

# **Report**

# **Survey Results for the Global Majority of Ethnically Diverse Workforce of Nurses, Midwives, AHPs and their Support Staff**

Enhancing Access to Educational and Leadership  
Opportunities

March 2025

# The Staff Survey

23 October 2024 - 22 January 2025

## NIPEC Staff Survey for the Global Majority Workforce in NI

*Enhancing Access to Education &  
Leadership Opportunities*

Be the Voice!  
Have your Say!



<https://forms.office.com/e/9qKcTzgbCZ>

### Open to:

- Nurses
- Midwives
- Allied Health Professionals
- Support Workers

Working in HSC Trusts  
including NIAS & Nursing Homes



23 Oct 2024  
to  
22 Jan 2025



**NIPEC**  
Northern Ireland Practice  
& Education Council  
<https://nipec.hscni.net>



# Promotion of the Survey

During the promotional period of the Survey, NIPEC had 6 Professional Diversity Officers within its Organisational structure 1 per HSC Trust (excluding NIAS) and 1 for the Independent Sector.

These colleagues promoted the Survey via:

- HSC Trust Communications: Screen savers on computers; email notifications via the Global Circulation List; Social Media Platforms (Facebook, X)
- Promotional Stands: Various Trust sites; Trust Careers Events and at external Multicultural Events
- Formal meetings with Senior Leads
- Walk about in wards and community settings

The Survey was also promoted through NIPEC's website and social media platforms and via NIPEC's Ethnic Diversity Project Board Members established networks.

Many attempts were made to clarify the number of ethnically diverse staff in NIAS - unfortunately this information could not be verified.

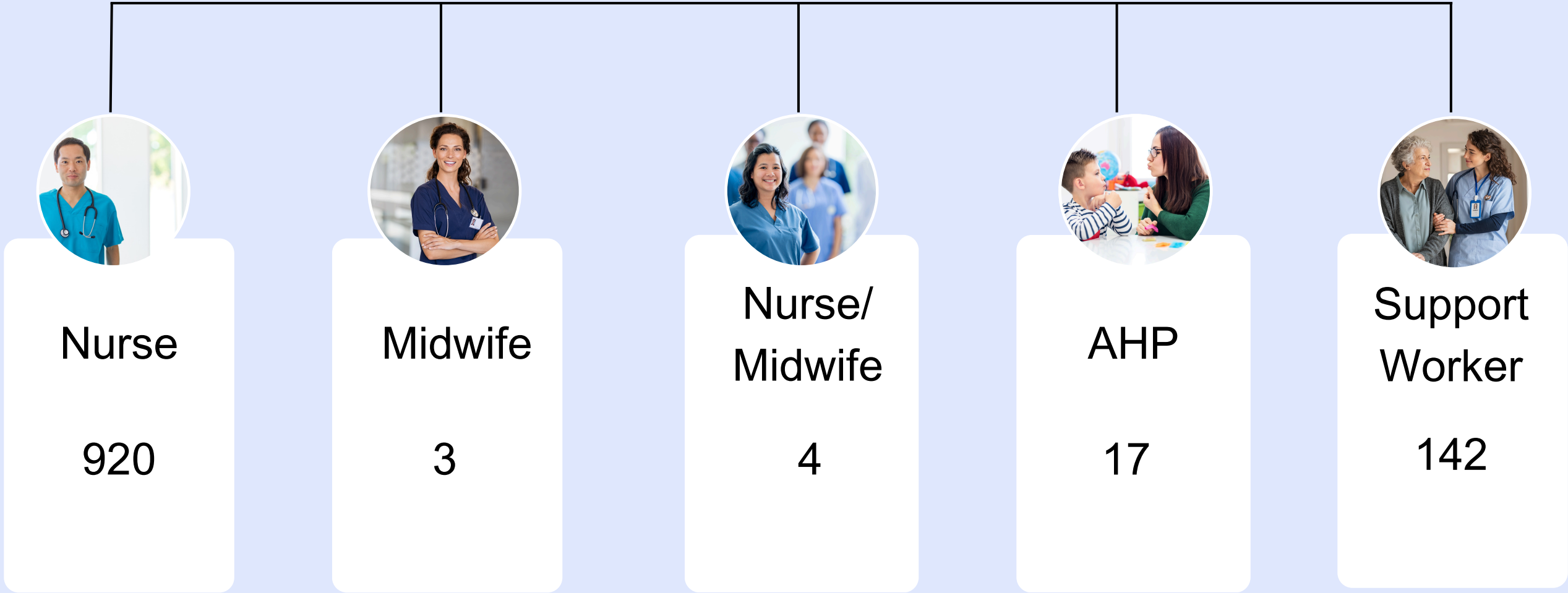


## A collage of various business charts and graphs. In the center, a magnifying glass focuses on a bar chart with values 2,766, 4,000, 3,500, 3,000, 2,500, and 2,000. To the left, a bar chart shows values 1,578, 1,223, 987, 2,258, 2,693, 2,815, 3,269, 3,872, 4,521, 4,836, 5,483, and 6,579. Below it, a line graph shows values 1,125, 1,949, 2,241, 2,815, 3,269, 3,872, 4,521, 4,836, 5,483, and 6,579. To the right, a horizontal bar chart shows percentages: 35%, 22%, 33%, 24%, 33%, 26%, 36%, 23%, 37%, 13%, 36%, 11%, 7%, and 3%. Above it, a line graph shows values 1,125, 1,949, 2,241, 2,815, 3,269, 3,872, 4,521, 4,836, 5,483, and 6,579. In the top right, a bar chart shows values 1, 2, 3, 4, 5, and 6. Below it, a line graph shows values 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, and 12. In the bottom right, a bar chart shows values 1, 2, 3, 4, 5, and 6. Below it, a line graph shows values 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, and 12. The entire image is a collage of various business charts and graphs, including bar charts, line graphs, and a magnifying glass focusing on a specific data point.



**1086**  
Responses from  
the Global  
Majority

**236**  
Responses from  
those who are  
Ethnically White



## Organisational Breakdown

BHSCT	273
NHSCT	150
SEHSCT	175
SHSCT	120
WHSCT	231
Nursing Home/Independent Sector	121
Prefer Not to Say	16

## Banding Profile

Band 2	71
Band 3	58
Band 4	4
Band 5	747
Band 6	135
Band 7	45
Band 8	11
Prefer Not to Say	5

**Ethnically white respondents (i.e those born within Northern Ireland, Ireland and/or the UK) were used as a Control Group**



# Country of Origin

NMC Register Data Report  
(September 2025) with an  
address in Northern Ireland



## Key Points

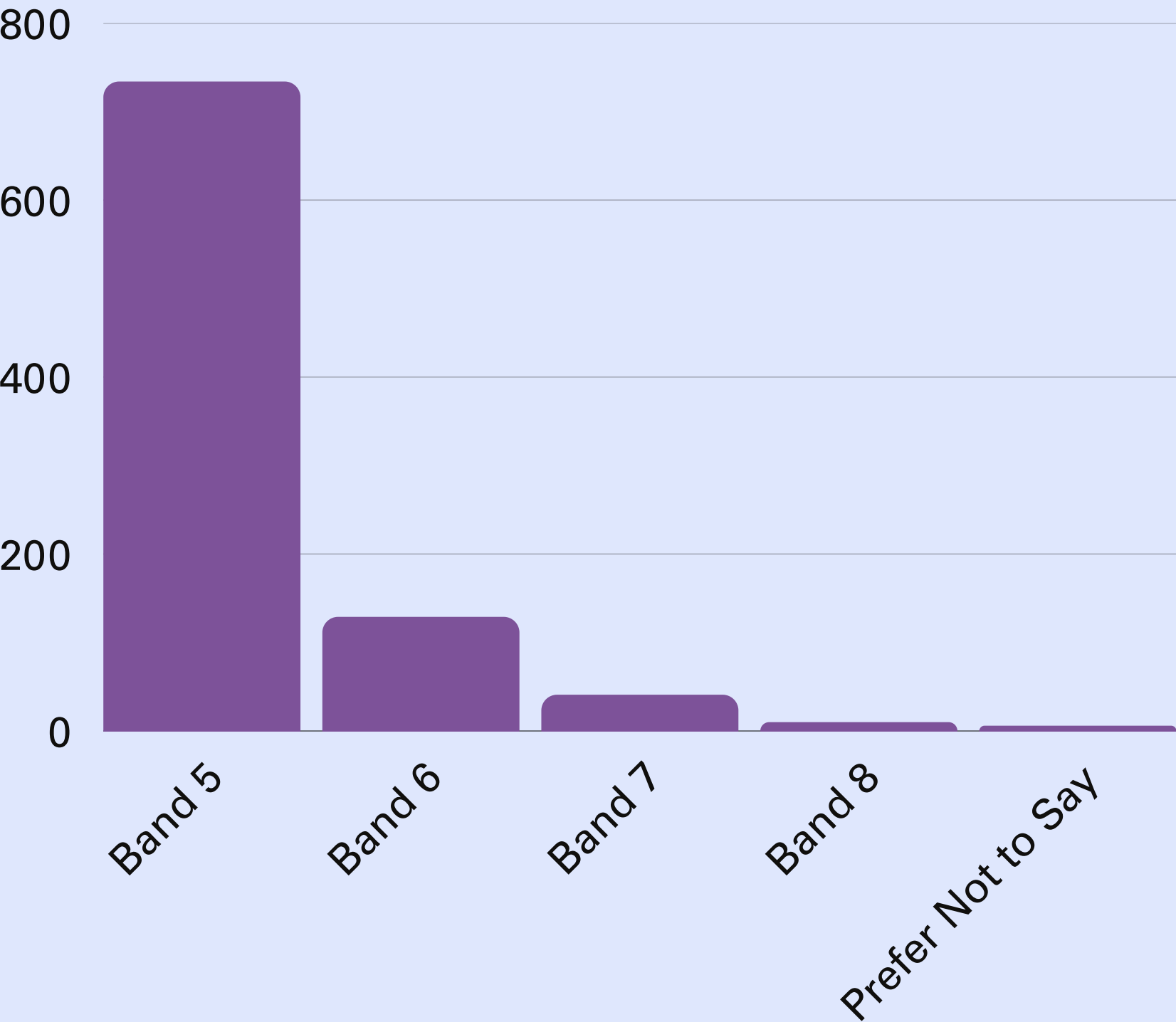
The Top Three Countries of Origin are;

- India
- Philippines
- Zimbabwe

This is in line with the NMC data (2024)



# Nurse Analysis - Banding Profile



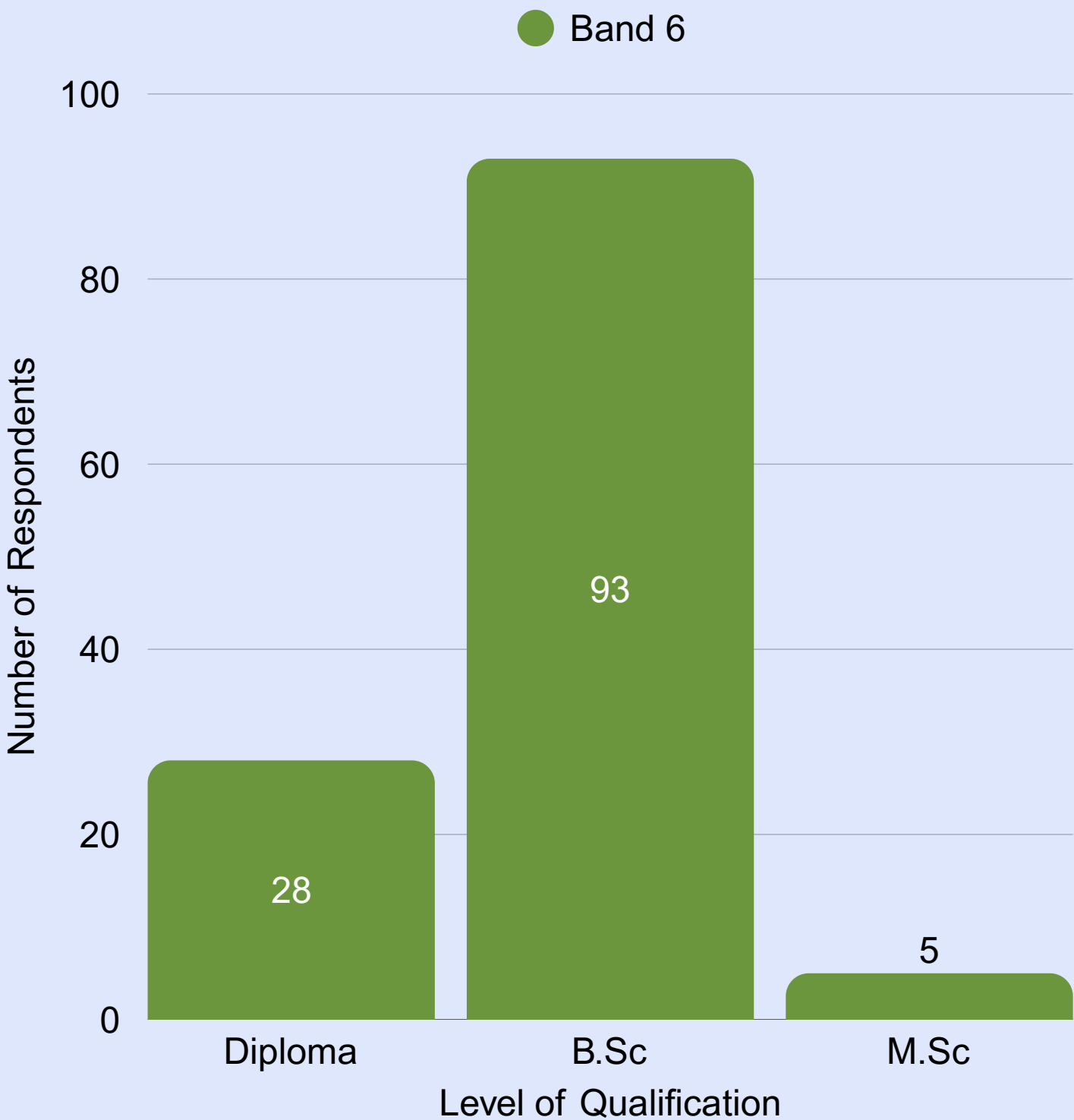
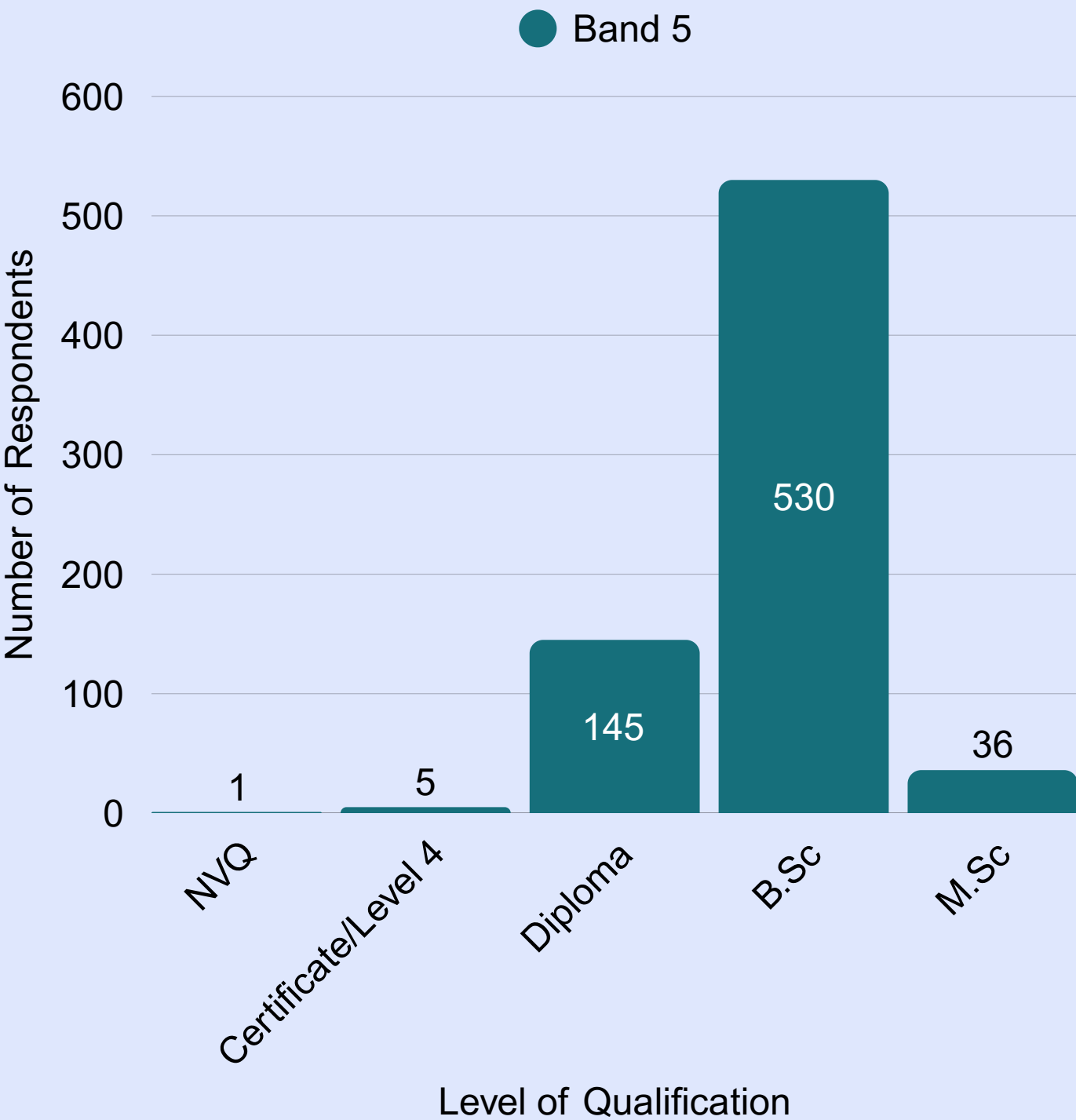
Band 5	735
Band 6	129
Band 7	41
Band 8	10
Prefer Not to Say	5

920  
Responses



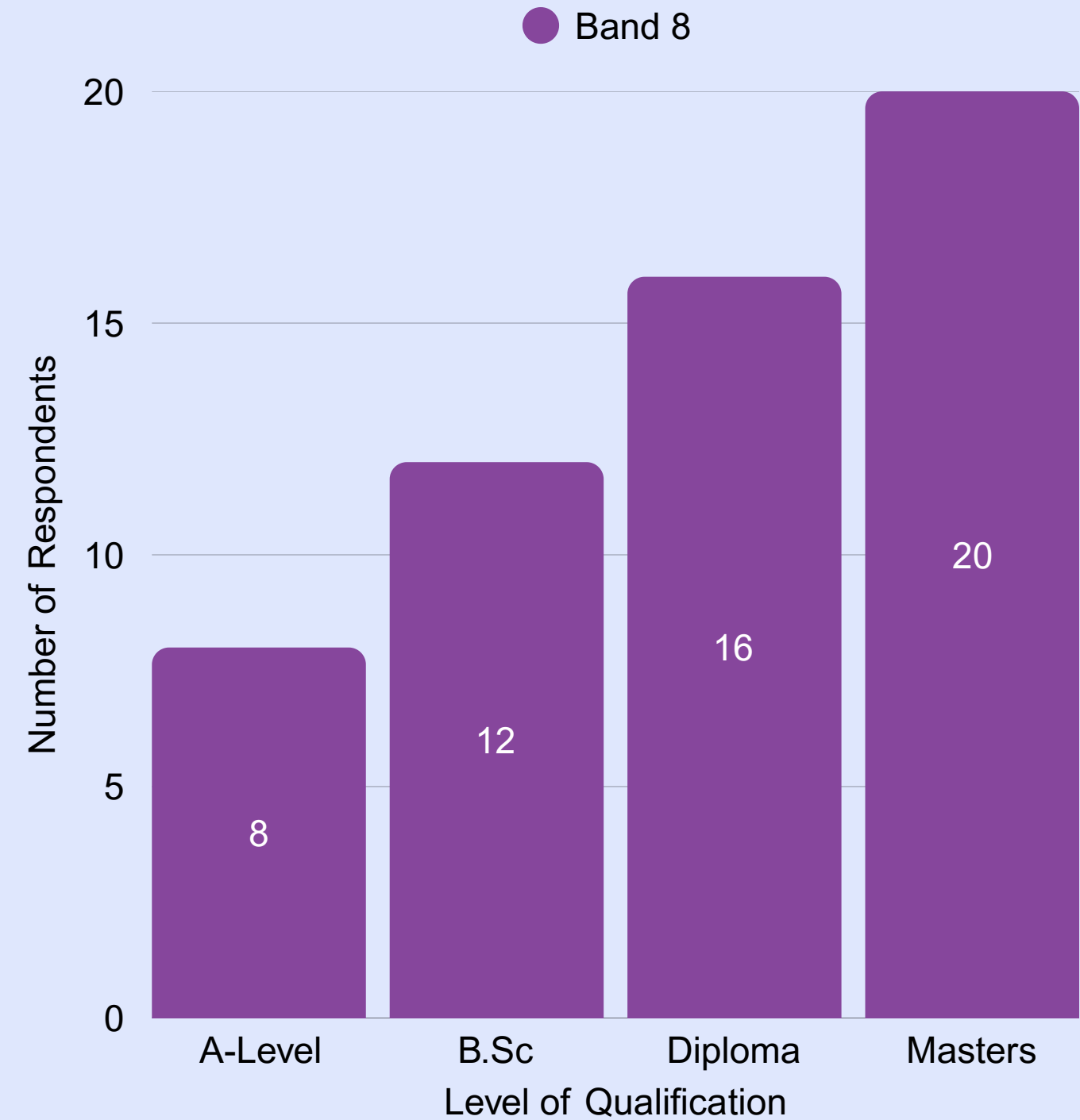
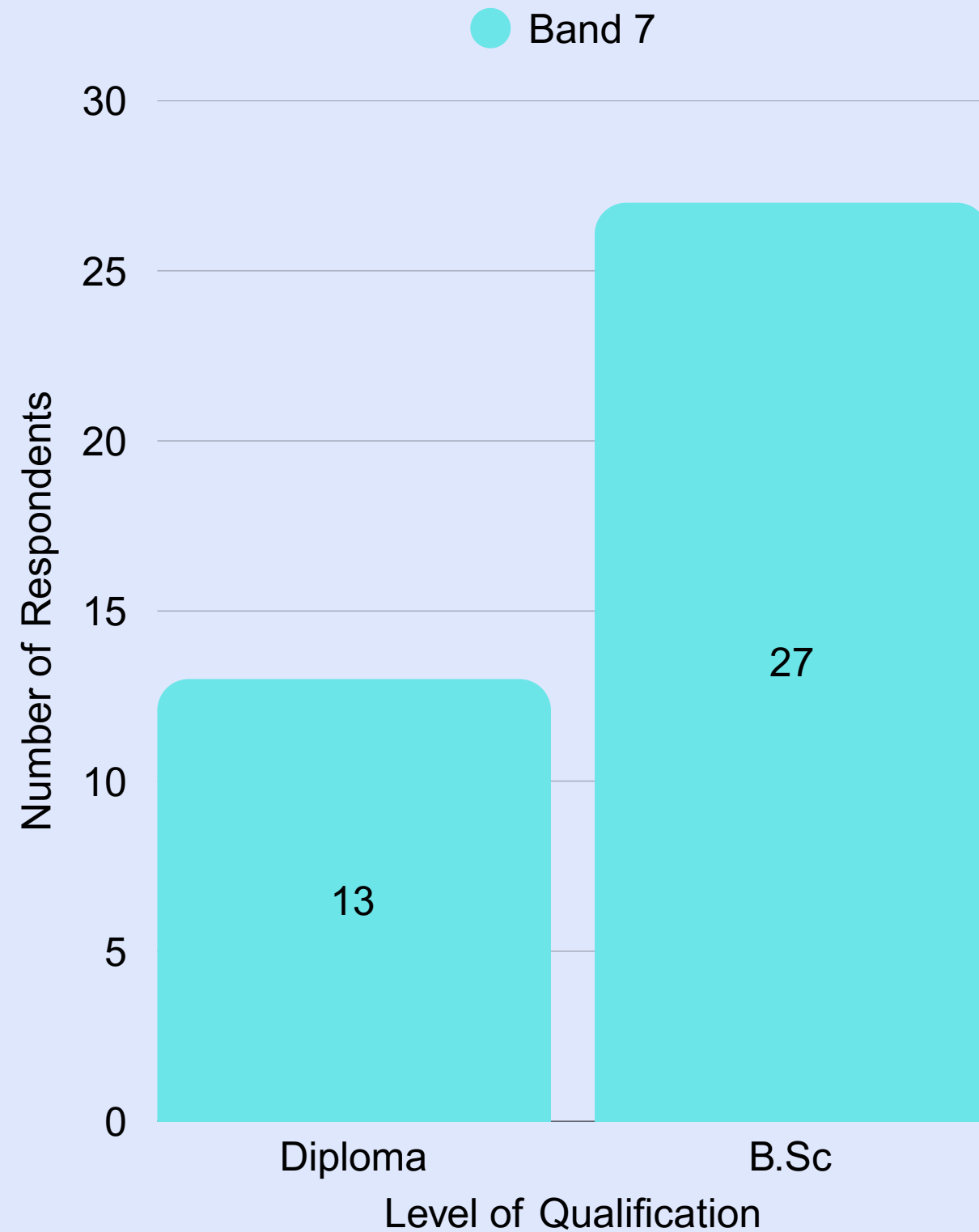
# Nurse Analysis

*What is the highest level of qualification you have obtained from outside the UK?*



# Nurse Analysis

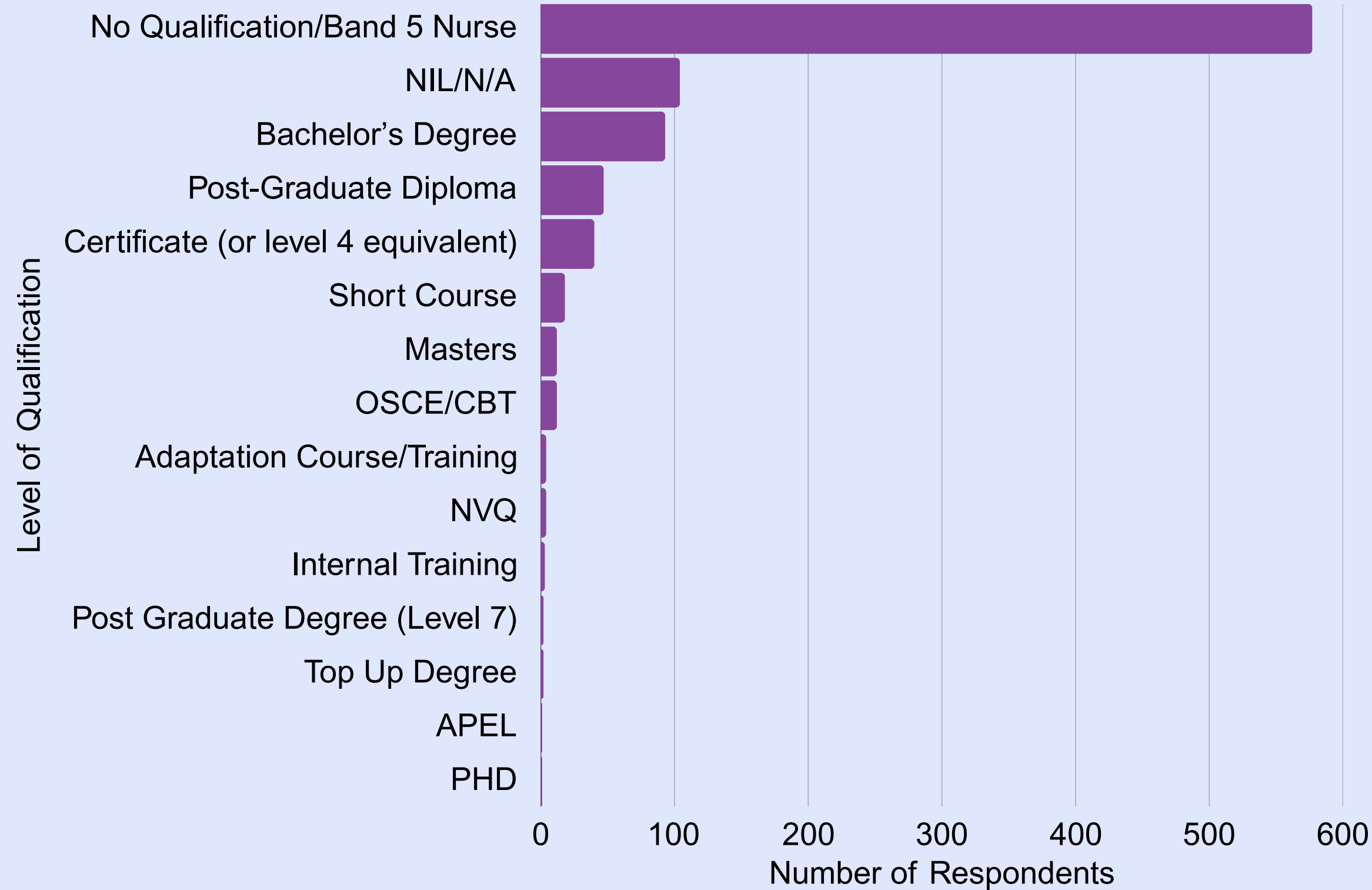
***What is the highest level of qualification you have obtained from outside the UK? (continued)***





# Nurse Analysis

***What is the highest level of qualification you have obtained inside the UK?***



**673**

**Nurses have no additional qualifications**

## Nurse Analysis

*Have you obtained or in the process of obtaining a Top Up Degree?*



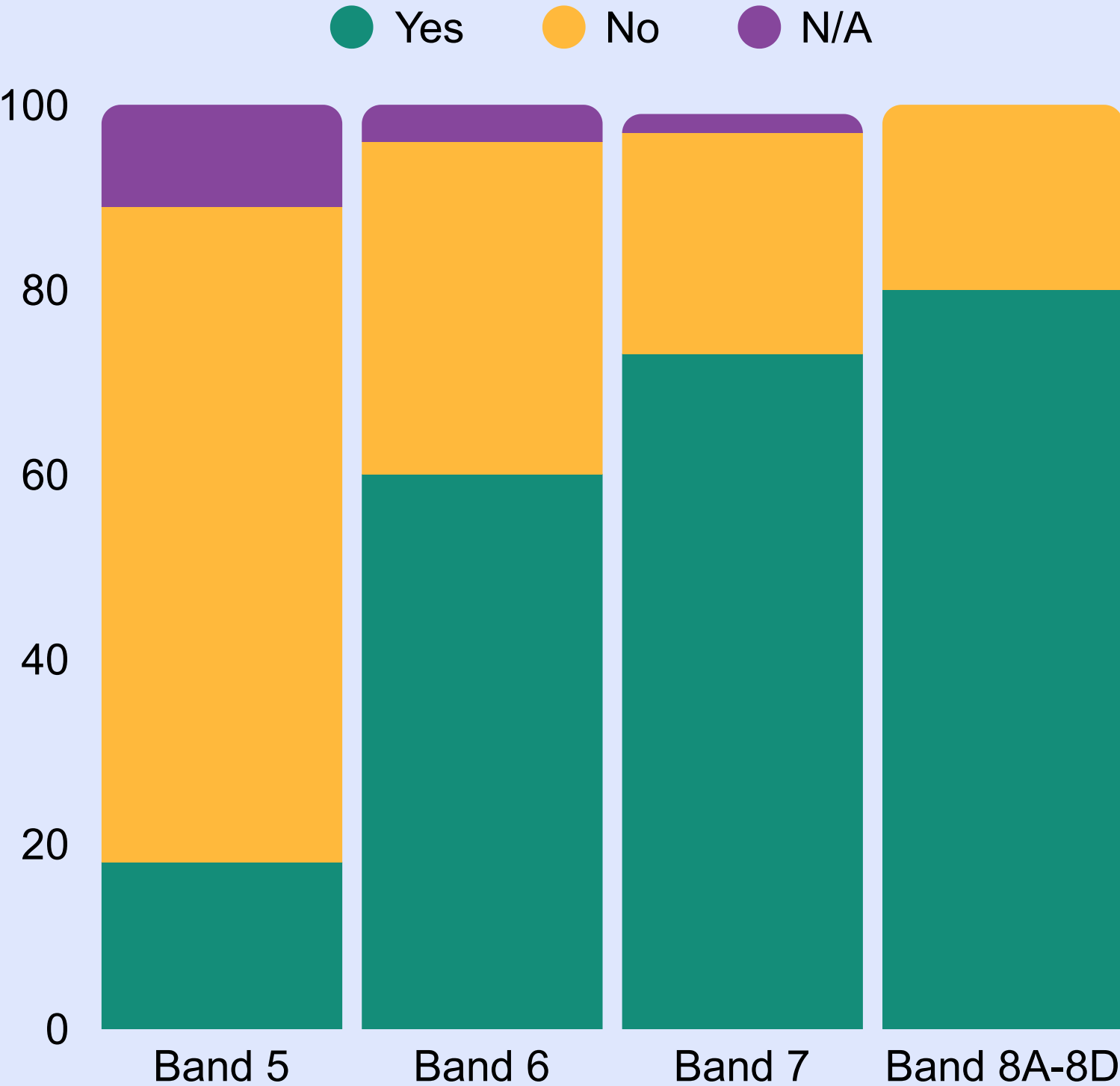
Response	Result
Yes	63
No	1023

### Key Points

Top-Up Degree should be offered to staff, if original Degree is not an equivalent qualification.

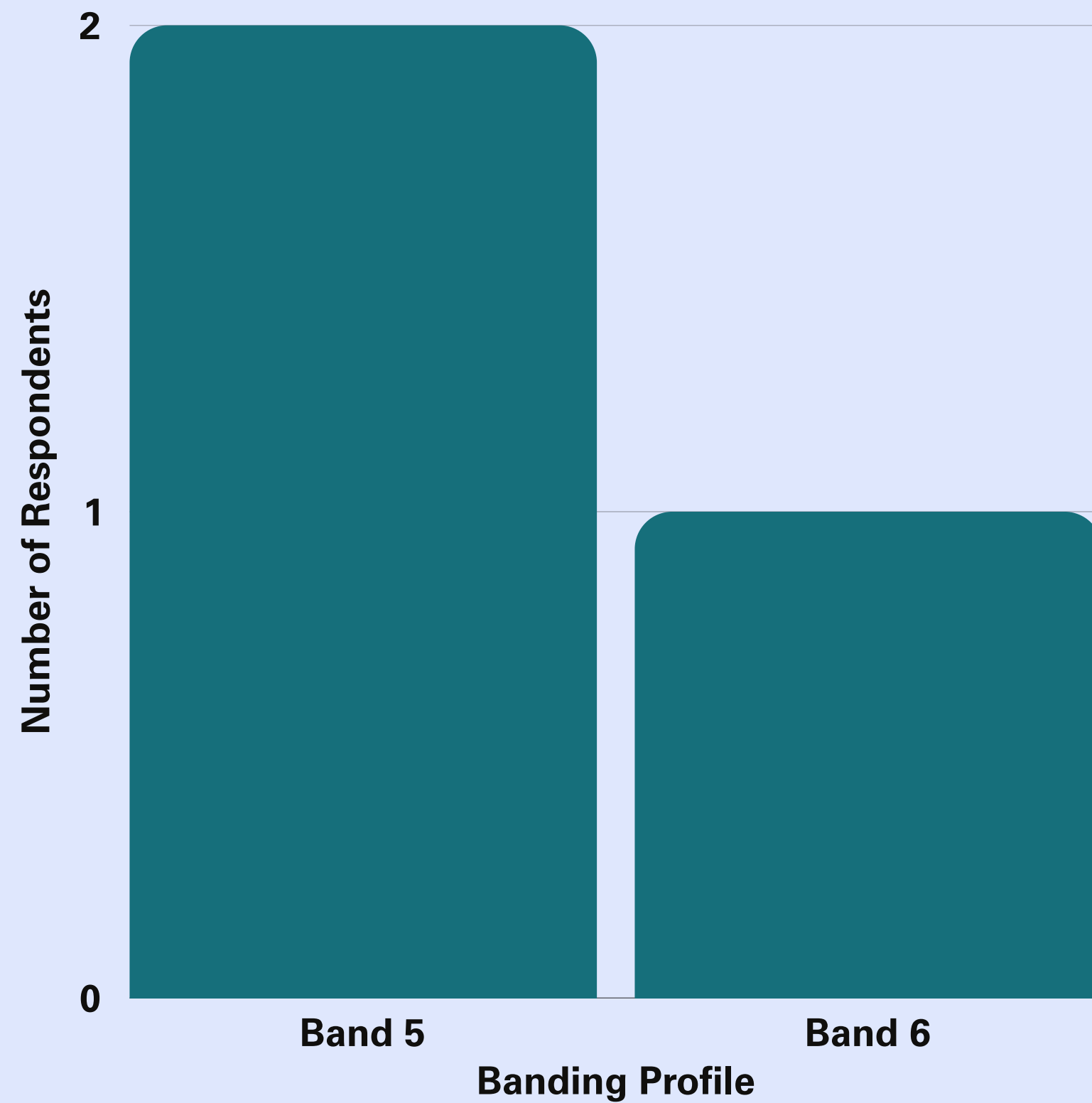


**Nurse Analysis -**  
***Have you had any opportunities for promotion since 2019?***



	Yes	No	N/A
Band 5	18%	71%	11%
Band 6	60%	36%	4%
Band 7	74%	24%	2%
Band 8A-8D	80%	20%	0%

# Midwife Analysis - Banding Profile



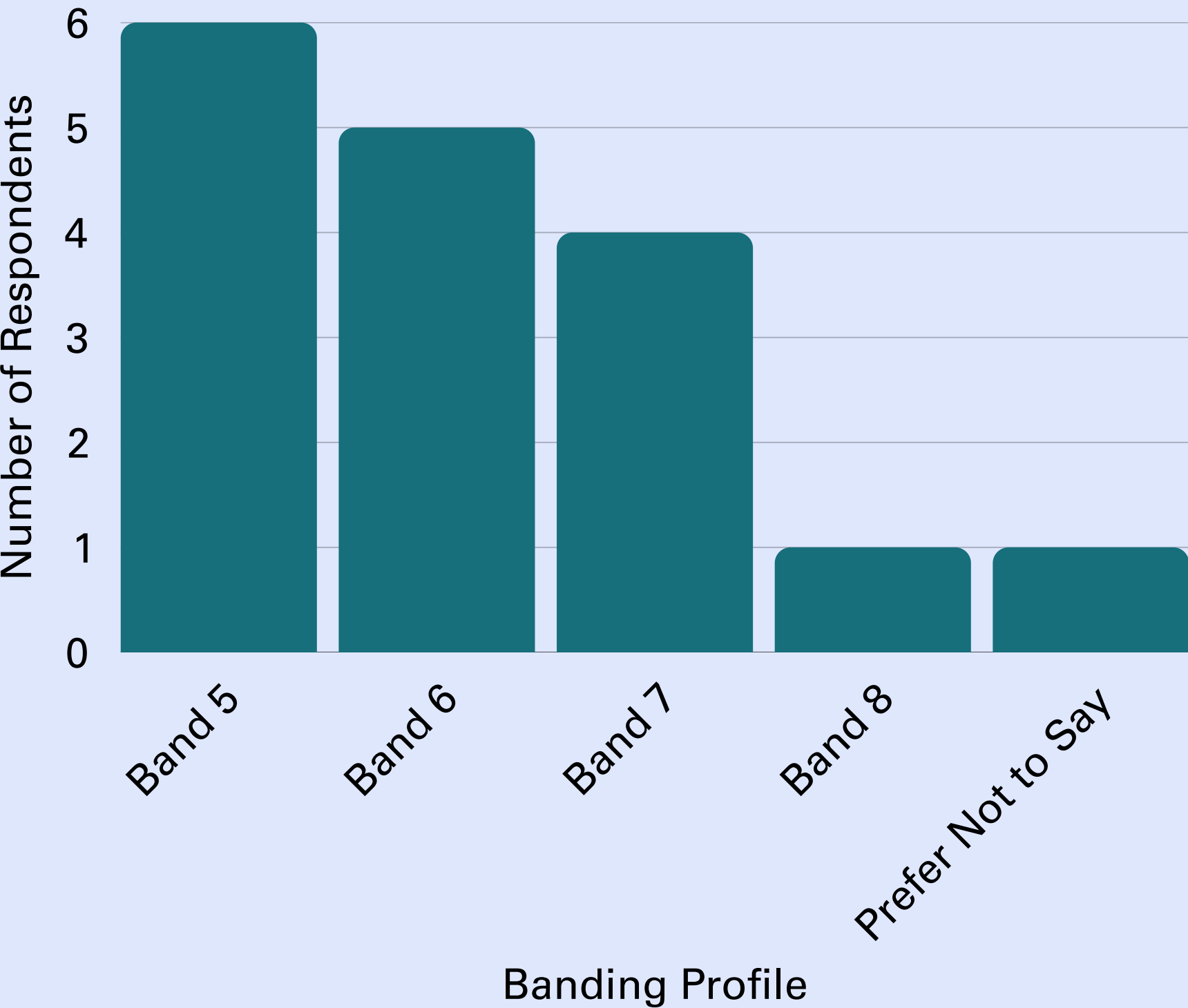
**3**  
**Responses**

# Midwife Analysis

## *Level of Qualifications*

<b><i>What is the highest qualification you have achieved inside the UK?</i></b>	B.Sc (x1)	N/A (x2)
<b><i>What is the highest qualification you have achieved outside the UK?</i></b>	B.Sc (x1)	Diploma (x2)

# AHP Analysis - Banding Profile



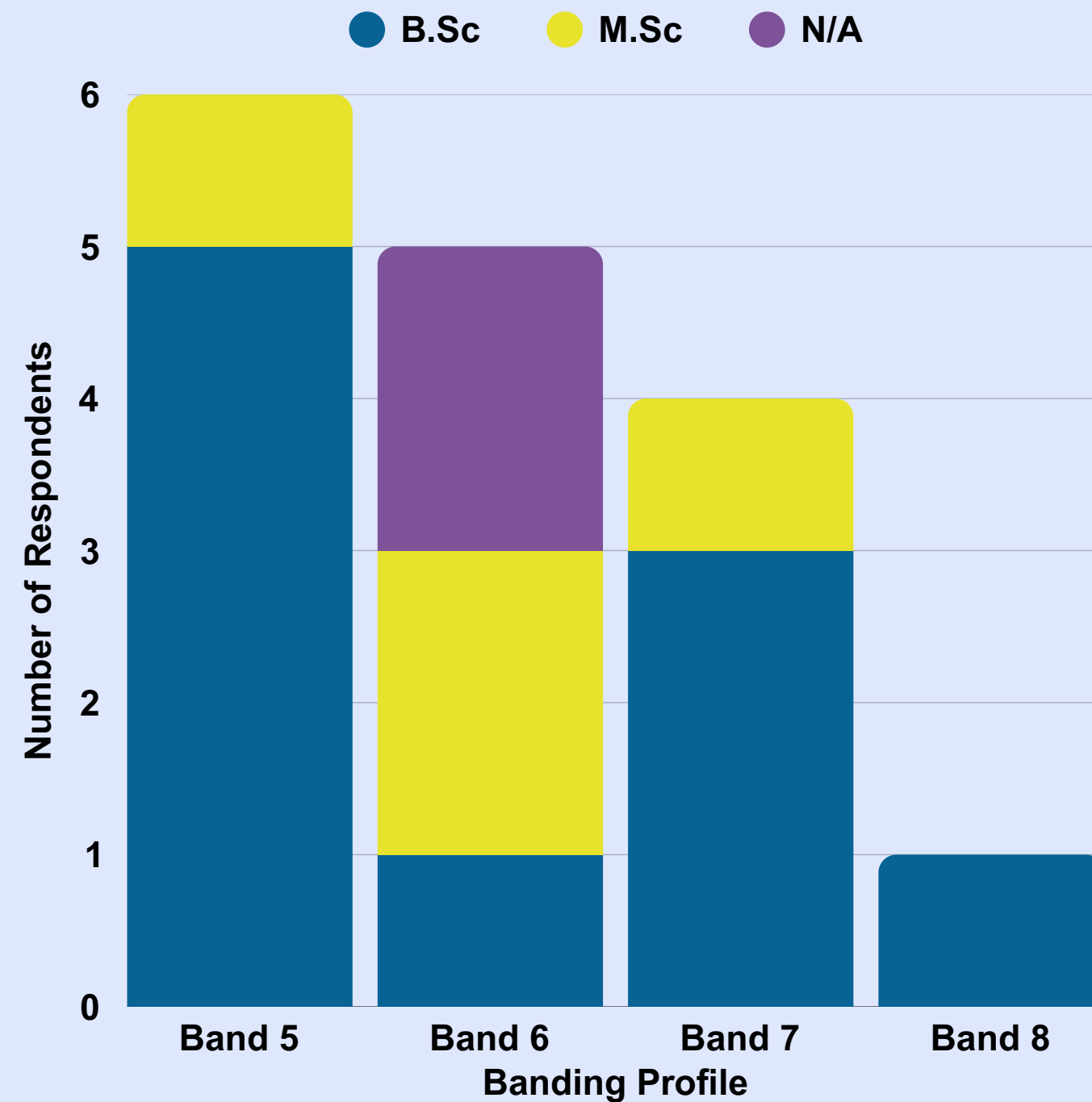
Band 5	6
Band 6	5
Band 7	4
Band 8	1
Prefer Not to Say	1

17  
Responses



# AHP Analysis

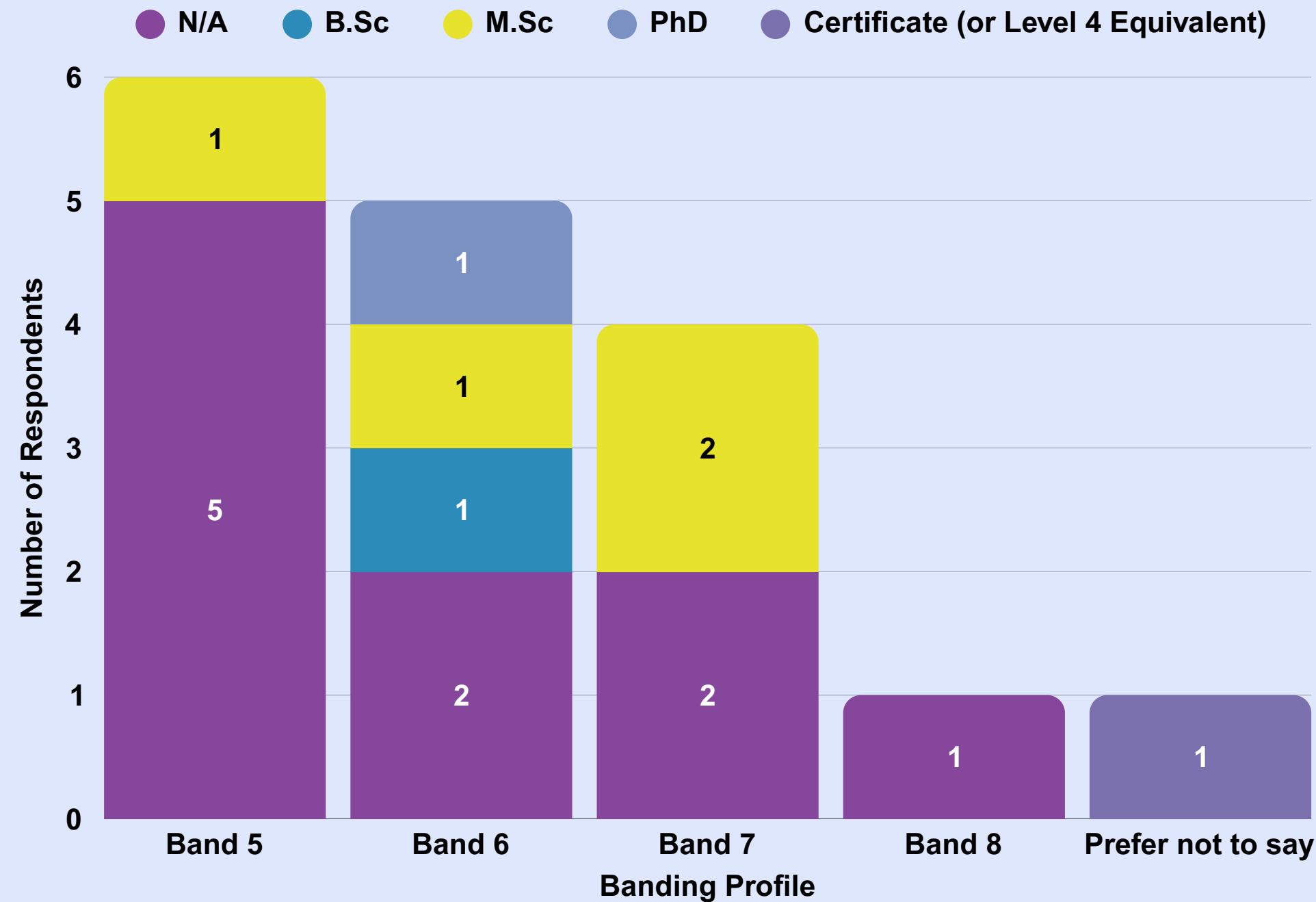
*What is the highest level of qualification you have achieved outside the UK?*



**14**  
**Respondents**

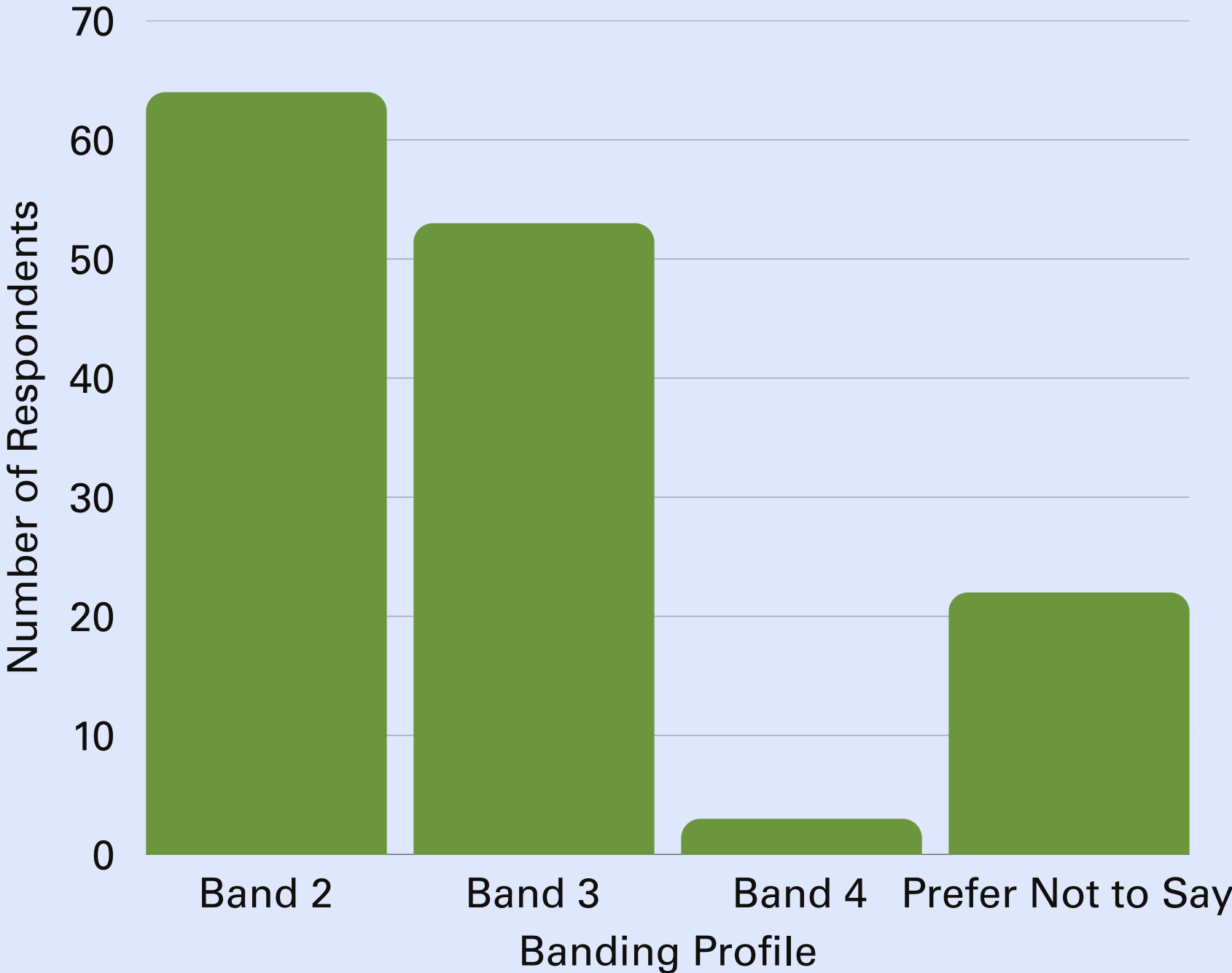
# AHP Analysis

*What is the highest level of qualification you have achieved inside the UK?*



**17**  
**Respondents**

# Support Worker Analysis - Banding Profile

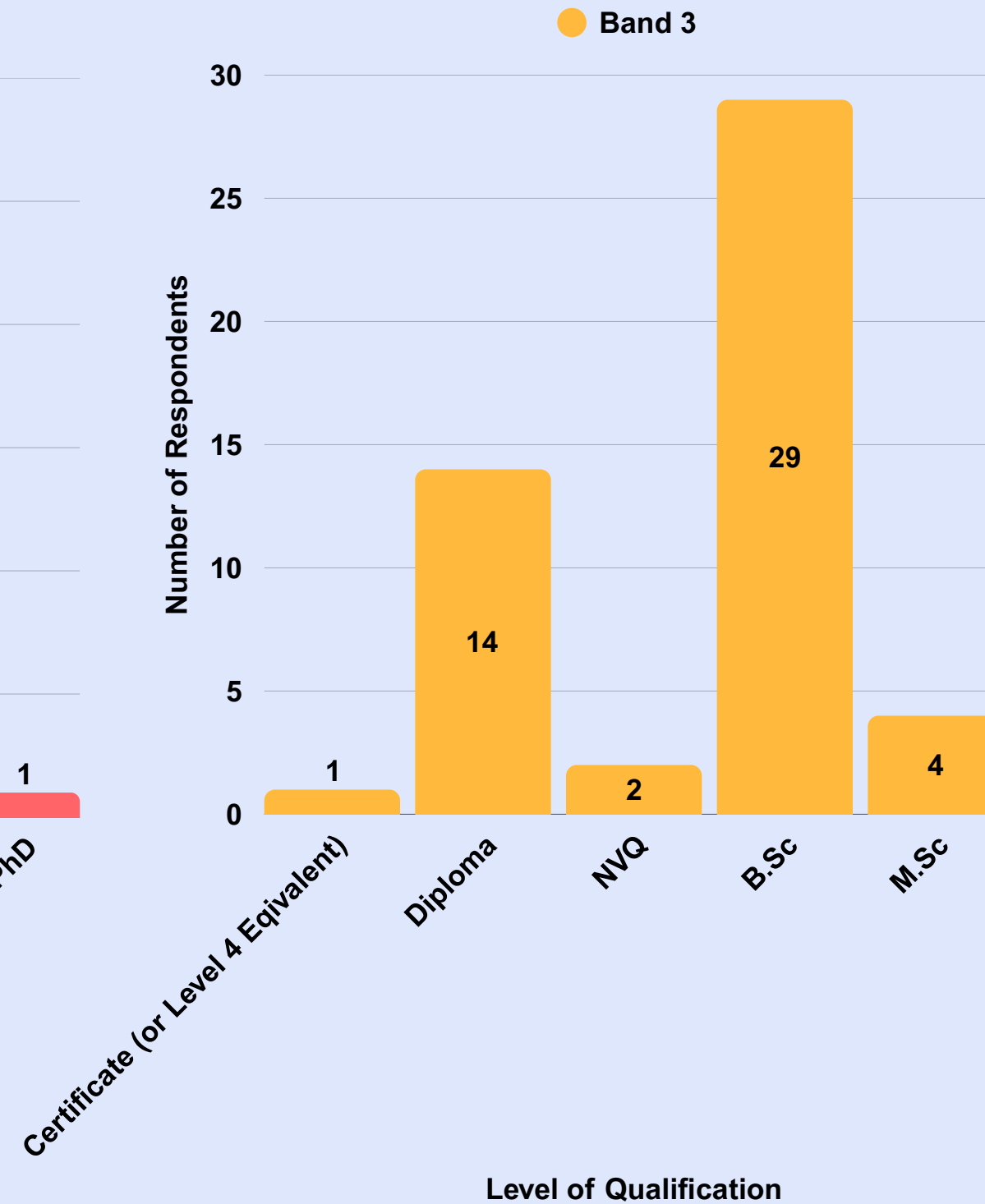
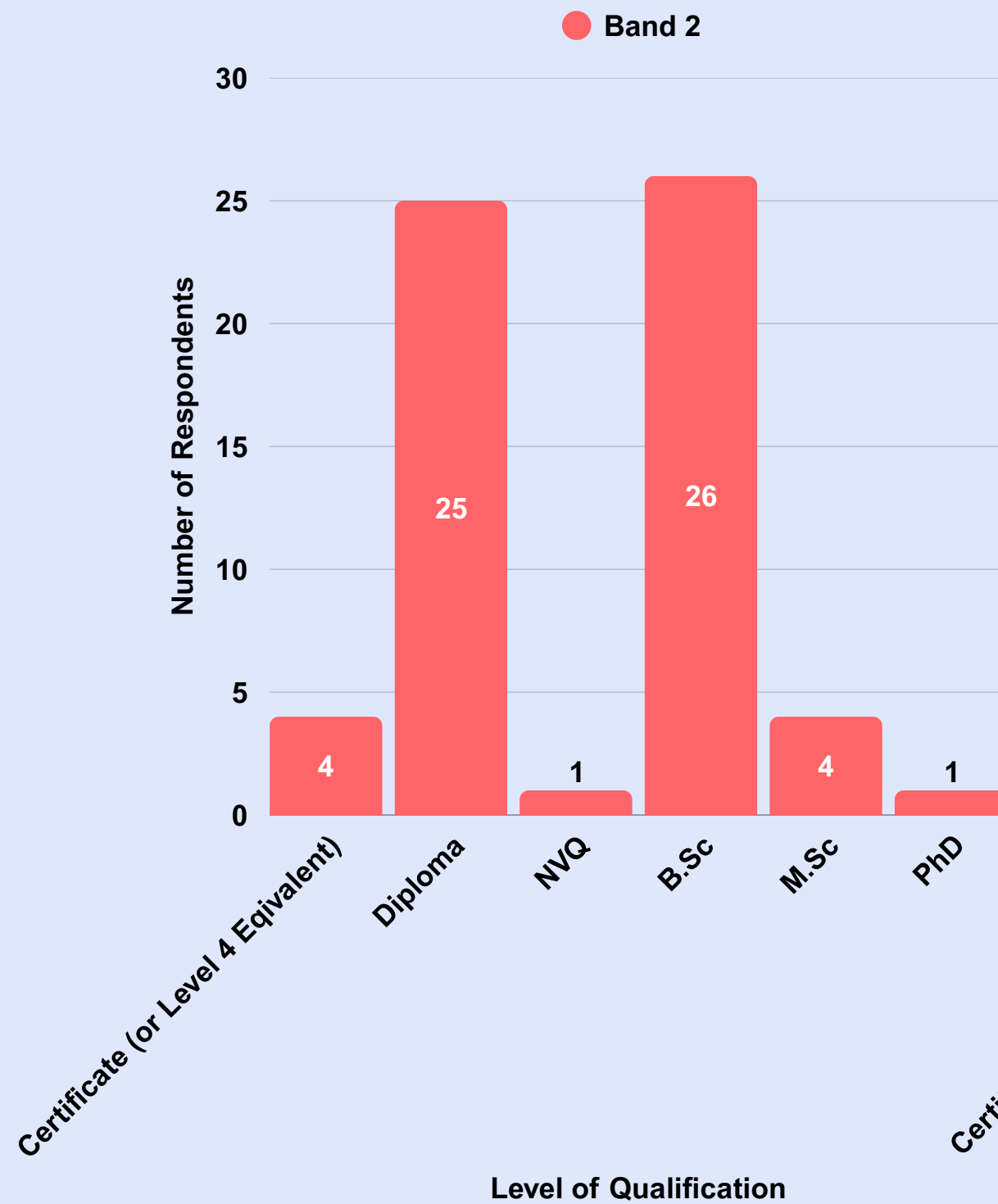


Band 2	64
Band 3	53
Band 4	3
Prefer Not to Say	22

**142**  
**Responses**

# Support Worker Analysis

*What is the highest qualification you have achieved outside the UK?*



## Key Points

Total Responses Received:

- 142 across Bands 2- 4
- 3 respondents were Band 4, all of whom had a B.Sc

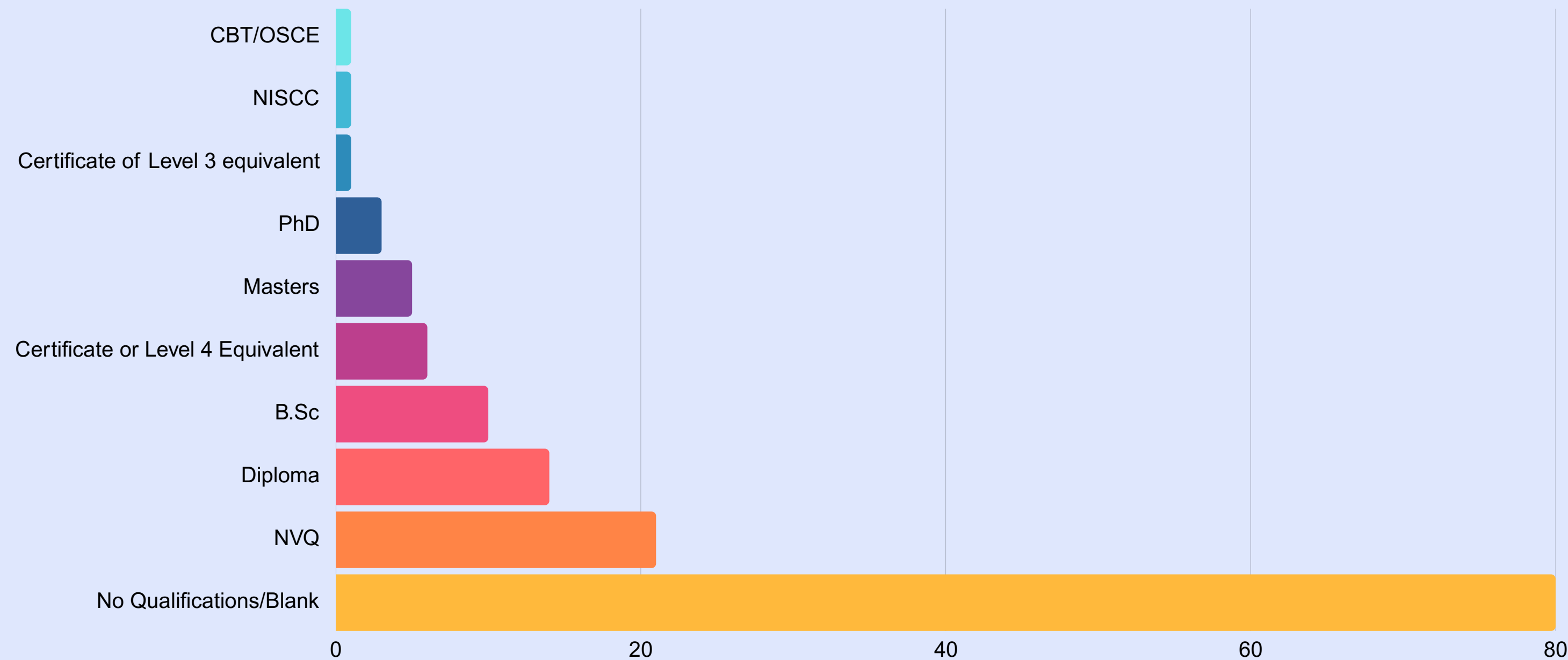
Potential Career Opportunities

- 58 have a B.Sc Degree
- 1 with a PhD
- 3 have NVQs



Support Worker Analysis

*What is the Highest Qualification achieved inside the UK?*

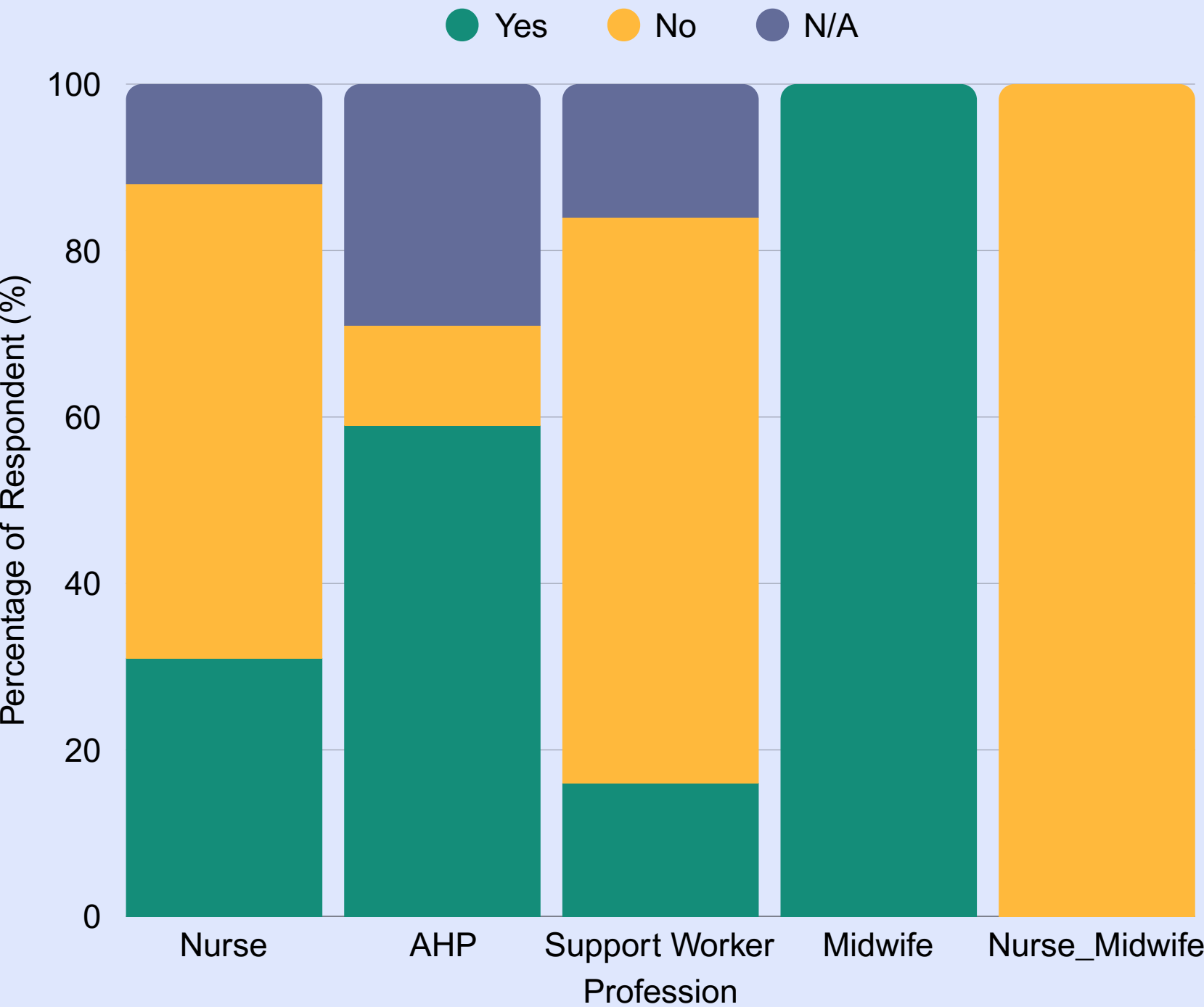


Key Points

- Opportunities for Career Progression;
- Appraisals
  - Career Clinics
  - Information Sheet

# Professional Comparison

*Have you had any opportunities for promotion since 2019?*



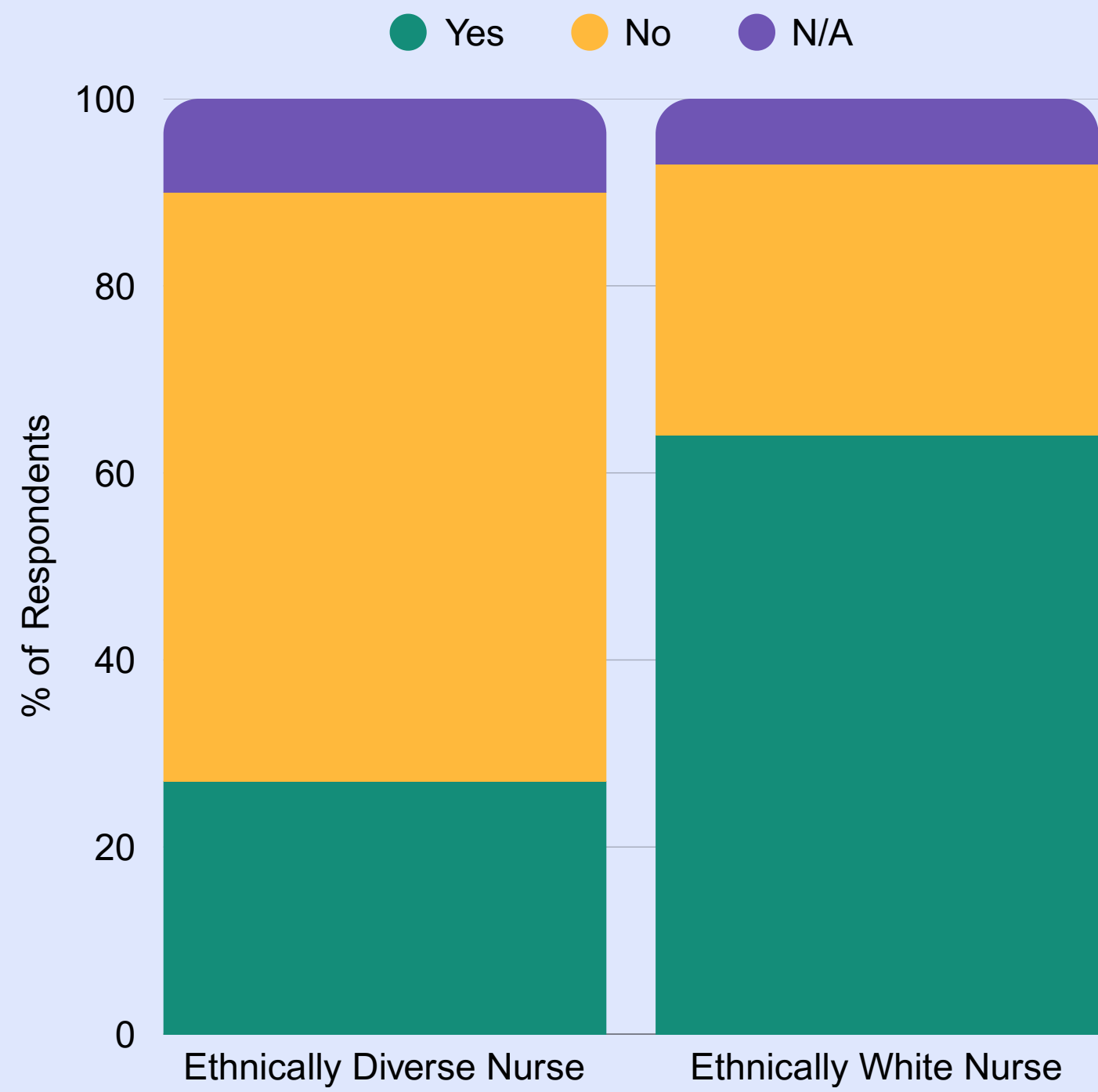
	Yes	No	N/A
Nurse	31%	57%	12%
AHP	59%	12%	29%
Support Worker	16%	68%	16%
Midwife	100%	0%	0%
Nurse/ Midwife	0%	100%	0%

## Key Points

For those who said **N/A**, comments included, that they were not interested or undecided as to whether they wish to apply for promotion. Others advised that whilst opportunities are available additional qualifications/ experience is required

Ethnically Diverse v Ethnically White Nurse

*Have you had opportunities for promotion since April 2019?*



	Total Responses Received
Ethnically Diverse Nurse	920
White Nurse	122

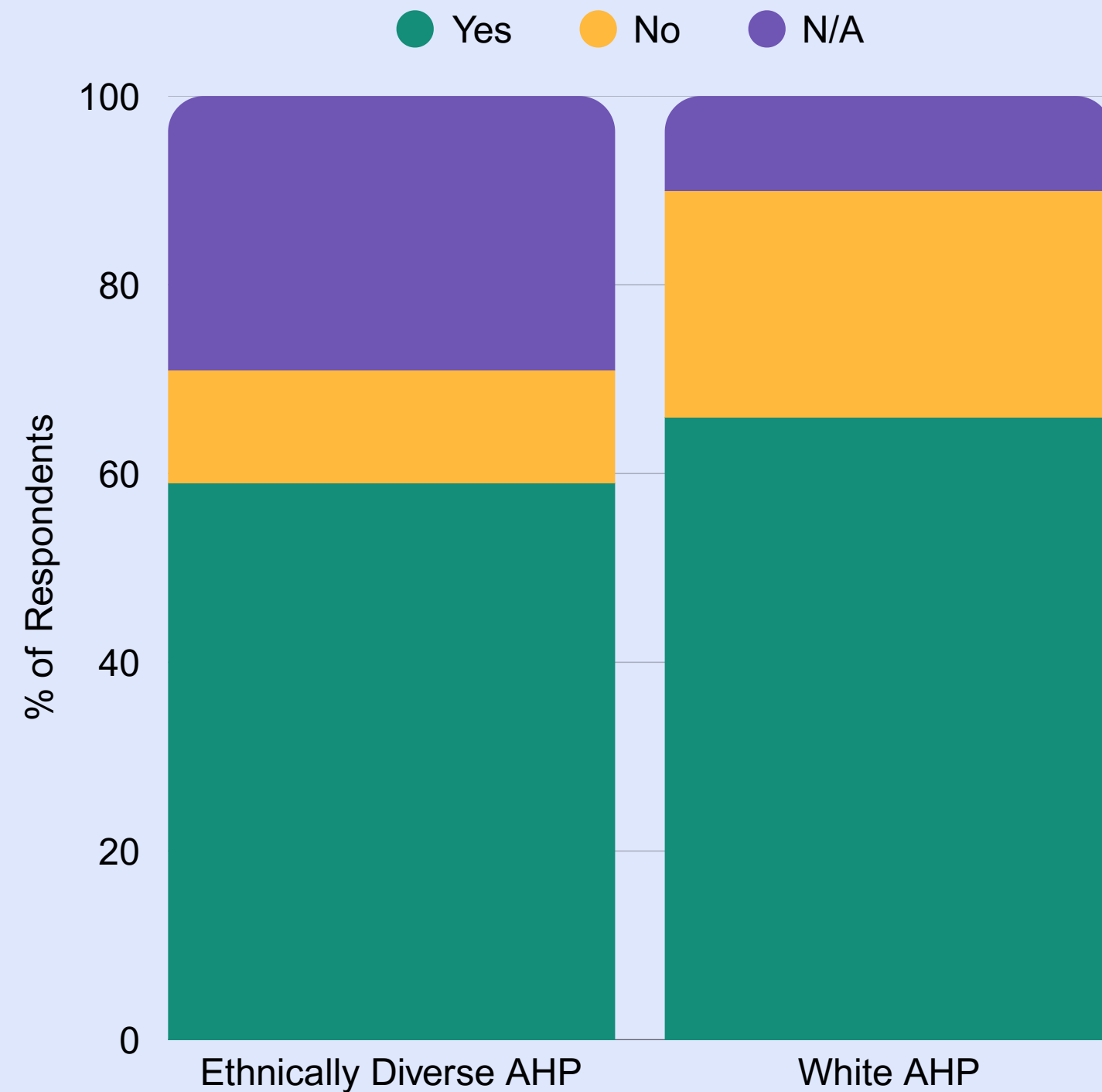
Key Points

Challenges facing Ethnically Diverse Nurses:

- Employee and Line Manager awareness of qualifications and/or experience required and the manner in which it can be obtained
- Lack of recognition of previous experience within Job Descriptions; and
- Need for Top-Up Degree

# Ethnically Diverse AHP v Ethnically White AHP

## *Have you had opportunities for promotion since April 2019?*



	Total Responses Received
Ethnically Diverse AHP	17
White AHP	61

## Key Points

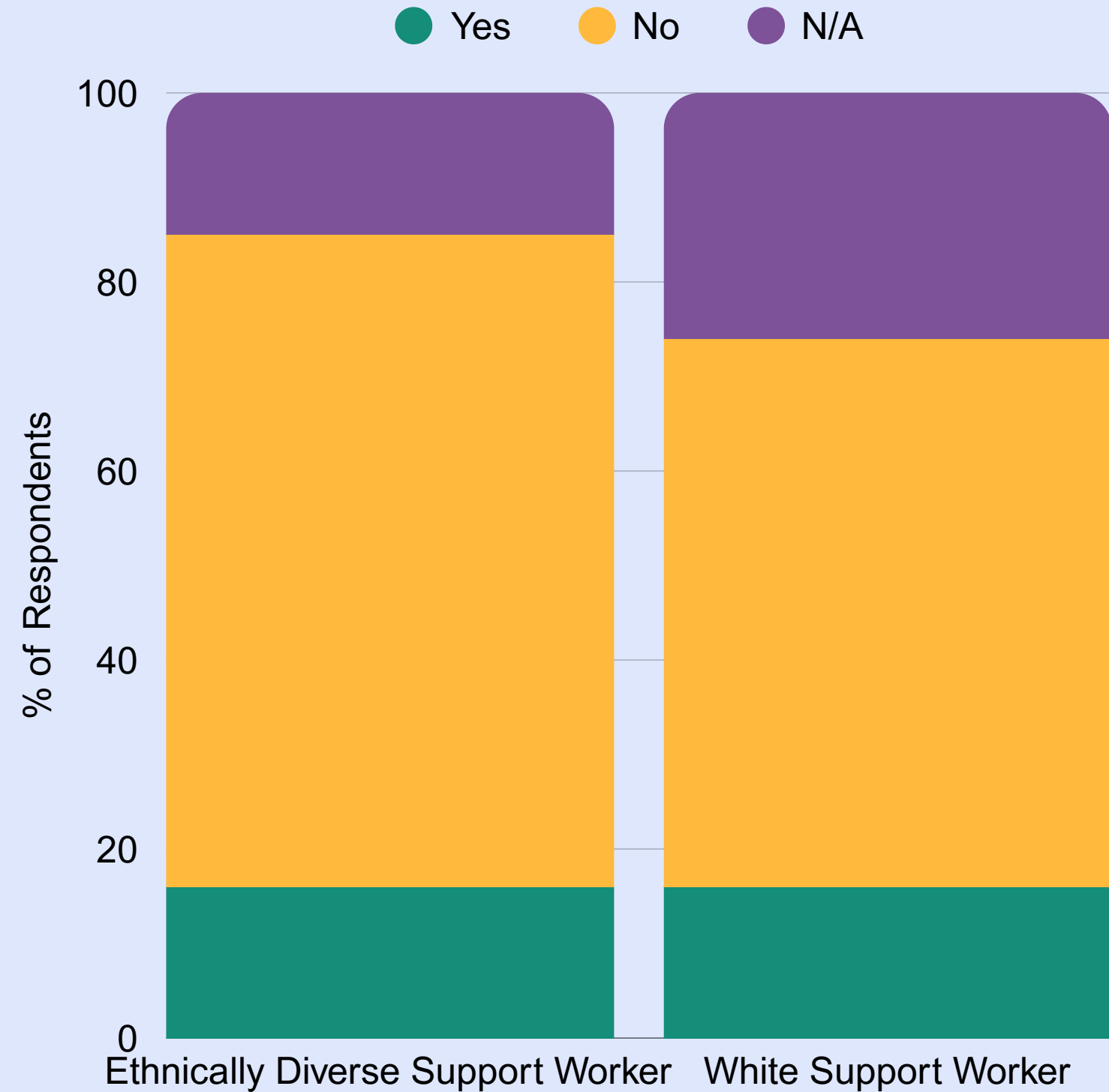
In comparison to Ethnically Diverse Nurses, it is notable that Ethnically Diverse AHPs have the same promotional opportunities as their white counterparts. This is due to;

- Academic Qualifications achieved outside the UK being equivalent to those achieved within the UK; and
- Job Descriptions recognising previous experience



# Ethnically Diverse Support Worker v Ethnically White Support Worker

## *Have you had opportunities for promotion since April 2019?*



	Total Responses Received
Ethnically Diverse Support Worker	121
White Support Worker	43

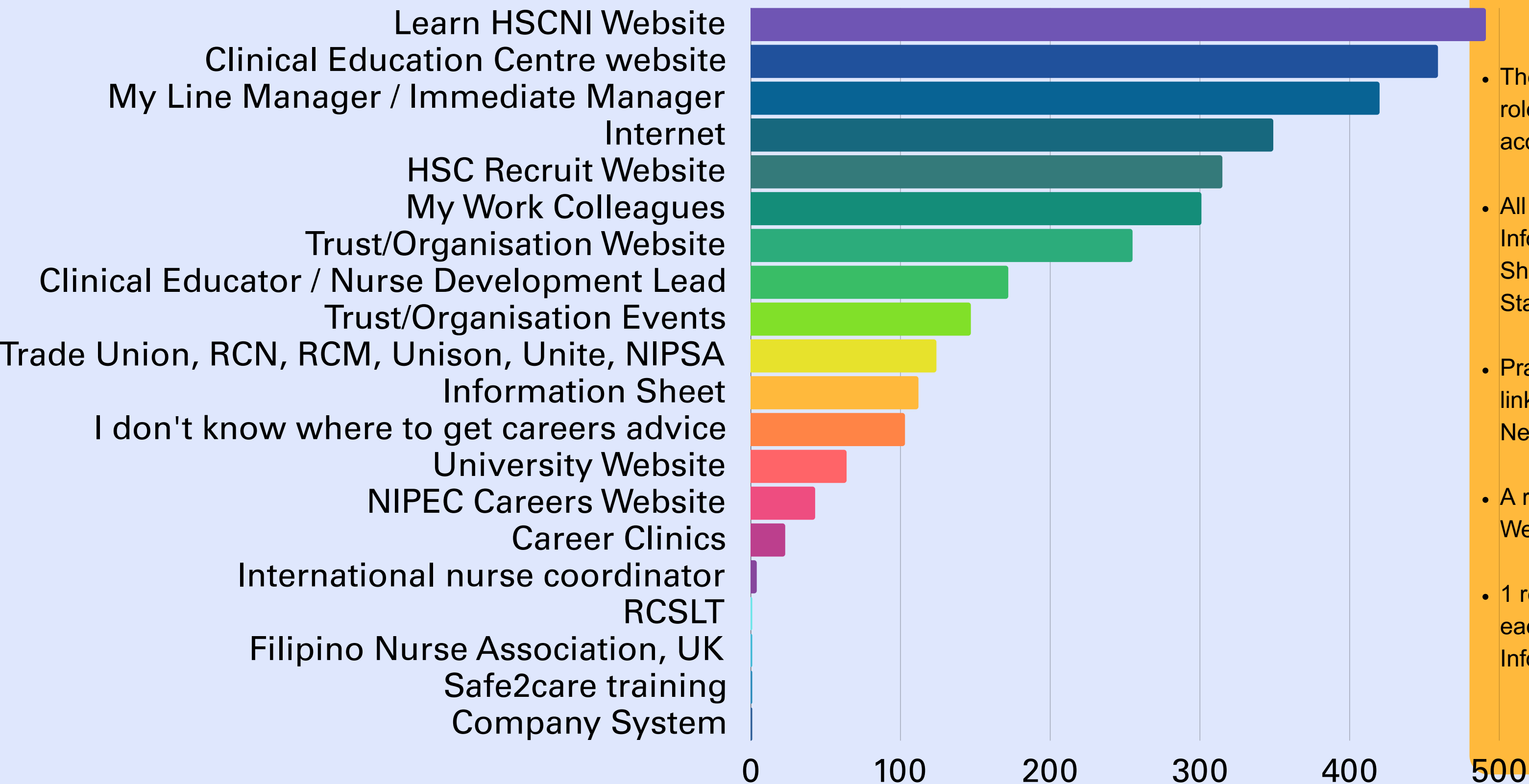
### Key Points

It is notable that the majority of Support Workers (both Ethnically Diverse and White) have not had any opportunity for promotion since 2019. This is despite high educational attainment.

Educational and Career opportunities need to be made available to all

## Career Information

### *Where do you go for Career Information?*



## Key Points

- The Line Manager has a pivotal role in providing appropriate and accurate information.
- All Organisations to have Information Hubs/ Information Sheets for Ethnically Diverse Staff
- Practice Education Teams to link with the Ethnic Diversity Network
- A refresh of NIPEC's Career's Website will be undertaken
- 1 respondent has engaged with each of the last four sources of Information

# Career Aspirations



# Career Aspirations

## Key Points



### Nurse

- Band 6/Band 7
- Specialist Role
- Leadership/Management
- Clinical Educator
- ANP
- Practice Educator



### Midwife

- Band 7
- Specialist Midwife



### AHP

- Consultant Role
- Advanced Practitioner
- Lecturer



### Support Worker

- Nurse
- Paramedic
- Doctor
- Dietitian
- Care Manager
- Midwife
- OT/Physio
- Band 3/4

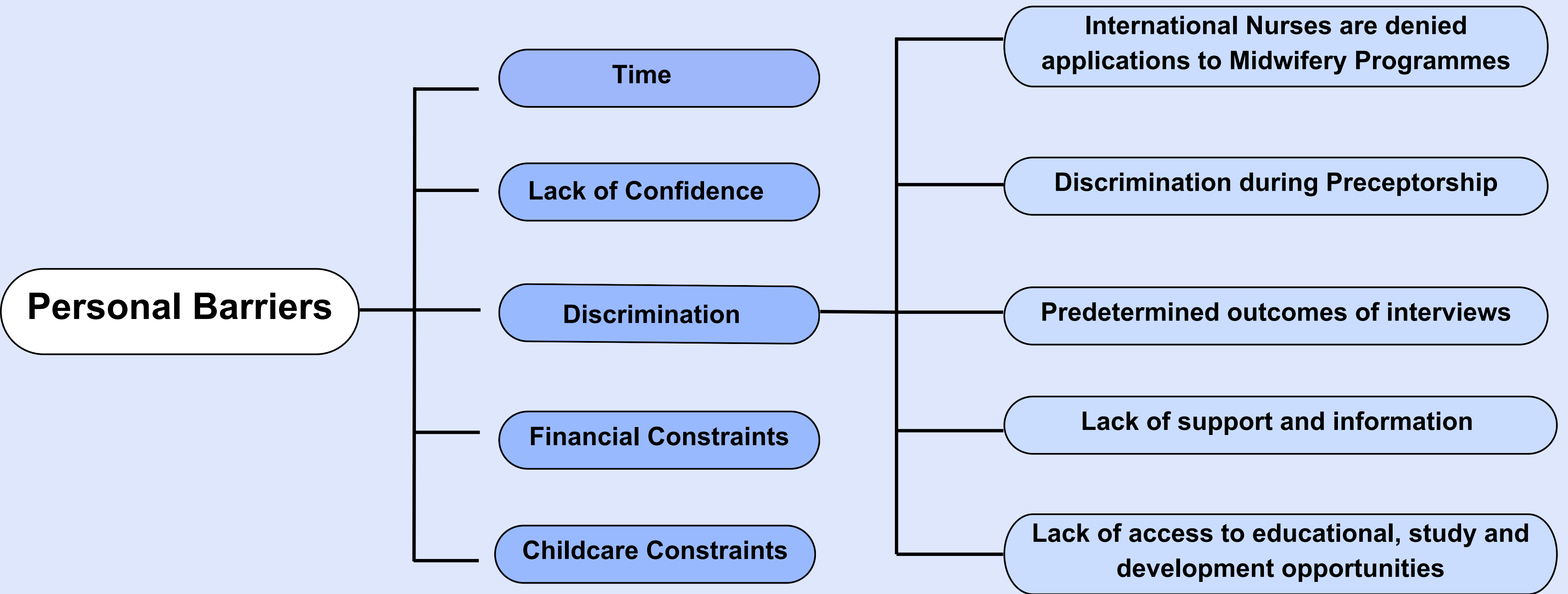
- Support Staff are an untapped resource
- Staff are willing to learn and they are eager to progress



# **Reported Barriers to accessing Education, Promotional and Leadership Opportunities**







*I have experienced strong discrimination. Particularly inequality in education and development opportunities at work. I was only allowed to do mandatory training.*

*Background experience isn't taken into consideration.*

*This is very unfair*

*Some colleagues assume that since international nurses obtained their degree from other countries, they think that we are less knowledgeable and less capable. This is disappointing*

## Personal Comments

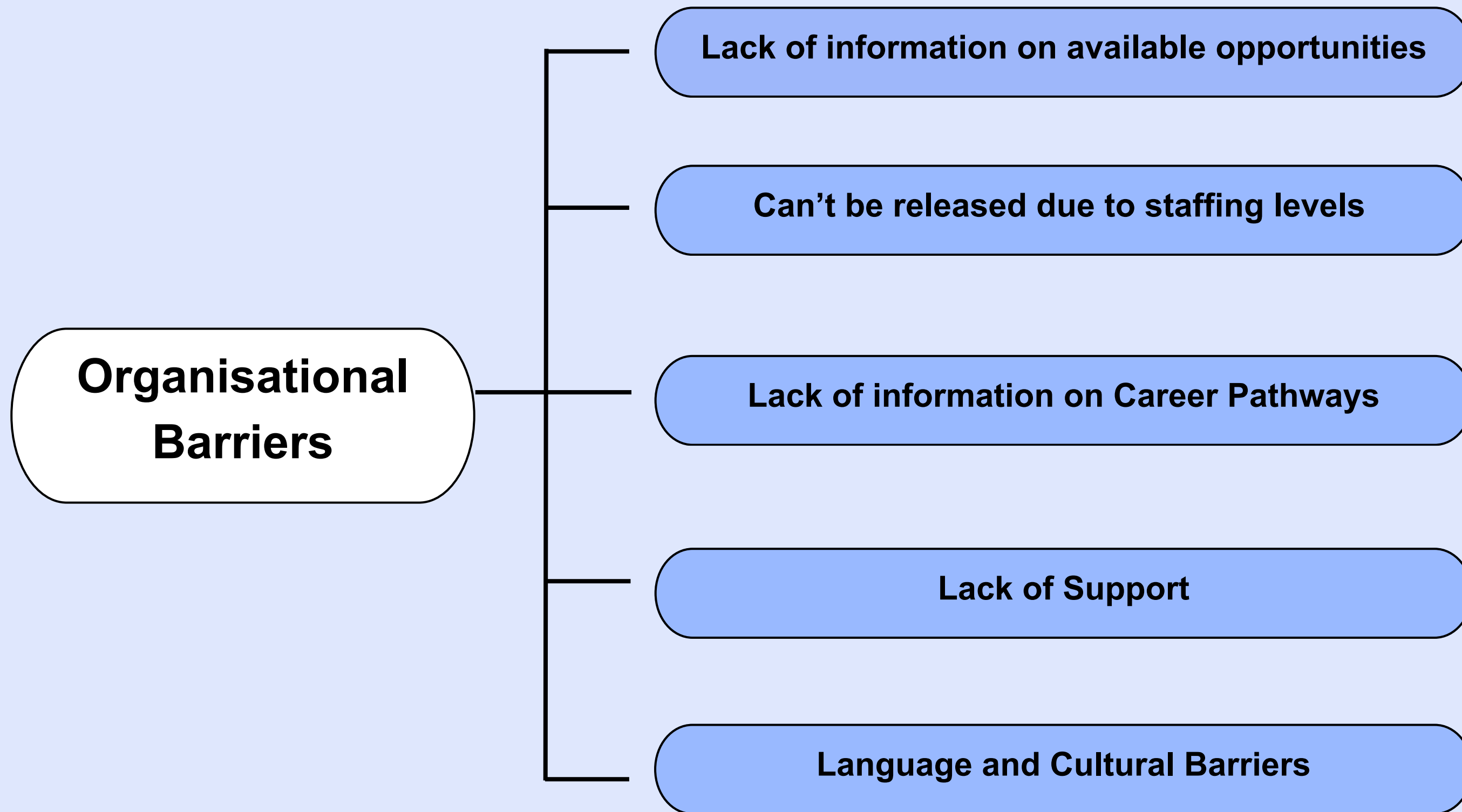
*All staff are happy and the management provide the opportunities to apply for appropriate training programmes to ensure we are competent within our roles.*

*I am thankful that I was given the learning opportunity in my workplace.*

*The support that I get from my manager is unparalleled*

*I am very happy with my work life.*

*I have opportunities to develop professionally.*



# Summary of Key Learning Points

## *HSC Trusts - Organisational Survey*

HSC Trust Responses summarised – January 2025 Organisation Survey

HSC Trust	Tripartite Arrangements	Financial Support	Ethnic Diversity Champion	Scoping Survey Undertaken	Scoping Survey - Effective Planning	Evidence of TopUp Degree	Trust hosted Annual Event	Trust Information Sheet to signpost Ethnic Diversity
BHSCT	YES	NO	YES	YES	YES	YES	YES	YES
NHSCT	YES	YES	YES	YES	NO	YES	NO	YES
SHSCT	YES	YES	NO	YES	YES	YES	YES	YES
SEHSCT	YES	NO (but individual areas may)	YES	YES		YES	YES	NO
WHsCT	YES	YES	NO	NO		YES	YES	NO

### Key Points

The Organisational Survey measures compliance against the elements that would help eliminate these barriers.

This includes;

- Tripartite arrangements
- Financial support for UKENIC
- Ethnic Diversity Champions
- Scoping of education needs & effective planning
- Evidence of Top-up Degree
- Annual Event
- Information Sheet

# Summary of Key Learning Points

## *Higher Education Institutions - Organisational Survey*

HEI Responses summarised January 2025

Higher Education Institution	Ethnic Diversity Champions Identified	Ethnic Diversity Champions provided Information	Ethnic Diversity Network Key Contacts	Short Course Information for Ethnic Diversity
Open University	YES	YES	YES	YES
Queen's University Belfast	YES	YES	NO	YES
Ulster University	YES	YES	YES	YES

## Key Points

The Organisational Survey also measures compliance against the availability of;

Ethnic Diversity;

- Champions
- Information
- Network Key Contacts; and
- Short Course Information

# Agreed Actions for 2025-2026

NIPEC to present Survey Results to HSC Trusts and HEI's for them to develop Action Plans to take forward improvements in leadership and career and development opportunities.

At the Project Board meeting 30 September 2025 membership was reviewed and updated.

NIPEC to develop role descriptors for Ethnic Diversity Champions to support HSC Trusts

NIPEC to host an annual Regional Ethnic Diversity Collaborative Workshop 25 March 2026

NIPEC to develop a Business Case for a Regional Professional Officer to support HSC Trusts and the Independent Sector. Appointee to update CNO Office and relevant Groups on progress

Compliance against recommendations will continue to be monitored and reviewed. HSC Trusts and HEIs to complete Organisational survey 12 January-6 February 2026

Midwifery Leads to update information about the Continuity of Care Model and the requirement for a UK driving licence

Ethnic Diversity Champions to be identified within each Organisation

Information Sheet/Hub to be developed within all HSC Organisations focusing on Education, Training, Development, Leadership and Career Opportunities

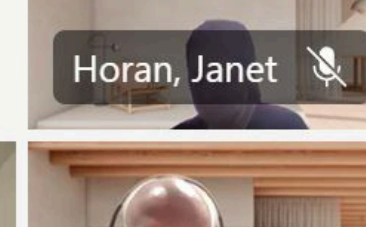
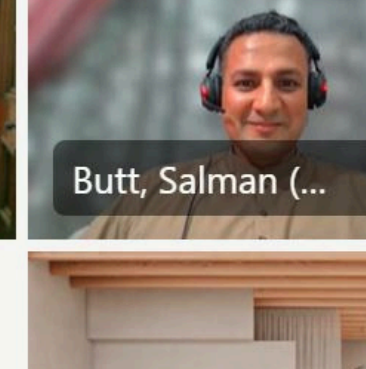
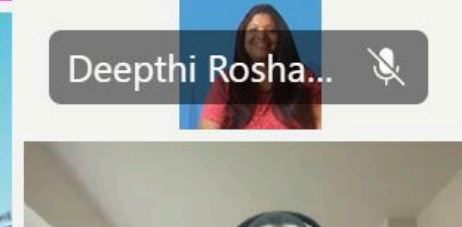
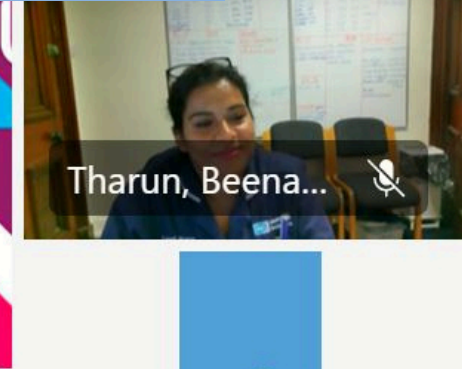
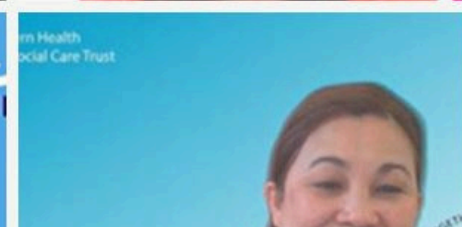
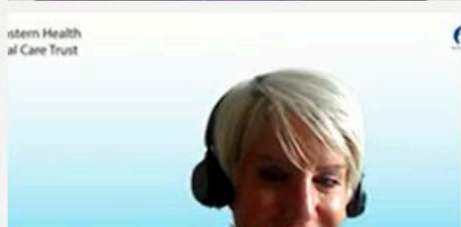
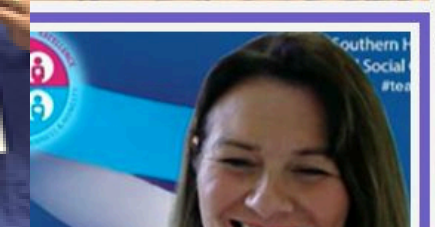
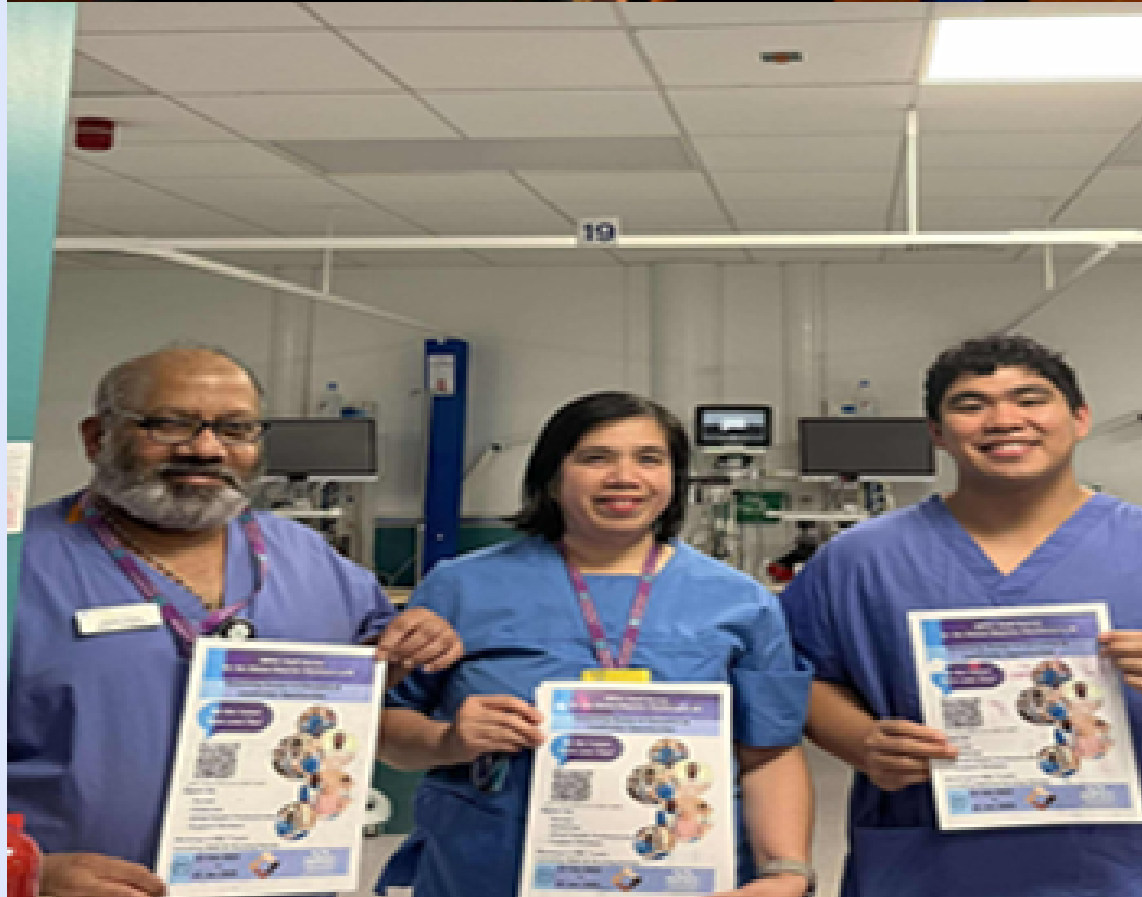
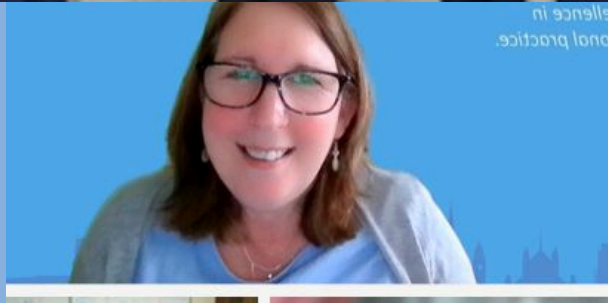
HSC Trust Career clinics to include training on applications forms and interview techniques

Departmental induction Checklists to be updated (as appropriate) to include questions about academic and professional qualifications; UKENIC and career aspirations





*Thank you!*





## Alternative Formats

NIPEC is committed to making information as accessible as possible and to promoting meaningful engagement with those who use our services.

This document can be made available on request and where reasonably practicable in an alternative format.

Should you wish to request a copy of this document in an alternative format please contact NIPEC.

For further information please visit; [NIPEC - Ethnic Diversity Project Page](#)

NIPEC, 4<sup>th</sup> Floor, James House, Cromac Avenue, Belfast, BT7 2JD