



**NORTHERN IRELAND PRACTICE & EDUCATION COUNCIL
FOR NURSING & MIDWIFERY**

**Access to Education
for the Global Majority (Ethnically Diverse)
Nursing, Midwifery, Allied Health Professionals &
Support Staff**

ONLINE SURVEY REPORT

March 2023

1.0 INTRODUCTION

The Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) is responsible for monitoring and reviewing the access to education for the Black and Minority Ethnic (BAME) workforce who are nurses, midwives, AHPs and their support staff in Health and Social Care (HSC) Trusts. This is the second survey NIPEC has completed in the year 2022 – 2023 and this will enable NIPEC to review if any progress has been made since the baseline review in June 2022.

In December 2022 the Chief Nursing Officer (CNO) also requested NIPEC to set up a regional collaborative to support the progression of “equal access to education and leadership opportunities for all”. NIPEC will host a stakeholder engagement workshop at the end of March 2023 to take this work forward.

2.0 BAME NURSING, MIDWIFERY, AHP & SUPPORT STAFF ACCESS TO EDUCATION - MONITORING & REVIEW

NIPEC revised the questions from the June 2022 online survey to include, Midwives and the support staff for nurses, midwives and AHPs as per the recommendations in the Survey Report agreed by the Chief Nursing Officer and Executive Directors of Nursing. Prior to sending out the survey each of the Trusts were offered a meeting with the NIPEC Senior Professional Officer Lead and the DoH Professional NMAHP Lead for this work. Meetings were held with Workforce Leads from three of the Trusts which enabled them to discuss the information being sought in the survey and how best to collect it. This proved very beneficial as it helped Trusts describe what they were already doing and explain a suggested change in the nomenclature from BAME to Ethnic Diversity or other suitable alternative. In addition, one of the Trusts brought their AHP and Human Resources Leads for Ethnic Diversity to the meeting.

The web-link to the survey questions (Appendix 1) was emailed to:

- the five HSC Trust Executive Directors of Nursing for sharing with their Nursing, Midwifery and AHP Leads: and

- the Heads of School of the three Higher Education Institutions (HEIs).

The survey was issued on 12 December 2022 with a closing date of 16 January 2023. All organisations responded to the survey, see Figure 1.

3.0 RESULTS OF ONLINE SURVEY

Overall the survey findings show some improvement in promoting access to education for ethnically diverse Nursing, Midwifery and AHP colleagues see Figures 1 and 2. However, it is clear that there remains further work to be done to ensure that the improvement is consistent across all the organisations surveyed.

Figure 1. HSC Trusts’ compliance against recommendations in the June and December 2022 surveys.

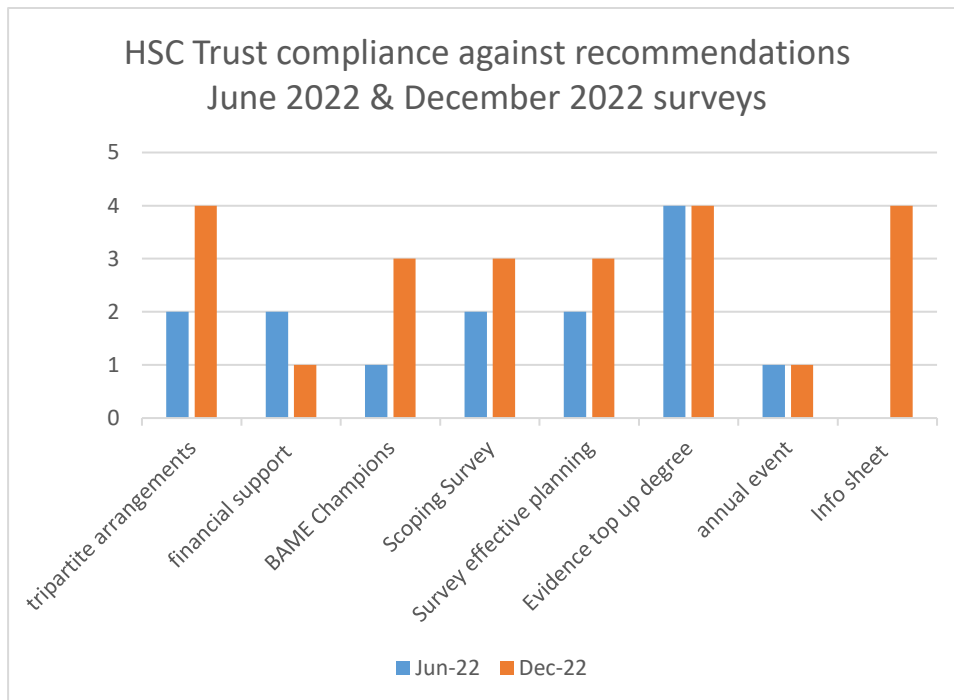
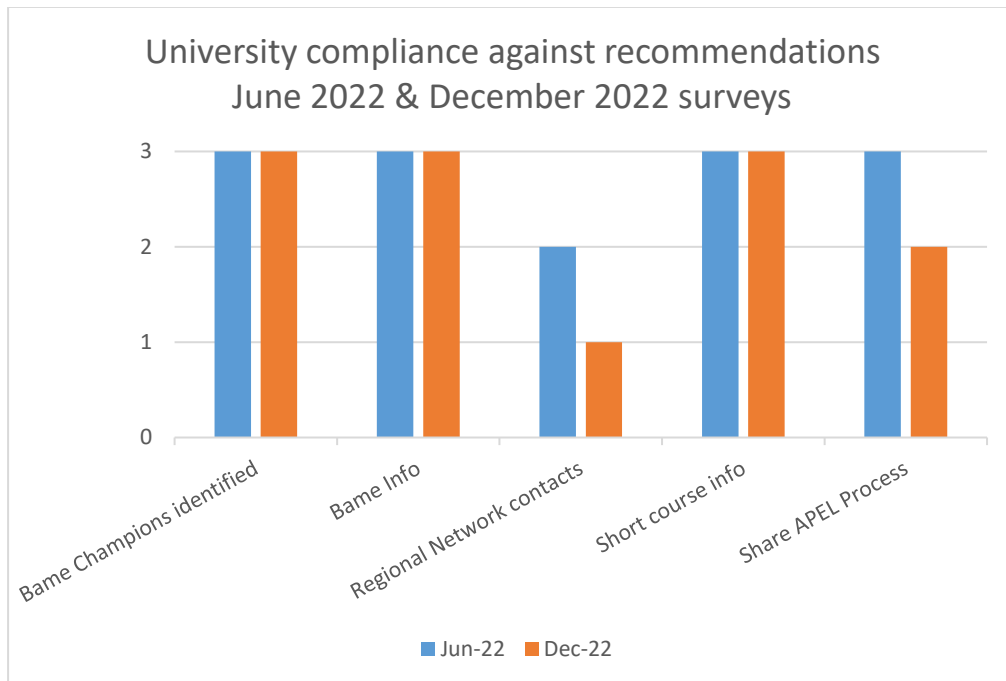


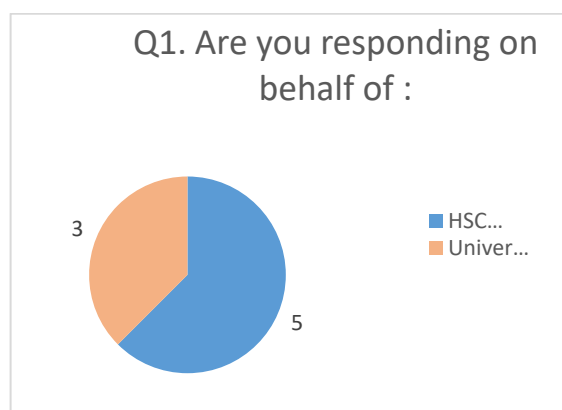
Figure 2. Universities' compliance against recommendations in the June and December 2022 surveys.



A summary table of the overall findings of the survey, with a comparison to the results of the June 2022 survey is provided in Appendix 2.

The results from the individual survey questions are presented below.

Figure 3. Organisations responded to the Survey.

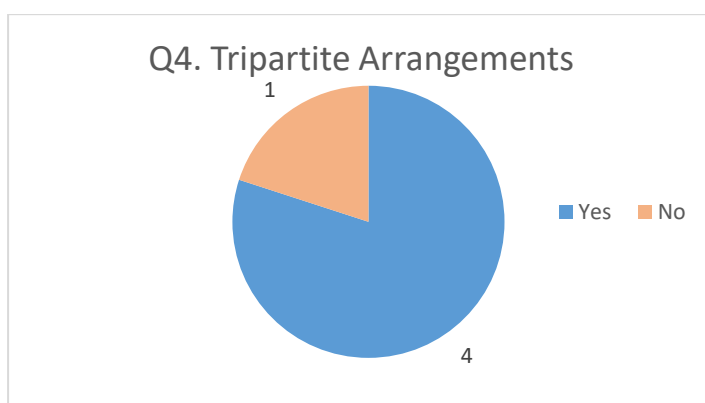


All organisations completed the survey and confirmed they were responding on behalf of nursing, midwifery and AHPs.

3.1 Trust Responses

Q4. Have tripartite arrangements been established with HEIs, Trusts and Nursing, Midwifery and AHP BAME colleagues, linking across workforce, education and Human Resource departments?

Figure 4. Tripartite arrangements established.



Since the previous survey an additional two Trusts have now got tripartite arrangements in place, which leaves one Trust outstanding see Figure 4.

Of the four Trusts that reported that they have tripartite arrangements in place, each described different ways in which they achieved this. One stated that they created a Trust Ethnic Diversity (BAME) Task Group with one of the sub streams led by the Practice Education Facilitator (PEF) who was responsible for reviewing the educational access for BAME colleagues. The PEF also provided signposting and a support role linking to AEIs and HR. The Task Group has also worked with colleagues through the HSC Leadership Centre to develop a regional leadership development programme for ethnic minority colleagues. Five Trust staff (mainly nursing) are currently participating in this programme which commenced in October 2022.

Regular contact is made with the universities during the commissioning cycles to determine suitability of courses. A new process has been developed to address any queries re criteria and suitability earlier in the commissioning cycle.

Another Trust described that they have a range of established internal/external meetings and processes which include representation from

education, workforce and HR as the meeting agenda dictates, for example, HEI partnership meetings, an Education Commissioning meeting, Ethnic Minority Staff Network, International Nurse Welcome Event.

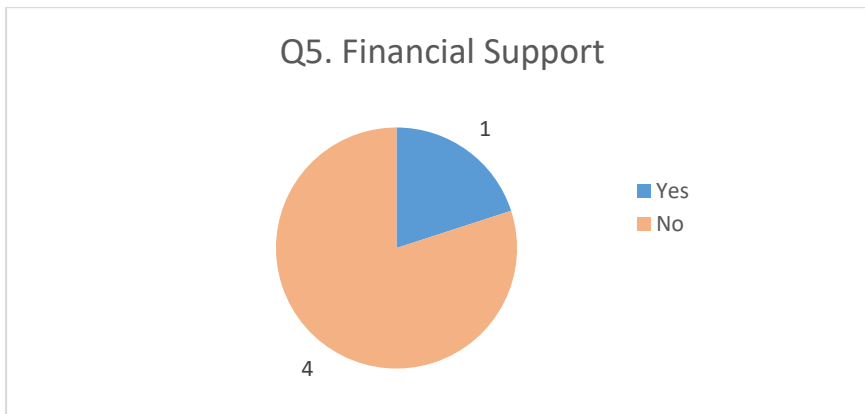
Another Trust stated that it had some links for professional groups within for example the International Nurse Recruitment Framework and the Medical International Recruitment model. They also noted leadership and development opportunities for BAME colleagues including a programme commissioned by DoH to facilitate nursing staff to gain additional CAT points in order to progress academically in post registration courses. It concluded that they recognised that further focused work is required to embed processes and linkage across all staff groups.

Three of the Trusts also identified they have established staff Groups such as: Ethnic Minority Staff Network; Ethnic Diversity Staff Group; and Ethnically Diverse Staff Network. The Ethnically Diverse Network is actually open to all staff groups.

Q5. It is Trust policy to provide financial support to BAME colleagues to attain the statement of comparability from UK ENIC.

Although in the June survey two Trusts stated it was their Trust policy to provide financial support for ethnically diverse colleagues, only one Trust confirmed this was their policy in the December survey, see Figure 5. This Trust commented that staff being considered for a commissioned programme to include those from the BAME community have access via the relevant HEIs to the UK National Information Centre for the recognition and evaluation of international qualifications and skills (ENIC UK) which supplies a 'Statement of Comparability' in relation to qualification CAT points; HEI's pay for this access. If there is any ambiguity around the applicant's educational certificates then the AEI's will advise the applicant to apply directly to ENIC; this is funded by the applicant. The Trust confirmed that their 'Management of Nursing and Midwifery Post-registration Education Commissioning policy' is kept under review.

Figure 5. Trust Policy to Provide Financial support.

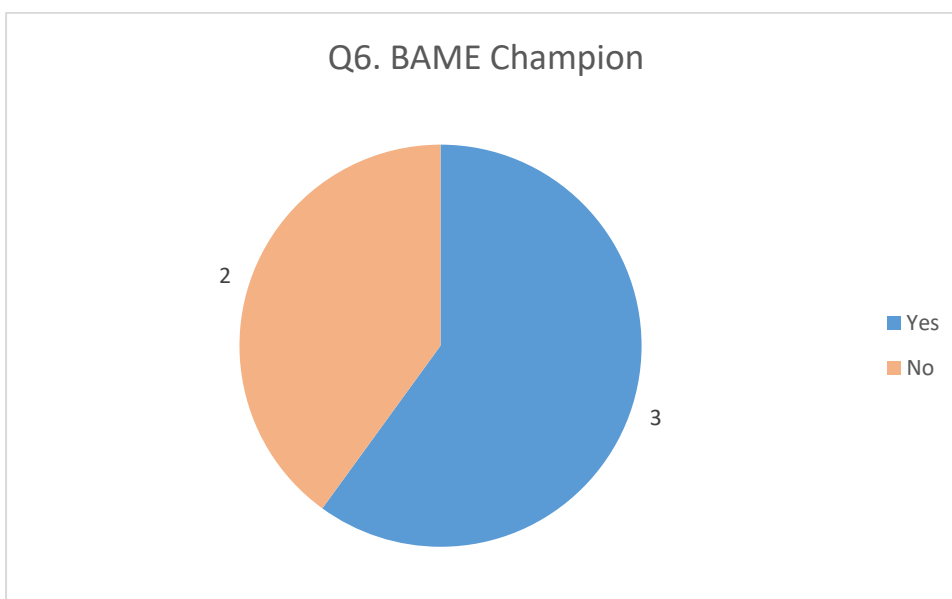


The four Trusts that confirmed they do not have this as part of their Trust policy had similar responses. Three Trusts explained that HEIs complete the comparability check, free of charge, as part of the enrolment process. One Trust commented that they do signpost nursing staff to seek comparability from UK ENIC when they attend the Professional Nursing Induction or the International Nurse Recruitment induction or through Trust training need analysis/appraisal process.

Q6. Trusts have appointed a BAME Champion to link with ECG contacts

The number of Trusts that have appointed a BAME Champion, who had links with Education Commissioning Group (ECG) contacts, has increased by two, from one to three (see Figure 6).

Figure 6. Trusts have appointed a BAME Champion.



Of the three Trusts that have appointed BAME Champions – one Trust reported that the title 'BAME Champion' is under review within the Trust. In addition, they have the following to support all staff not only BAME colleagues: Human Resources (HR) Manager, Inclusion team, and Resourcing Team. In this Trust a member of the Practice Education Nursing team attends the Ethnic Minority Staff Network and acts as a source of information and conduit between BAME colleagues, the education team and ECG.

The other two Trusts have either the Practice Education Co-ordinator or Practice Education Facilitator acting as the BAME Champion. One of these Trusts also confirmed that the model was not developed for AHPs yet.

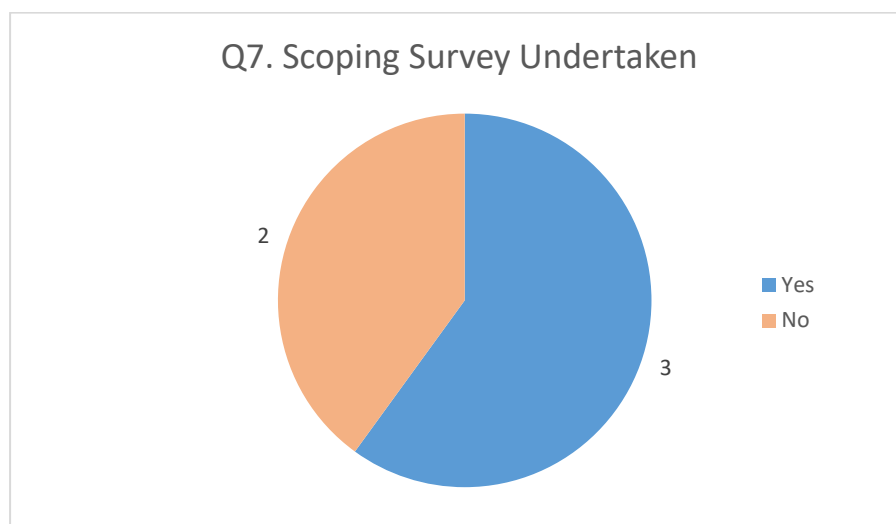
In relation to the two Trusts that do not have a BAME Champion appointed one Trust explained that Champions in each of the directorates are responsible for ECG requests including those from International staff. The Professional Heads of Service and the ECG contacts for AHP staff. In the second Trust without a BAME Champion the Head of Nursing, Midwifery Workforce and Education represents the learning needs of BAME Nurses and midwives. The AHP lead represents the learning needs of their BAME staff.

Q7. Scoping survey has been undertaken regarding the educational needs of the international nursing, midwifery & AHP staff (registrants & support staff) employed in your HSC Trust.

In the December 2022 survey the number of Trusts which have completed the educational needs survey has increased from two to three (see Figure 7). The Trusts confirmed that as part of their training needs analysis, appraisal, personal development and commissioning process all NMC registrants and AHP's including support staff are scoped for their educational needs. One of the Trusts stated that there is a new a process for discussion of eligibility of entry criteria with the HEI at an earlier point for this group of staff. This also includes other groups of staff who have difficulty accessing education such as nurses who graduated pre-2000 and also some specific cohorts of staff who are in a smaller field of practice - such as Registered Nurses Learning Disabilities. Another Trust clarified that Managers of Nurse and Midwife or

AHP teams/departments are expected to undertake a 'learning needs analysis' in relation to ECG commissioning in line with staff and service development. This should include learning needs identified via staff appraisals, supervision, revalidation, Serious Adverse Incidents and Governance Alerts etc.

Figure 7. Trusts have undertaken Scoping Survey



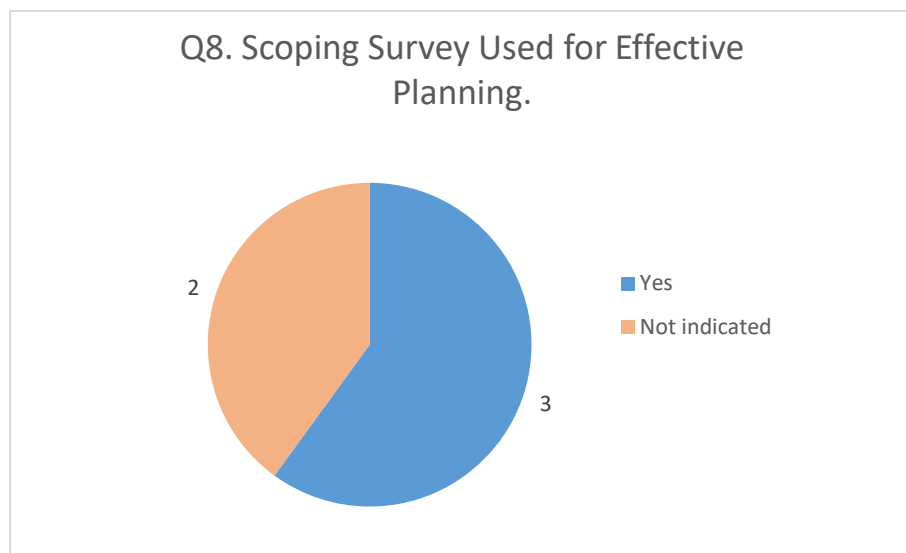
One of the Trusts that replied No to this question stated that, there isn't a routine scoping of the educational needs of international nurses, midwives and AHPs. Their educational needs are reviewed when the staff member applies for a commissioned education programme. They also suggested that although this information can be recorded on HRPTS the fact that it can only be inputted manually, acts as a barrier to it being completed.

Q8. The information gathered in the scoping survey is used to enable more effective planning to meet the needs of the international nursing, midwifery & AHP registrants & related support staff and signpost them accordingly.

Since the June 2022 survey another Trust along with the two Trusts from the June 2022 survey confirmed they did use the information retrieved from the scoping survey to effectively plan to meet the needs of the international

registrants and signpost them accordingly (Figure 8). Only the Trusts that had replied yes to Q7 were offered the opportunity to answer this question.

Figure 8. Scoping Information used for Effective Planning.



One of the Trusts confirmed they have developed a fact sheet to support the signposting of international nursing and midwifery staff who do not have relevant qualifications and need support to increase university credits. They have stated this can be developed further and shared with their AHP colleagues.

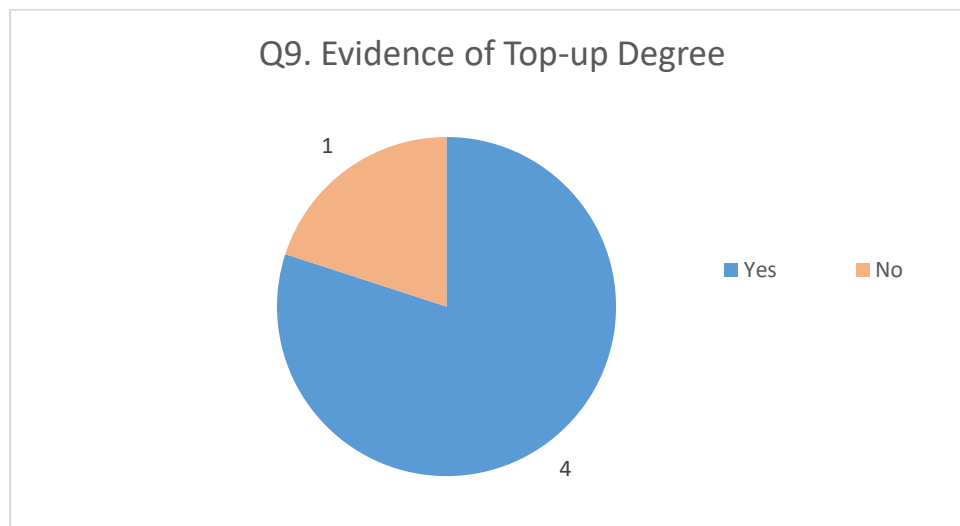
Another Trust stated that "Information gathered during the scoping exercise is used as part of staff development plans". This helps international staff to access courses via ECG/Clinical Education Centre (CEC), ensuring mandatory training is completed. This Trust also included the opportunity to sign post staff to e-learning, special interest groups and in-service training.

Q9. Evidence of need to commission a top up degree & Evidence of need for undergraduate commissioned modules

Four of the Trusts identified they had evidence of the need to commission a top-up degree and the need for undergraduate commissioned modules (Figure 9). This was the same number as in the June 2022 survey responses

although one of the Trusts that replied yes in June replied no in the December return and another Trust replied conversely.

Figure 9. Evidence of Need to Commission Top Up Degree & undergraduate modules.



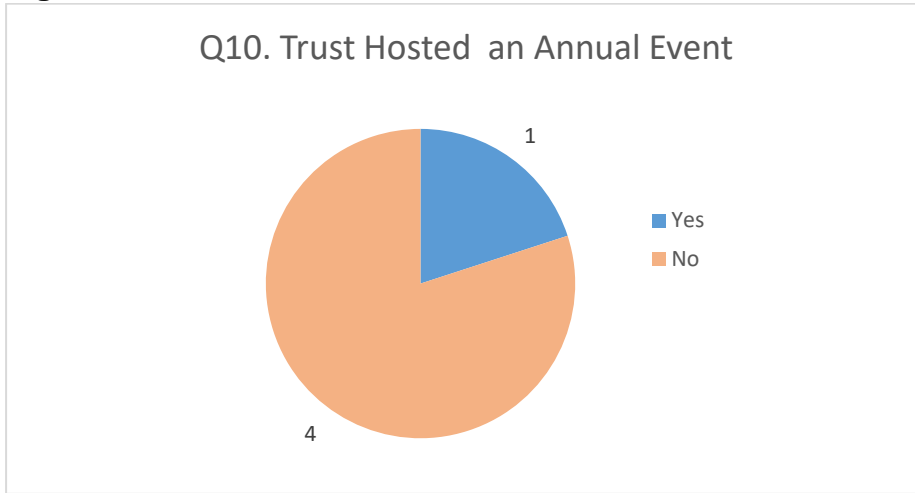
One of the Trusts stated that there was also evidence of the need for commissioned top-up degrees for those who qualified before 2000 and also registrants in small fields of practice such as Learning Disabilities.

One of the Trusts also acknowledged that staff who do not have enough credit points at Diploma level including those from BAME communities have access to the preparation for degree programme thus enabling them to access post registration education. In addition, staff who have the relevant credit points at Diploma level can also access post registration programmes directly. The Trust also has an online platform for staff to provide easy access to the commissioning plan, CEC website, HEI's prospectus and NIPEC Microsites (supporting staff and service development).

Q10. Hosted an Annual Event

Only one Trust confirmed they held an annual event to provide information for BAME colleagues see Figure 10.

Figure 10. Trusts have hosted an Annual Event.



The same Trust had confirmed they had planned an annual event in the June 2022 survey. The Trust stated they had planned an online event for December 2022 and January 2023 to discuss support mechanisms and signposting. The event was planned with the Trust education lead, the international nurse facilitators, and staff within the BAME group. Although it was advertised through the Trust divisions there were no attendees at the December event. An evaluation will be completed following the January 2023 event.

One of the Trust’s highlighted their plan to host a celebratory” BAME staff event” in 2023-2024 to welcome the International Staff who have come to work there. They plan to have sessions highlighting education and career pathways at the event.

Another Trust explained that although they hadn’t held an event, information is disseminated to international nurse recruits via the International Nurse Workforce Team and at the Ethnic Minority Staff Network. The Trust hosts an International Nurse Welcome Event with representation from the Trust education team. The HSC Trust education team also participate in Nursing Recruitment days to provide information on education and career development. Each Trust Division has an aligned practice education

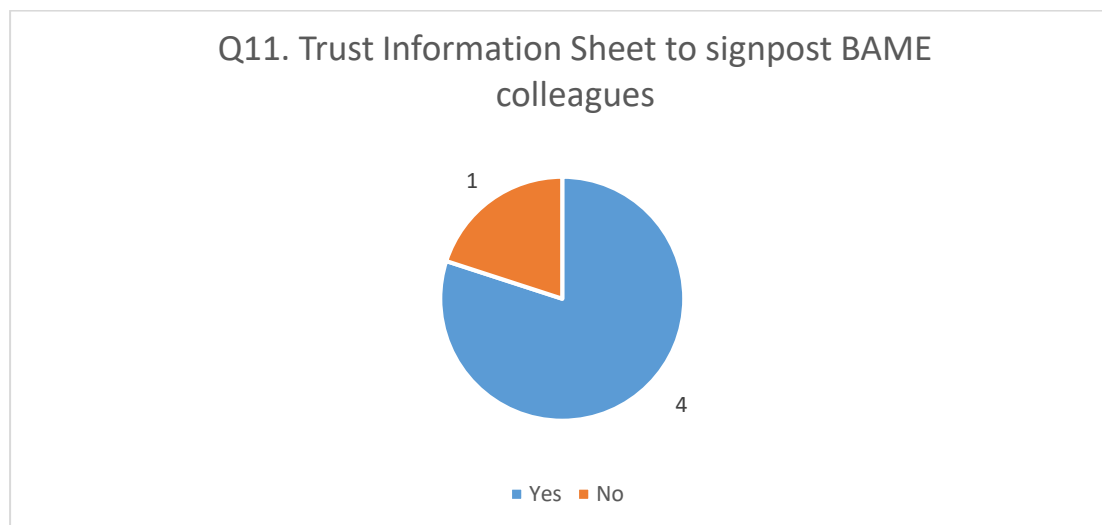
facilitator, nurse development leads and clinical educators to “provide information and support to BAME colleagues”.

One of the Trusts stated that it has not hosted an annual event like this for BAME colleagues however neither has it provided one for other staff. It confirmed that the learning needs of all nurses, midwives and AHPs are addressed through annual appraisal. Another Trust stated that there are ongoing meetings with the Practice Education Co-ordinator and operational leads to provide information to all staff.

Q11. Trust Information sheet to signpost BAME colleagues

In the June 2022 survey none of the Trusts indicated they had an information sheet to signpost BAME colleagues although there were Trust wide processes for all staff. In the December survey four of the Trusts confirmed they had an information sheet for signposting BAME colleagues (see Figure 11).

Figure 11. Trust Information Sheet to Signpost BAME Colleagues



One Trust has an internal webpage which comprises a dedicated HR site providing information to BAME colleagues. Work is underway to link education and HR website pages to further facilitate access to nursing education.

In another Trust the Education Lead has developed an initial signposting factsheet for education queries and development for staff within the Trust who need extra advice, including BAME colleagues.

A third Trust shares Information with international staff as part of their induction onto their professional pathway, including information on career pathways and NIPEC career pathways for Nurses. Resources such as Page Tiger documents have also been developed. They stated that “further work is required to embed and streamline processes and information across professional groups”.

Another Trust has resources on PDP and Appraisal processes available to all staff through the Trust Intranet via the HR Hub.

The Trust that stated it doesn't have a Trust information sheet to signpost BAME staff confirmed they do have drop-in clinics run by the central nursing teams which are open to all staff.

Additional Comments by Trusts

Two Trusts stated that in discussion with BAME colleagues the term "BAME" is not one that they identify with. The Trust requested that going forward the BAME acronym would be replaced with the term Ethnic Minority or another alternative that is acceptable to these staff members. One of the other Trusts HR teams also suggested an alternative term for BAME: Ethnic Diversity.

One Trust also suggested that elements of this work in relation to commissioning of top up degrees is also relevant to other groups of staff in smaller fields of practice and also staff members who did not qualify with a nursing degree.

A further Trust stated that they host a multicultural forum that meets regularly and topics are specifically chosen to support BAME colleagues.

Another Trust commented that although there has been substantial work to date especially around the International Nurse Framework they acknowledge that further work is required to develop opportunities and embed processes for all BAME staff.

One other Trust welcomed a regional approach to develop solutions in response to the challenges highlighted in the survey. They also confirmed that

processes are in place to facilitate access to education for BAME colleagues although these can be improved on. As a result of completing the survey they recognised that a number of the recommendations are also not routinely in place for non-BAME nursing, midwifery or AHP staff.

HEI Responses

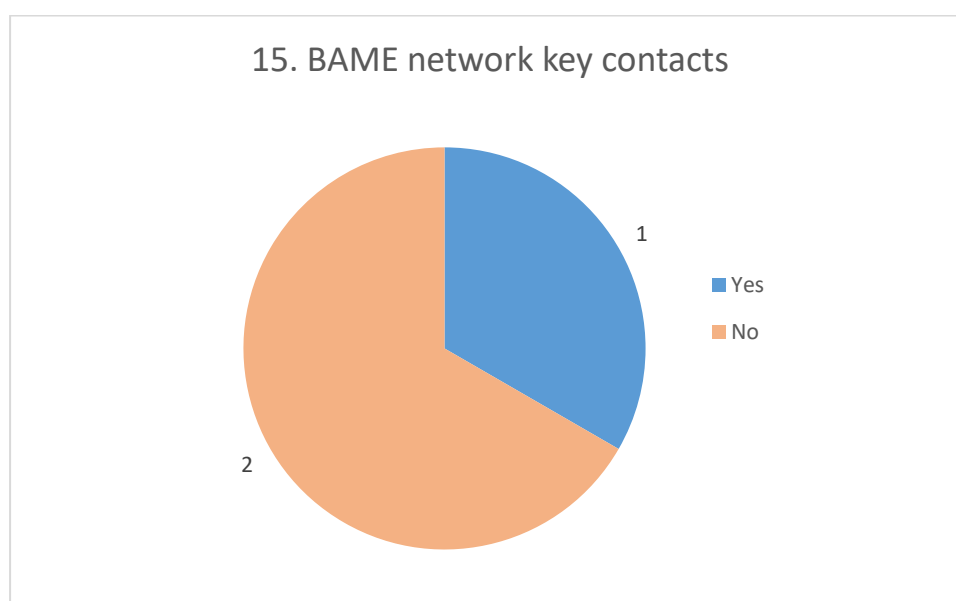
Q 13. BAME Champions have been identified in your organisation & Q14. The BAME Champions have been provided information for BAME colleagues to ensure opportunities for access to post registration education

All HEIs confirmed they have BAME Champions identified and they all have provided BAME colleagues with information to ensure opportunities for access to post registration education.

Q 15. The HEI has established a regional BAME informal network of key contacts to help inform career planning and educational development.

Although in June 2022 two of the HEIs had established a regional BAME informal network of key contacts to help inform career planning and educational development. Only one of the HEIs has replied yes to this in the December survey (see Figure 12).

Figure 12. HEI Has a Regional BAME Informal Network.



The three HEIs continue to provide information regarding short courses and available modules for BAME colleagues in a consultancy/supportive process.

In the June survey the three HEIs had a process to share information on the APEL process with Trusts for all Overseas Nurses and AHPs. However, in response to the December survey one of the HEIs stated it did not have a process to share this information.

Additional comments by HEIs

One of the Universities confirmed it had established a BAME network as part of the Equality Diversity and Inclusion (EDI) Steering Group. The School has representation on the HEI network and this ensures that they have a responsive approach to BAME EDI issues. They also stated that they have attended a regional group on behalf of CNO to look at BAME access and this work has concluded and we are keen to be part of any work going forward.

Another HEI confirmed that APEL is being addressed in line with widening the curriculum offer at post registration for Nurses. At present the HEI does not provide specific under-graduate or post-graduate education for AHPs, but this is under review.

4.0 CONCLUSIONS and RECOMMENDATIONS

From the information collected in the survey it is clear that a lot of work has commenced in relation to facilitating access for nurses and midwives who are ethnically diverse, however there remains much to be taken forward for AHPs across the Trusts. NIPEC believes that the establishment of the regional collaborative will enable sharing of good practice, systems and processes and will help generate ideas to reduce challenges/barriers. Through the regional collaborative it is hoped to widen the good practice in HSC Trusts and HEIs and also to open this out to employers of ethnically diverse nurses in the Independent Sector.

Suggested actions are detailed in the recommendations below in order to progress this work further.

Recommendations

1. Following NIPEC stakeholder engagement event establish regional collaborative for the global majority (ethnically diverse) workforce.
2. Through the regional collaborative share good practice processes and systems across employers for all international employees.
3. Engage with Trust Chief Information Nursing and Midwifery Officers and Chief Information AHP Officers, to ensure essential digital updates to HR systems to include capture of data related to qualifications, ethnic diversity and need for top up degrees.
4. As Northern Ireland Ambulance Service (NIAS) is also an HSC Trust and paramedics are included in the AHP family it is proposed to invite NIAS to participate in NIPEC's monitoring and review process. NIAS will also be invited to take part in the stakeholder engagement event for the regional collaborative.

SURVEY

Dear Colleagues,

On behalf of the Chief Nursing Officer, the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) is responsible for this follow-up six-month monitoring and reviewing of the access to education for the Black Asian and Minority Ethnic (BAME) Nursing, Midwifery and Allied Health Professions workforce including support workers in Health and Social Care (HSC) Trusts. The survey questions are derived from the recommendations in the June 2022 online survey report. These questions will be sent to the Heads of School of the Approved Education Institutions (AEIs) HSC and Executive Directors of Nursing and the:

- Nursing Workforce Leads;
- Heads of Midwifery;
- AHP Leads.

The survey should take no more than 10 minutes to complete.

This survey will close at 5pm on **Thursday 16 January 2023**. NIPEC will submit a report of the results of the survey to the Chief Nursing Officer.

Thank you for taking time to complete the survey.

Linda Kelly
Chief Executive
NIPEC

Please click on the response most appropriate for your answer

1. Are you responding on behalf of

	Yes	No
a HSC Trust?	<input type="checkbox"/>	<input type="checkbox"/>
a University (AEI)?	<input type="checkbox"/>	<input type="checkbox"/>

If you are responding on behalf of a Trust please go to Q2.

If you are responding on behalf of an AEI please go to Q12 .

Please tick one

2. Which HSC Trust are you responding on behalf of?

Belfast HSC Trust	<input type="checkbox"/>
Northern HSC Trust	<input type="checkbox"/>
South Eastern HSC Trust	<input type="checkbox"/>
Southern HSC Trust	<input type="checkbox"/>
Western HSC Trust	<input type="checkbox"/>

Please tick all that apply

3. Are you responding for
- Nursing
- Midwifery
- AHPs

Please tick Yes No

4. Have tripartite arrangements been established
with HEIs, Trusts
and Nursing , Midwifery & AHP BAME colleagues, linking across workforce,
education and Human Resource departments? Please tick
5. Is it your HSC Trust policy to provide financial support to BAME colleagues to attain the
statement of comparability from UK ENIC? Please tick
- Yes
- No
6. In your HSC Trust have you appointed a BAME Champion to link with ECG contacts?
Please tick
- Yes
- No
7. Has your HSC Trust undertaken a scoping survey of the educational needs of the
international nursing, midwifery & AHP staff (registrants & support staff) employed in your
HSC Trust? Please tick
- Yes
- No go to Q 8

If you answered yes to Q 7

8. Did you use the information gathered in the scoping survey to enable more effective
planning to meet the needs of the international nursing, midwifery & AHP registrants &
related support staff and signpost them accordingly? Please tick
- Yes
- No

If yes

Please tick Yes No

9. Was there evidence of the need for
- commissioning of a top up degree?
 - commissioned modules at undergraduate level with
educational coherency, linking back to career planning.

10. Has your HSC Trust hosted an annual event to provide information to BAME colleagues
on the Education Commissioning Group processes/Career Pathways, access and
development opportunities? Please tick
- Yes
- No

11. Has your HSC Trust an Information Sheet to signpost BAME colleagues to areas that may assist with issues such as: Personal Development Planning and appraisal processes; NIPEC information on career planning and frameworks? Please tick

Yes

No

End of the survey for HSC Trust staff – go to Q. 18 comment box

Please tick one

12. Which AEI are you responding on behalf of?

Open University

Queen's University Belfast

Ulster University

Please tick

13. Have BAME Champions been identified in your organisation?

Yes

No

If you answered yes go to Q14

If you answered no go to Q15

14. Have the BAME Champions, in your organisation, provided information for BAME colleagues to ensure opportunities for access to post registration education? Please tick

Yes

No

Please tick

No

Yes

15. Has a regional BAME informal network of key contacts to help

inform career planning and educational development been established?

16. Has your AEI provided information regarding short courses and available modules for BAME colleagues in a consultancy/supportive process? Please tick

Yes

No

17. Has your AEI a process to share information on the APEL process with Trusts for all Overseas Nurses, Midwives, AHPs ? Please tick

Yes

No

18. Any comments you wish to add please enter in the comment box below

Thank you for taking the time to complete this survey.

Table 1. HSC Trusts Responses (anonymised)

HSC Trust	Tripartite Arrangements		Financial Support		BAME Champion		Scoping Survey undertaken		Scoping Survey effective planning?		Evidence top up degree		Trust hosted annual event?		Trust Info sheet to signpost BAME colleagues?	
	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22
HSC Trust 1	No	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No	No	Yes
HSC Trust 2	No	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
HSC Trust 3	No	No	Yes	Yes	No	Yes	No	Yes		Yes	Yes	Yes	No	No	No	No
HSC Trust 4	Yes	Yes	Yes	No	No	No	No	No			Yes	No	No	No	No	Yes
HSC Trust 5	Yes	Yes	No	No	No	No	No	No			Yes	Yes	No	No	No	Yes

Table 2. HEI Responses (anonymised)

HEI	BAME Champions Identified		BAME Champions provided info		BAME Regional Network key contacts		Short Course Info for BAME		Share APEL Process info	
	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22	June 22	Dec 22
University 1	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No
University 2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
University 3	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes