

# What are the obstacles hindering the career progression of Black, Asian, and ethnic minority nurses towards leadership roles within the University Hospital of North Midlands?

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## Introduction

The 2023 Workforce Report of the University Hospital of North Midlands (UHNM) highlights the significant underrepresentation of Black, Asian, and Minority Ethnic (BAME) nurses in leadership roles within the healthcare sector. This emphasizes the critical need for further examination and decisive action to address the disparities present in healthcare leadership. The lack of diversity not only affects career progression opportunities for BAME nurses but also points to broader systemic issues that require immediate attention and intervention.

## Aim.

The aim of this research is to focus on enhancing diversity initiatives within the nursing profession at UHNM, with a specific emphasis on improving healthcare quality and ensuring equal career progression opportunities for all nurses regardless of their racial background.

## Methods & Data analysis

Workforce Demographics and Leadership Statistics

- Collected comprehensive data on workforce demographics and leadership roles.
- Conducted staff surveys to gather broader contextual information.

Qualitative Interviews

- Conducted in-depth qualitative interviews focusing on the career progression experiences of BAME nurses.
- Used a structured questionnaire for these interviews.

Questionnaire Administration

- Distributed the questionnaire via the Trust intranet using REDCap, specifically targeting BAME nurses.
- A total of 45 nurses with varying levels of experience participated in the study.

Data Analysis

- Each questionnaire was reviewed multiple times to identify and verify emerging themes.
- Findings were derived from a detailed narrative interpretation of participants' perspectives, enriched with direct quotes.

## Objectives

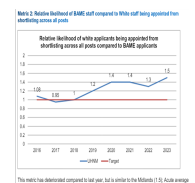
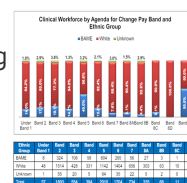
1. Evaluate BAME representation in leadership roles at the University Hospital of North Midlands.
2. Investigate the perceptions and experiences of BAME staff regarding workplace culture, inclusivity, and career advancement opportunities.

Methods

## Results

Disparities in Career Progression for BAME Employees

- Significant disparities persist in career advancement for BAME employees within the Trust, despite equality and diversity initiatives.
- Transition Rates from Band 5 to Band 6
- Only 15.6% of BAME staff progress to Band 6 roles, compared to 82.4% of white staff.
- Survey Findings
- BAME staff aspire to advance to Band 6 roles.
- Concerns about fairness, unconscious bias, and potential discrimination are prevalent.
- Not interested
- Face not Fitting
- Feedbacks
- Access to training



## Conclusion

The findings from this research and the 2023 Workforce Report of UHNM highlight an urgent issue in Trust leadership that requires immediate action. Addressing the systemic disparities that hinder BAME nurses' representation in leadership roles is crucial. By implementing policy changes, effective communication strategies, and supportive workplace initiatives, the Trust can foster a more diverse and inclusive leadership environment. This not only promotes equity but also enhances healthcare outcomes and advances social justice within the healthcare system.

## Recommendation

From the latest staff survey it is concerning to see a decline in BAME career progression despite improvements in EDI efforts at UHNM. Below are several recommendations derived from my research to address this pressing issue:

1. Identify Barriers
2. Training and Awareness
3. Mentorship and Sponsorship Programs
4. Leadership Accountability
5. Career Development Opportunities
6. Review Policies and Procedures
7. Diverse Representation
8. Continuous Monitoring and Evaluation

## Reference

University Hospital of North Midlands. (2023). Workforce Race Equality Standard 2023 Report. [Online]. <https://www.uhnm.nhs.uk/>. Available at: <https://www.neilstoolbox.com/harvard-generator/reference-website.htm> [Accessed 08 June 2024].

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