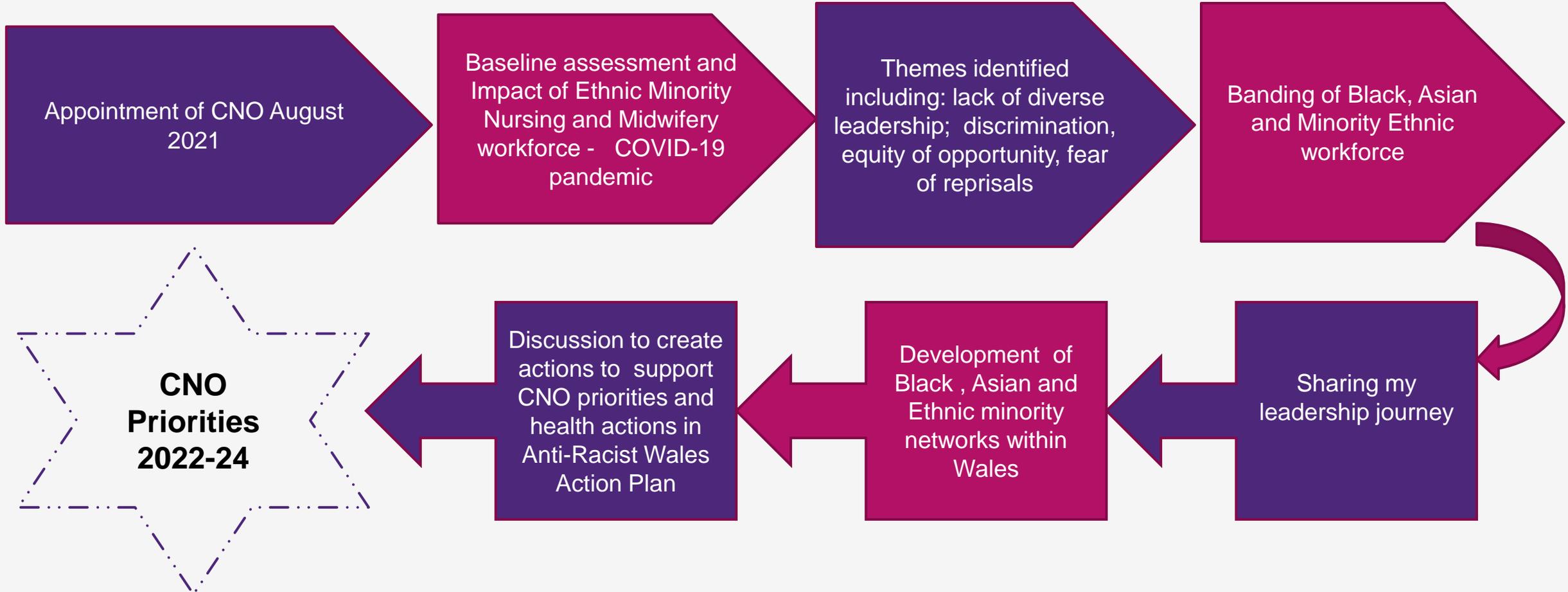
What does this tell us?

- ▶ Black and ethnic minority staff **appear well represented** in the Welsh workforce in general as compared to England WRES.
- ▶ However anecdotal data suggests they are **wholly under-represented** at band 8 and above
- ▶ WG have completed scoping phase for a Welsh Workforce Race Equality Standard (WRES)
- ▶ This will provide an evidence base to make and measure targeted structural change.
- ▶ Currently in process of confirming a lead for the implementation of the recommendations.
- ▶ On target to meet our September 2023 implementation goal.

Nursing & Midwifery Council data

- ▶ West et al study 2017, progress and outcomes of Black and Minority Ethnic (BME) nurses and midwives through the Fitness to Practise (FtP) process of the Nursing and Midwifery Council
- ▶ (NMC) has shown that **ethnicity is related to the risk of referral** to the NMC.
- ▶ **Black nurses and midwives as well as those of Unknown ethnicity** are disproportionately represented in the population of referrals to the NMC.
- ▶ Having qualified in **Africa**, as opposed to other continents, is also a risk factor for referral.
- ▶ It is important to note however, that ethnicity is known for only 60% of referrals.

Journey 2021 to date



Chief Nursing Officer Priorities – What have we done Year 1 ?

All Wales network for ethnic minority nurses and midwives with clear links through to CNO

Development of Talent Management Programmes aimed at aspiring ethnic minority nurse leaders and midwives to grow into senior or executive NHS leadership positions

CNO funded 3 x Senior Registered Nurses from NHS Wales /WG to commence on NHS England/Improvement “Cohort 2 - Getting to Equity Sponsorship programme” which is aimed at chief nurses; directors of nursing; deputies and their equivalents to become sponsors for aspiring nurses and midwives from an ethnic minority background to address inequity in the nursing and midwifery workforce

CNO sponsoring and working with THET (the Tropical Health & Education Trust) on the recruitment of Senior Nurse post which recognises the contribution made by NHS diaspora staff to global health

Chief Nursing Officer Priorities – What have we planned Year 2 ?

Improvements in data quality to capture diversity metrics in Wales with implementation of WRES

Further bespoke Talent management Programmes for ethnic minority nurse leaders and midwives to grow into senior or executive NHS leadership positions

Maternity and Neonatal safety Programme, supporting improvements in maternity outcomes; access and attitudes for ethnic minority communities. The plan will also address diversification of midwifery workforce at every level

Realising the leadership benefits of THET (the Tropical Health & Education Trust) on the recruitment of Senior Nurse; the outputs of bespoke Talent Management programmes ; Sponsorship and mentorship. Also, to review the outcomes of the Maternity and Neonatal Safety programme

Summary

- ▶ Welsh Government Anti-Racist Wales Action Plan is the vehicle through which delivery of change is expected.
- ▶ CNO Priorities on Professional equity
- ▶ Data transparency through WRES and then collective action at every Health board to be accountable.
- ▶ Part of HIW inspectorate reviews for the future?
- ▶ Metrics development.

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Questions

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